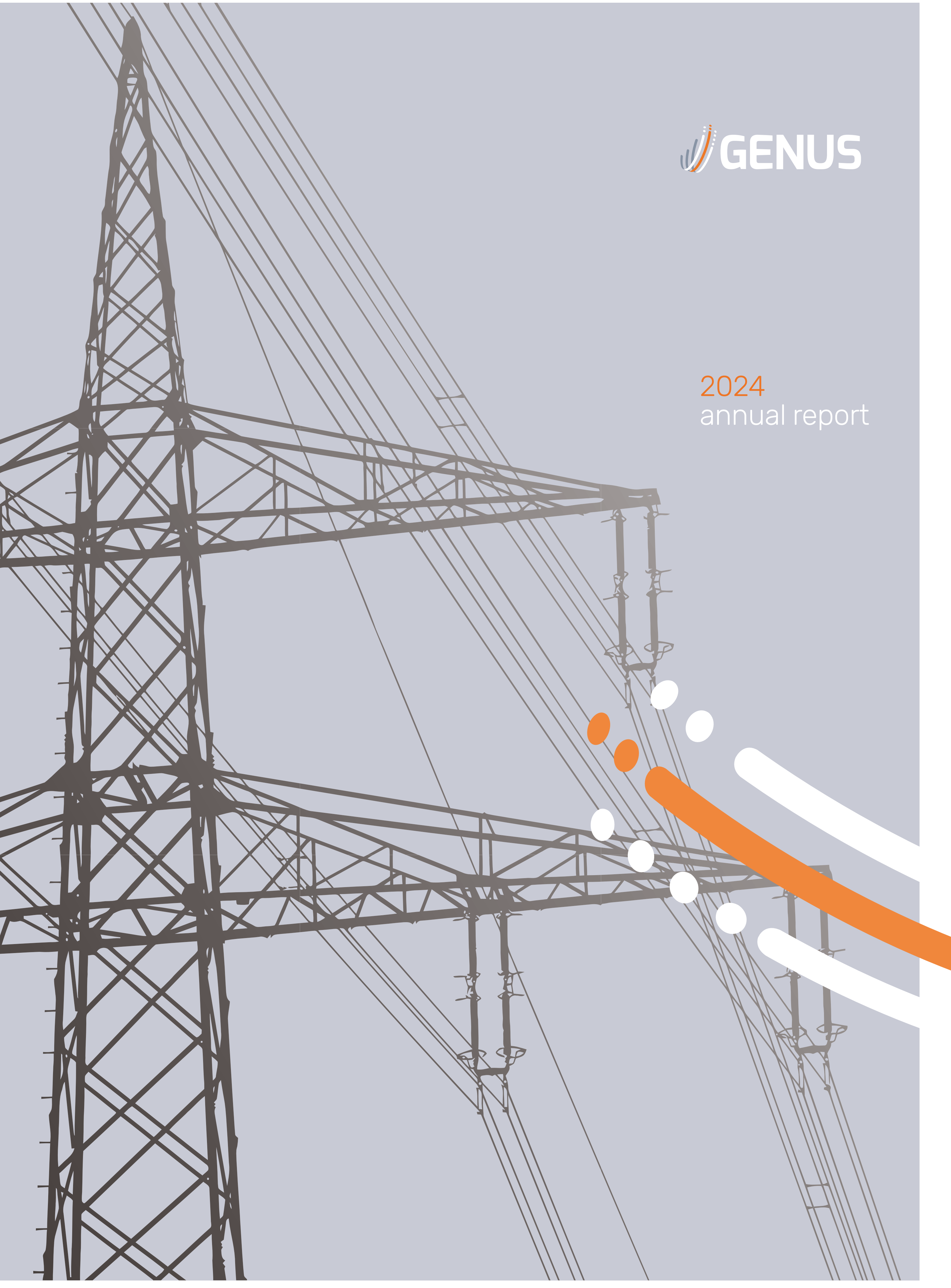


GENUS

2024
annual report

powering up Australia

Built on a bedrock of three generations of accumulated family expertise, today the GenusPlus Group is a leading ASX-listed provider of critical infrastructure services to a blue-chip client base.

We provide an integrated service delivered through key complementary businesses to our clients in the resources, power, utilities, and telecommunications sectors across Australia.

connecting the future

through

- innovative power solutions,
- power infrastructure capabilities,
- end-to-end communications infrastructure

contents

About Genus

connecting the future

GenusPlus Group (ASX:GNP) is an end to end service provider for essential power and communications infrastructure.

We provide an integrated service delivered through key complementary businesses to our clients in the resources, power, utilities, and telecommunications sectors across Australia.

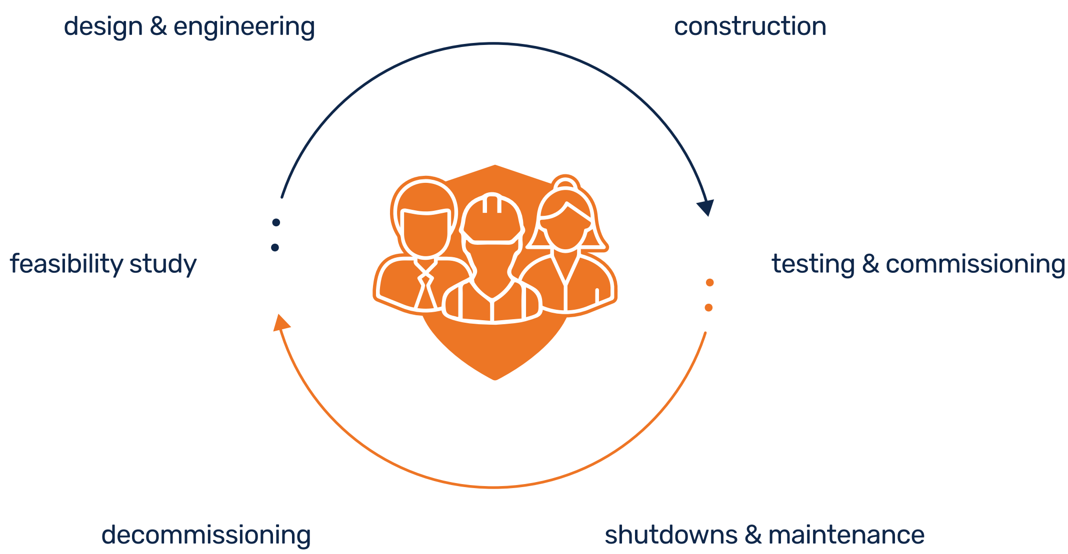
Built on a bedrock of three generations of accumulated family expertise, today the GenusPlus Group is a leading ASX-listed provider of critical infrastructure services to a blue-chip client base.

We enable customers to integrate new generation technology into traditional networks and support emerging networking solutions, meeting the demands of a carbon neutral economy; and helping to lead the transition to Australia's clean future through delivering complex, nationally-significant projects.

connecting the future through innovative power solutions

our services

We cover the full project life-cycle, from design and engineering to commissioning and decommissioning of power infrastructure assets. Our expertise crosses multiple sectors and our teams are experienced operators in both brownfield and greenfield sites across Australia.



Our capabilities

from the generating source to connection

power infrastructure capabilities

Our team optimises every stage of an asset's lifecycle, ensuring certainty with the lowest risk and whole-of-life cost. We draw on experience to continually develop advanced solutions which position projects to transition as technology develops.

Our clients include Australia's largest electricity utilities, infrastructure developers, telecommunications networks and major mining companies. We have delivered projects throughout Australia and across metropolitan, regional & remote areas.

1 Generating Source

- Power Station/ E&I Construction
- Solar
- Wind
- Battery Storage/ Hybrid Solutions

2 Terminal Substations

- Terminal Substations

3 Transmission Infrastructure

- Overhead Transmission Infrastructure
- Underground Transmission Infrastructure

4

Zone Substations

Zone Substations

5

Distribution Infrastructure

Overhead Distribution Infrastructure

Underground Distribution Infrastructure

6

Primary Customer Connection

Primary Customer Connection

Our capabilities

end-to-end communications capability.

communications infrastructure capabilities

Our turnkey communications solutions span the full asset lifecycle from feasibility, engineering design, site acquisition, logistics, procurement, construction and integration through to operations and maintenance.

We focus on improving asset performance and reducing the risk associated with disruption to operations.

Networks: From Concept To Construction

- Complete network designs
- Line route selection & optimisation
- Experienced field delivery capability
- Field services from planning & design through to construction & maintenance

Civil & Infrastructure Construction

- Direct ploughing & optic fibre installation
- Directional drilling
- Trenching
- Cable hauling & cable jointing
- Pit & pipe installation
- Asset installation

Mobile & Wireless Infrastructure

- Field services covering site acquisition, engineering & and design (SAED), construction & install
- Extending mobile construction capability to grow into mobile blackspots, 5G and beyond

Digital Solutions

- Dedicated Workforce Operations Centre and field management platform (WFM)
- Data analytics toolsets
- Virtual assessment, technician mobility apps
- Proprietary app connecting to customers

2024 highlights

$551 million

Record Revenue of $551 million

Up 24% on PCP

$45.3 million

Record Normalised EBITDA of $45.3 million

Up 23% on PCP

$19.3 million

Record NPAT of $19.3m

Up 44% on PCP

$101 million

Record cash balance of $101 million

Up 116% on PCP

$519 million

Orderbook of $519 million

and strong tendered pipeline of $2 billion

$251 million

Expected recurring revenue forecast

for FY2025 up 12% on FY2024

we're a team of dedicated industry professionals

Our target of building a comprehensive service offering across our three segments – from coast to coast – is based on our clear foundational principle of pursuing organic growth while integrating strategic acquisitions.

chairman's review

A record-breaking year, as the energy transition accelerates

Genus produced an outstanding financial result this year, driven by increased activity across each of our operational segments. Our diversification and growth strategy remains firmly on track, and our record order book and tender pipeline provide an increasingly solid foundation for future organic growth.

Revenue for the year stood at a record **$551 million** while normalised EBITDA increased by **23.2%** to **$45.3 million.** This result reflects solid performances across all our business segments and the progression of a number of landmark projects.

Our East Coast footprint remains a cornerstone of Genus' growth plans, with operations in the region now representing **35%** of group revenue as renewable infrastructure development in these markets accelerates. This expansion marks the achievement of a number of key strategic goals – and we expect to continue to generate strong growth through leveraging an unprecedented pipeline of renewables and transmission projects.

Genus has always been an innovative, adaptable company – and we are scaling and rapidly evolving to deliver the infrastructure needed to power Australia's sustainable future.

Strength through organic and acquisitional growth

Our target of building a comprehensive service offering across our three segments – from coast to coast – is based on our clear foundational principle of pursuing organic growth while integrating strategic acquisitions. Each of these opportunities are carefully considered to ensure they strengthen our geographical spread and take advantage of the significant infrastructure investment in new & existing markets.

This year we have demonstrated our ability to maximise the capabilities of previously stand-alone operations in target markets which represented value and scalability. The Genus-PFA business alone – delivering innovative pole maintenance & reinforcement solutions through our acquisition of Pole Foundations Australia - has been awarded a number of major asset-upgrade contracts; which in turn help to maintain strong relationships with our growing Utilities client base.

As noted last year, the restructuring of our Industrial Services business in FY2022 was a key strategic initiative to drive improved results in this segment. With FY24 Revenue up 94% on the previous corresponding period, Industrial Services is ideally placed to capitalise on future opportunities, particularly in the renewable energy sector.

The foundations of our Communications business remain firmly in place to enable Genus to take advantage of the large ongoing spend in this segment. Having turned this business from loss making to trading profitably by the end of FY24, we intend to grow both Revenue & EBIT in 2024/25 and beyond through a combination of organic and strategic acquisitions.

This proven approach - when combined with cementing our existing relationships with key clients - has elevated Genus' capacity to deliver while allowing us to tender for contracts which represent a step-change in market perception.

Connecting the Future. Together.

We have continued to secure key contract wins in line with our strategy across our three segments of Infrastructure, Industrial Services and Communications.

Our Joint Venture partnership with Acciona to deliver the HumeLink East transmission project is progressing to plan. This is a new 500kV transmission line in Southern NSW will connect Snowy Hydro's 2.0 expansion to the network; as part of a $10 billion transmission upgrade helping to drive the National Energy Market's renewables transition.

This is a clear demonstration that the market recognises Genus' ability to consistently provide the skills and expertise required to complete complex energy projects as an increasing number are being presented the market

Other key contract wins through the year include a $50 million award to deliver a major program of maintenance & network upgrade works for Western Power; a contract to develop transmission infrastructure supporting Fortescue's decarbonisation plan; and a $50 million contract with ACCIONA Energia for the Aldoga 275kV Solar Farm substation design & construction works in Queensland. This flagship solar development will contribute significantly to the Queensland Government's target of achieving 50 per cent renewable energy by 2030.

Having completed Stage 1 of the Kwinana Battery Energy Storage System (KBESS1) for Synergy last year, we continue to make good progress toward completion of Stage 2 - which positions us well for more utility-scale battery opportunities across the nation.

Delivering for shareholders

The Board has declared a fully franked final dividend of **2.5 cents per share (cps)**, up from 2.0 cps last year.

As was the case in the previous financial year, we remain focused on maintaining a strong balance sheet to support growth both organically and by strategic acquisition where we see good value.

An industry-leading safety culture

Our focus on safety and the conduct of safety-awareness initiatives throughout the year have continued to strengthen our safety culture and deliver improvements in our performance. This is demonstrated by our Total Recordable Injury Frequency Rate ("TRIFR") per million man hours worked, of **2.7** at 30 June 2024 – improving on our internal target of 2.8. The Group's Lost Time Injury Frequency Rate ("LTIFR") was again zero, which is a direct result of the dedication and expertise of our teams in the field. Our expanding workforce continues to be built on experienced professional staff, highly skilled trades people, a network of trades-based workshops and specialised subcontractors.

Today the Group directly employs over 1,000 people including 89 apprentices/ trainees and graduates. We will always prioritise direct employment of our people – it not only helps us control risk, but also plays a significant role in protecting and growing our proactive culture; which is one of our key strategic pillars.

A strong growth platform

Our record performance this year puts the company in an exceptional financial position, with a cash balance of **$101 million (up 116%)** and net cash of **$77.3 million**; with the Group's cash position increasing **244%** compared to the previous year.

This continues to position us for organic and strategic acquisition opportunities focused on increasing our existing scale and geographic reach.

Powering australia's sustainable future

With an extremely strong tender pipeline of approximately **$2 billion**; recurring revenue at **$251 million** per annum; plus order book standing at **$519 million**; budget and opportunity leads in excess of **$3 billion**; and a workforce exceeding **1,000**, our growing and diversified company is well placed to reach new heights in the years to come.

Australia's energy transition is accelerating – the milestone projects we've secured during the year, along with our healthy tender pipeline are a clear demonstration that our growth strategy positions us well to play an active and major role in this expanding pipeline of infrastructure opportunities across Australia

The extraordinary commitment and dedication of our people drives our teams to go above and beyond, finding creative solutions to every challenge. I thank you all.

Finally, as always I would like to thank you, our shareholders, for continuing to be an integral part of our growth ambitions - and I trust you will continue to share in our future success.

Simon High
Chairman

The market recognises Genus' ability to consistently provide the skills and expertise required to complete complex energy projects.

managing director's review

A strong growth platform

FY2024 has seen Genus generate a record financial result, reaching further into both new and established markets on the back of a substantial integration of acquisitions and consolidation of internal management systems, procedures and organisational structures. This performance has been driven by the extraordinary dedication & effort of our people, who now number over 1,000; and is a clear reflection of the strength of the markets and industries in which we operate.

The diversification that we continue to build into the business has helped us maintain strong profitability. East coast revenue has grown to **35%** during 2024 (2023: 34%) and the Group delivered record NPAT of **19.3m** up **43.7%.**

The Group's continued focus on both acquisitive and organic growth along with diversification of recurring revenue streams underpin the benefits we can deliver to clients and our shareholders, predominantly through increased capacity, financial strength and security.

This expansion in capability and access to a greater forward pipeline has driven a strong order book, which is again supplemented by the traditionally robust recurring revenue base that we generate across the business.

A performance underpinned by strong operational success

This year has seen Genus secure a number of milestone projects across the business. Our EPC delivery of Balance of Plant and BESS installation at the landmark Melbourne Renewable Energy Hub continues apace, with a recent visit from Federal and Victorian Government Ministers marking arrival of the first of over 400 Tesla Megapack Battery units. We were also proud to complete Electrical & Instrumentation work at the 100MW North Star Junction Solar Farm in the Pilbara region of WA, delivering our first major utility-scale solar asset. Anticipated recurring works for major utilities across Australia will continue to provide ongoing revenue in the years ahead.

With these foundations in place the Group was able to deliver a year of unprecedented growth. From **Revenue of $551 million, normalised EBITDA was up 23.2% to $45.3 million.**

Our Communications team continues its 3-year Master Module Agreement with nbn under which Genus will deliver the N2P Evolution Module to deploy additional fibre infrastructure; including the provision of specialist planning, design and construction of nbn broadband infrastructure. This remains a key opportunity alongside our ongoing contract with Telstra to grow the Communications business. The foundations of the division are in place to enable Genus to take advantage of significant forecast spend in the communications industry.

The Group has a strong cash position increasing Cash at bank to a record **$101 million** at 30 June 2024, up 116% on FY2023. Net cash is up to **$82.8 million**, up 111.6%.

The diversification we have built into the business has helped maintain strong profitability throughout the Group; Australia's networks are evolving, and we're ready.

	FY2024 $	FY2023 $	Change %
Revenue	**551,189,613**	**444,178,894**	**24.1%**
EBITDA[1]	44,875,648	33,666,128	
Non-recurring transactions[2]	460,601	3,124,369	
Normalised EBITDA[3]	**45,336,249**	**36,790,497**	**23.2%**
Depreciation & Amortisation[4]	(11,592,040)	(11,875,275)	
Normalised EBIT-A[5]	**33,744,208**	**24,915,222**	**35.4%**
Amortisation of acquisition intangibles	(3,262,211)	(3,337,917)	
EBIT	**30,021,397**	**18,452,936**	
Profit for the year	19,262,036	13,405,524	
NPAT-A[6]	**21,545,583**	**15,742,065**	**36.9%**

Note: The table contains non-IFRS measures that are unaudited but derived from audited FY2024 Financial Statements. These measures are presented to provide shareholders with further insight into the Group's performance.

1 EBITDA is earnings before interest, tax, depreciation and amortisation.
2 Non-recurring transactions relate to Acquisition costs, ECM Claim profits and Restructuring costs.
3 Normalised EBITDA is EBITDA plus Non-recurring transactions
4 Depreciation & amortisation excludes amortisation of acquisition intangibles.
5 Normalised EBIT-A is Normalised EBITDA less depreciation and amortisation (excluding amortisation of acquisition intangibles).
6 NPAT-A is Profit for the year plus amortisation of acquisition intangibles adjusted for tax effect at 30%.

Continuing our reconciliation journey

On the back of proudly publishing our first Reflect Reconciliation Action Plan (RAP) last year - reaffirming our commitment to actively work toward reconciliation with Aboriginal and Torres Strait Islander peoples – Genus has continued to identify positive engagement opportunities; and we remain focused on creating tangible outcomes for our Aboriginal and Torres Strait Islander colleagues, partners and communities.

Our RAP includes practical actions that will drive Genus' contribution to reconciliation both internally and in the communities in which we operate.

This year, Genus was a proud sponsor of the **Nunga Screen program** - an annual short-films initiative put together by Country Arts SA, which began streaming nationally for the first time in 2024. Nunga Screen is dedicated to bringing communities together to share in culture and engage in conversation with Aboriginal and Torres Strait Islander peoples.

Our people

As ever, our success is dependent on the extraordinary effort, capability and commitment of our people. Their dedication and support enables us to continue to deliver smart, innovative solutions across our diverse sectors, which forms a significant part of Genus' competitive advantage.

Investing in the next generation of employees is integral to the continued success of our business and the wider industry. Our successful apprenticeship program has expanded as we continue to invest in the growth, development, education and training for young graduates, apprentices and trainees. We currently support the career ambitions of **89** apprentices, graduates and trainees, which is building a strong foundation of future skilled tradespeople.

Powering up Australia.

We're proud of our journey and even prouder of where we're going. With every project, every partnership, and every person we hire, we're building a company that stands for something real.

With industry tailwinds gaining momentum, Genus is forecasting this underlying momentum to deliver at least **20% growth in EBITDA** in **FY2025**. We expect to return to strong growth in the medium term with a large pipeline of renewables and transmission projects to drive the business.

We expect to see continued growth from our east coast operations and an increase in recurring revenue in FY2025; forecast at **$251 million**, up 12% on FY2024 actual results. The increased focus on the power network around Australia should continue to yield significant opportunities during the coming decades as the system undergoes an accelerated from traditional energy sources to established and emerging renewable technologies.

D. Riches

David Riches
Managing Director

Sustainability


innovative people, delivering
results through expertise

Sustainability

Safety is everything here at Genus.

SHEQ

With over 1,000 people working across Australia, it is essential for Genus to have a robust approach to health, safety and environment.

Our goal is to ensure that those influenced by our work (including employees, subcontractors, and the general public) go home safely, every day. This approach to health and safety is embodied in the Group's "Think Safe. Work Safe. Home Safe." message.

In October 2023, Genus received the Work Health & Safety Foundation's Worker's Compensation & Injury Management Award – welcome recognition of the tireless effort our SHEQ team displays each and every day.

We have established and implemented an integrated safety, health, environment, and quality (SHEQ) management system that provides the framework for how these areas are managed.

We will continue to maintain our triple-ISO Management System certification (45001, 14001 & 9001) and to further streamline our Group-wide SHEQ management system.

Genus is currently developing a Climate Transition Strategy & Greenhouse Gas emissions framework. This will capture emissions data to enable us to report in accordance with anticipated legislation changes.

To mitigate the structural challenges of predominantly high-risk work and rapid growth, our SHEQ team is focused on identifying our critical risks based on our Safety Non-Negotiables.

These Safety Non-Negotiables were established to increase awareness and understanding of critical risks and control measures; provide a clear set of standards that are easily understood by all; and ultimately create an awareness to help prevent serious workplace injury and fatality. These safety non-negotiables are communicated at inductions, and regularly referred to during toolboxes, health, and safety communications and during incident investigations.

Milestones achieved during FY24 include:

0

LTIFR

at 30 June 2024

2.7

TRIFR

at 30 June 2024 of 2.7
(exceeding our internal target of 2.8)

Our people are our strength; they bring hard-earned experience and dedication to every project we undertake.

Community

We're proud to be a part of the projects that keep Australia moving forward – but we are equally dedicated to supporting the progress of the communities in which we operate by extending aid through contributions, grants, and sponsorships to organisations that play a pivotal role in their development.

Our dedication goes beyond local sourcing, reflecting our commitment to nurturing the growth and well-being of the communities we serve. Through our financial contributions, we actively participate in initiatives that make a meaningful difference in these communities' development and prosperity.

We foster employee engagement in local community endeavours by encouraging participation in volunteer activities and endorsing attendance at community events. Over the past year, our employees have actively engaged in a range of community initiatives, including:

- **HumeLink East Project art unveiling during team visit to Ngunnawal Country:** The HumeLink East project, spanning Wiradjuri, Gundungarra, and Ngunnawal Country in NSW, demonstrates a commitment to honouring the Traditional Custodians of the land. The project's leadership team which included the Genus team, joint venture partner ACCIONA and the Client TransGrid, embarked on a cultural learning journey on Ngunnawal Country in Yass, facilitated by Wiradjuri artist Luke Penrith.
- **Australian Breast Cancer Research** - In celebration of Women's Health Month, Genus enthusiastically participated in supporting this important cause by inviting all staff to wear pink to work.

  In addition to promoting awareness through attire, Genus took further steps to contribute to cancer research.

  We created a donation page, with all proceeds dedicated to funding research across the spectrum of cancer, from prevention to treatment and cure. To demonstrate its commitment, Genus pledged to match the total amount donated by the Genus Team, doubling the impact of the contributions made by its employees.

connecting the future. together.

Sustainability

Our people are our strength; they bring hard-earned experience and dedication to every project we undertake.

People & Culture

At Genus, we believe in the power of people - and we invest in ours because they make our success possible.

Our people-first culture - underpinned by core values of safety, integrity, collaboration and mateship - remains a crucial piece of the Group's competitive advantage.

Genus' business is built on the efforts and capability of its employees and we firmly believe that support and development of our workforce remain a priority in delivering our critical services.

Investing in the future generation of employees continues to be integral to our continued success. Genus believes in realising and developing talent with a structured and supported Apprenticeship Program. We currently support the career ambitions of 89 apprentices, trainees and graduates across the business who will form the foundation of our future skilled tradespeople.

The attraction of high calibre employees is an ongoing challenge and there continues to be a very competitive employment market for skilled professionals. Combined with a continued focus on people-related productivity improvements, Genus will continue to invest in the acquisition, development and retention of key capability and talent to enable the Company to successfully achieve its vision and to maintain this vital competitive advantage.

We remain committed to investing in our employees through generating opportunities to grow on personal and professional levels, through varied learning and development programmes for apprentices, trades, operational, professional and managerial employees. This creates a significant pipeline of talent throughout the Company.

Our diversity policies promote respect and fair treatment for all employees, and we seek to create an all-inclusive workplace where our people are encouraged regardless of age, gender, ethnicity, disability, sexual orientation or religion.

Our commitment to building a diverse workforce is evident in all aspects of employee engagement including recruitment, professional development, promotion and remuneration.

connecting the future. together.

Our commitment to building a diverse workforce is evident in all aspects of employee engagement including recruitment, professional development, promotion and remuneration.

financial report 2024

connecting the future through innovative power solutions

contents

Powering up Australia –
from inspiration to operation

Directors' Report

The directors present their report together with the financial statements on the consolidated entity, consisting of GenusPlus Group Ltd and its controlled entities (the **Company** or **Group**) for the year ended 30 June 2024.

Directors' details

The names and details of the Company's directors in office during the financial year and until the date of this report are set out below. Directors of the Company were in office for the entire period unless otherwise stated.

Mr David Riches

David Riches is the Managing Director and CEO of the Group. David is the founder of GenusPlus Group Pty Ltd and is a third-generation recognised industry expert. David has led the business growth with a successful year on year track record.

During the past three years he has not served as a director of any other listed companies.

Mr Paul Gavazzi

Paul Gavazzi is a Non-Executive Director and the Chair of the Audit and Risk Committee, and a member of the Remuneration and Nominations Committees. Paul has over 40 years' experience as a practising lawyer in commercial law, specialising in construction, projects and infrastructure. Paul was formerly senior partner of a large national law firm, and founder of the firm's Construction, Projects and Infrastructure Group. He is also the founder & Managing Director of Solve Global Pty Limited, a company that plans, manages, predicts and solves high-stakes commercial disputes using data-based analytics and strategic problem solving. Paul is an associate of the Chartered Institute of Arbitrators (UK), member of the Society of Construction Lawyers and member of the Australian Institute of Company Directors.

During the past three years he has not served as a director of any other listed companies.

Mr Simon High

Simon High is the Non-Executive Chairman of the Group. Simon is a qualified Civil Engineer, Fellow of the Institute of Engineers Australia and Fellow of the Australian Institute of Company Directors.

Simon has over 45 years' experience globally in the Oil & Gas, Mining and Industrial Infrastructure industries. Simon held Senior Executive roles with Kvaerner Oil & Gas, United Construction, Clough Ltd, Southern Cross Electrical Engineers and Ausgroup Ltd.

During the past three years he has not served as a director of any other listed companies.

Mr José Martins

José Martins is a Non-Executive Director and a member of the Audit and Risk Committee and Chair of the Remuneration and Nominations Committee. He brings over 25 years' experience in the financial management of public and private companies. Jose is a former CFO of ASX listed Ausdrill Ltd, Macmahon Holdings Ltd and Alliance Mining Commodities.

During the past three years he has also served as a director of the following listed companies: Atlas Pearls Ltd (ASX: ATP).

Company Secretaries

Damian Wright is the Chief Financial Officer and Joint Company Secretary of GenusPlus Group Ltd. Damian has held senior finance positions including CFO and Company Secretary for private and ASX listed entities. Damian holds a Degree in Commerce, and is a fellow of CPA Australia and a fellow of the Governance Institute of Australia.

Strati Gregoriadis (BA, LLB, MBA) is the General Counsel and Joint Company Secretary of GenusPlus Group Ltd. Strati has previously, for a number of years, held General Counsel & Company Secretary roles with ASX listed entities.

Interests in the shares and options of the Company and related bodies corporate

As at the date of this report, the interests of the directors in the shares and options of GenusPlus Group Ltd were:

Director	Number of ordinary shares	Interest in options
David Riches	93,583,947	–
Simon High	304,167	–
José Martins	100,000	–
Paul Gavazzi	204,167	–

Directors' Report

Principal activities

Genus is a specialist power and communications infrastructure and services provider operating across Australia. With years of practical experience across Australia, we design, build and maintain electrical transmission and distribution networks, substations and battery systems.

We enable customers to integrate new generation technology into traditional networks and support emerging networking solutions, meeting the demands of a carbon neutral economy.

Capitalising on our expertise in power networks and using the world's best knowledge and technology, we also specialise in delivering integrated, efficient and scalable communication network solutions, including network design, and fixed and wireless infrastructure supported by real time network management expertise and capability.

There have been no significant changes in the nature of these activities during the year.

Review of operations and financial results

A summary of the key financial performance metrics for the current financial year (FY2024) is provided below, with comments on significant movements compared to the financial year ended 30 June 2023.

The Group reported total revenue of $551,189,613, compared to $444,178,894 in FY2023, a 24.1% increase. The growth during the period was driven by increased activity across all 3 segments. The Group benefitted from favourable market conditions particularly in the Industrial Services segment which saw an increase in activity in the new energy sector.

The higher revenue resulted in an increase in the Normalised EBITDA to $45.3 million, 23.2% higher than FY2023 ($36.8 million). Note: EBITDA is a non-IFRS measure that is unaudited but derived from audited FY2024 Financial Statements. This measure is presented to provide shareholders with further insight into the Group's performance.

Depreciation and Amortisation of $14.9 million, was down 2.4% from FY2023 of $15.2 million. While interest costs rose during the period, this was more than offset by increased interest income which resulted in net finance costs reducing 27.8% to $1 million, from $1.4 million in FY2023.

The net profit of the Group for the financial year after providing for income tax amounted to $19,262,038, an increase of 44.2% compared to $13,405,524 in FY2023.

The overall strong FY2024 results has created a solid platform for future strong growth with significant progress made to position the Group to be an active participant in the transition to renewable energy.

The diversification that is being built into the business has helped maintain strong profitability of the Group. East coast revenue has grown to 35% during 2024 (2023: 34%).

The Group has a strong cash position increasing Cash at bank to $101 million at 30 June 2024, up from $46.7 million in FY2023. Net cash (cash and cash equivalents less bank debts, excluding right-of-use debts) is up to $77.3 million compared to $22.4 million in 2023.

The Group's net assets increased by $16,190,309 which reflects earnings in the year net of dividend payments.

The acquisitions which occurred during the year are in line with the Group's strategy to strengthen its geographical position and to take advantage of significant infrastructure investment in new markets. Refer to Note 36.

A comparison of the Group's performance from continuing operations is set out below:

	FY2024 $	FY2023 $	Change %
Revenue	551,189,613	444,178,894	24.1%
EBITDA[1]	44,875,648	33,666,128	
Non-recurring transactions[2]	460,601	3,124,369	
Normalised EBITDA[3]	45,336,249	36,790,497	23.2%
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Normalised EBIT-A[5]	33,744,208	24,915,222	35.4%
Amortisation of acquisition intangibles	(3,262,211)	(3,337,917)	
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6. NPAT-A is Profit for the year plus amortisation of acquisition intangibles adjusted for tax effect at 30%.

Pipeline

The Group continues to achieve significant growth in its business underpinned by existing contracted work, recurring revenue from regular clients, and anticipated revenue from its existing tender pipeline of works.

Revenue from recurring works including long term customer/panel revenue and revenue from long term supply & maintenance contracts, and the current outstanding orderbook for FY2025 has grown and the platform is there for the Group to sustain continued growth.

In addition to the tendered pipeline there are further significant budgets and opportunities in progress. Work on initial budgets for clients, which are not yet at formal tender stage, is common in our industry and helps provide Genus with insights into the long term requirements for its services.

Genus is seeing the pipeline for the transition of the Australian transmission network grow substantially. In addition to the major investment in the transmission network and battery storage around Australia, Genus is well positioned to construct connections to the new transmission network from new energy power sources and renewable energy zones.

Outlook

Strong momentum generated in FY2024 provides a solid base to support earnings growth in FY2025. Genus expects to continue its strong growth in the medium term with a large pipeline of renewables and transmission projects to drive medium to long term growth in the business.

The Group expects to see continued growth from its east coast operations and increase in services revenue in FY2025. The increase focus on the power network around Australia should see significant opportunities present during the coming 10-20 years as the network goes through a substantial transition from traditional energy source of coal to generation from new and renewable energy.

Growth Strategy

Significant investment has been put into growing the east coast presence of Genus to be positioned for the substantial investment required to the power network over the next 10-20 years. Substantial progress has been made by Genus in expanding the business into the much larger east coast markets, which now represents 35% of revenue of the business. During the year the company acquired 100% of Prasinus Energy Services Pty Ltd in Victoria. The acquisition of Prasinus is aligned to the Group's geographic growth strategy by expanding its service offering within the growing Eastern Australian market and marks the first permanent operations within Victoria. The finalisation of the Blue Tongue Energy acquisition enables GenusPlus to further its service offerings in the battery energy storage and renewables sectors.

Genus Communications was awarded a 3-year Master Module Agreement with nbn in July 2023 pursuant to which nbn has awarded the N2P Evolution Module to deploy additional fibre infrastructure for nbn which includes the provision of specialist planning, design and construction of nbn broadband infrastructure. This is a key opportunity alongside Genus' contract with Telstra to grow the Communications business. The foundations of the business remain in place to enable Genus to take advantage of the large ongoing spend in the communications industry.

To effectively serve our clients across the nation and establish ourselves as the contractor of choice, we are committed to investing in the specialised plant and equipment necessary for our operations.

We remain receptive towards further M&A opportunities to continue our growth trajectory through acquisitions and organically into new geographical locations and service offerings, expanding our national footprint.

Significant changes in the state of affairs

Other than noted elsewhere in this report, there were no significant changes in the state of affairs of GenusPlus Group that occurred during the year.

Dividends

The Board has resolved to declare a dividend in respect of the year ended 30 June 2024 of 2.5 cents per share fully franked (30 June 2023: 2.0 cents per share fully franked) for a total of $4,443,124. (30 June 2023: $3,554,499). The ex-Dividend Date for this dividend will be 1 October 2024, the Record Date is 2 October 2024 and the Payment Date will be 1 November 2024.

Events arising since the end of the reporting period

On 26 August 2024, the Directors declared a final fully franked dividend of 2.5 cents per share with a record date of 2 October 2024 and a payment date of 1 November 2024. The total dividend payable is an aggregate of $4,443,124.

Other than the matter mentioned above, no matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial years.

Likely developments

The Group will continue to seek opportunities to provide its services in installation, construction and maintenance of power and communication systems across Australia.

The Group's strategy includes:

- Continuing to replicate its successful business model to penetrate the large east coast markets, including growing its strategic acquisitions in Victoria, Tasmania, NSW and QLD;
- Pursue substation and battery energy system projects, utilising the ability to be more selective on projects given the strength of the Genus brand;
- Taking advantage of the expected growth in electrical network infrastructure spending by public and private utility companies in Australia;
- Taking advantage of the expected growth in resources sector activity and related electrical network infrastructure construction;
- Continuing to maintain and grow its recurring works including long term customer/panel revenue and revenue from long term supply & maintenance contracts to provide a stable base line of year on year revenue;
- Continuing to grow the Communications business in the large telecommunications sector;
- Continuing to maintain and develop new customer relationships;
- Continuing to maintain Genus' culture and significant investment into staff training; and
- Continuing to maintain its diversification between the Government utilities and the private sectors.

Risk Management

In managing risk, Genus has adopted a proactive approach aligned with ISO31000 and the Corporate Governance Principles and Recommendations 4th Edition of the ASX Corporate Governance Council.

Genus endeavours to strike the correct balance between managing risks and making effective risk-reward decisions. Given the breadth, scale and geographies of Genus' operations, Genus is exposed to a wide range of factors which have the potential to impact it. It has controls in place to attempt to manage and mitigate risks where it is practicable and efficient to do so, although there is no guarantee that these efforts will be successful. Below is an overview of:

(i) some key material risks Genus is exposed to which could potentially have a material adverse impact on the financial condition and results of Genus' operations; and

(ii) how it manages those risks. These risks are not set out in any particular order and are not intended as an exhaustive list of all the uncertainties and risks Genus is or may be exposed to.

Winning New Work and Competition

Genus' performance is impacted by its ability to win and complete new contracts. Any failure by Genus to continue to win new contracts will impact its financial performance and position. Genus operates in a competitive market against domestic and international suppliers, and there is a risk that due to competitor actions and market pressures Genus' pricing may come under pressure.

Genus endeavours to secure and sustain high-quality projects supported by strong financial and commercial practices, with a disciplined approach to pricing. Nevertheless, there exists inherent unpredictability in pricing projects due to the risks prevalent in our operating environment. Genus is focusing on promoting and building its brand, and on delivering to its customers through excellent service delivery.

Financial

Maintaining financial stability is crucial for Genus' long-term success, and a failure by Genus to maintain this financial stability could adversely impact its operations and financial performance.

Genus actively monitors and manages financial risks through prudent financial planning, budgeting, and risk assessment processes. Genus continuously evaluates market conditions, manages currency risks, and maintain robust financial controls and reporting mechanisms. By adhering to these procedures, Genus aims to safeguard its financial performance and ensure the sustainable growth of its business.

Liquidity Risk

This refers to the potential inability of Genus to meet its financial obligations when they become due. This risk can arise from factors such as counterparty risk, underperforming projects, and challenges in efficiently managing cash.

Genus manages this risk by monitoring scheduled debt servicing payments for long-term financial liabilities as well as forecast cash inflows and outflows due in day-to-day business, and with a comprehensive insurance program providing protection against key risks and losses.

Further information can be found in Note 39 of this Annual Financial Report.

Financing Risk

Genus has financing facilities with external financiers. A default under any of these facilities could result in withdrawal of financial support or an increase in the cost of financing. Genus manages this risk by monitoring banking covenants regularly and reporting to the financiers quarterly. Regular meetings are held with the financiers to keep them abreast of the Group performance where existing and new facility requirements are discussed.

Bank Guarantee and Insurance Bond Facilities

Genus' customers often require Genus to provide security in the form of bank guarantees or insurance bonds. As Genus wins more and larger contracts, its bank guarantee and insurance bond facilities are reduced and this could constrain or inhibit Genus in taking on new work.

Genus manages this risk through early engagement and negotiation with the providers of its facilities, seeking new or additional facilities as required, and actively managing the return of outstanding guarantees and bonds.

Project Delivery, Margins and Operations

Execution and delivery of projects involves judgement regarding the planning, development and operation of complex operating facilities and equipment. Genus' operations, cash flows and liquidity could be affected if the resources or time needed to complete a project are miscalculated, if it fails to meet contractual obligations, or if it encounters delays or unspecified conditions. Cost overruns, unfavourable contract outcomes, serious or continued operational failure, adverse industrial relations outcomes, disruption at key facilities, disruptions to information and communication systems or a safety incident have the potential to have an adverse financial impact. Genus is also exposed to input costs through its operations, such as the cost of fuel and energy sources, equipment and personnel. To the extent that these costs cannot be passed on to customers in a timely manner, or at all, Genus' financial performance could be adversely affected.

Genus employs project management methodologies to ensure timely and efficient completion of projects while maintaining high-quality standards. It continuously evaluates project risks, employs project risk mitigation strategies, and monitors project progress closely. By implementing effective project controls and optimising operational efficiencies, Genus aims to deliver projects within budget and protect its margins.

Labour Cost and Availability

Genus' growth and profitability may be limited by loss of key operating personnel, inability to recruit and retain skilled and experienced employees or by increases in compensation costs. The growth of activity in the power sector has increased demand for quality resources, creating a tightening market and upward pressures to secure skilled leaders, professionals and personnel.

The Group mitigates these risks by taking a proactive and adaptable approach. The Group regularly plans workforce requirements, utilising human resource management software to streamline processes to track workforce data, and through contingency planning, and training and internal promotion. It continues to work on embedding its values, desired organisational culture, and Code of Conduct throughout the Group as it carefully selects and promotes leaders who demonstrate the desired skill, values and behaviours that underpin its brand.

Contract Pricing Risk

If relevant internal processes are not complied with or if Genus materially underestimates the cost of providing services, equipment, or plant, there is a risk of a negative impact on its financial performance.

Genus has strong internal tendering and commercial review processes aimed at ensuring relevant costs and commercial risks are identified and priced into its bids.

Interruption to operations

Operations can be interrupted due to factors beyond Genus' control, including prolonged heavy rainfall or cyclones, geological instability, accidents or unsafe conditions, equipment breakdowns, industrial relations issues and scarcity of materials and equipment. Interruptions to existing operations or delays in commencing operations may result in lost revenue and, in some circumstances, additional costs for Genus, adversely affecting Genus' business, results of operations, and financial condition. Genus also depends on its clients' assessments of the financial viability of their projects, ensuring they have access to sufficient funding to meet project working capital and debt covenant requirements. If a client fails to obtain sufficient funding or meet its working capital or debt covenant requirements, the client may scale back or cancel its contract with Genus, adversely impacting Genus' financial performance.

Genus mitigates these risks by looking to agree contract terms and conditions to ensure operational interruptions outside of Genus' control are appropriately priced into the tender, or relief under the contract terms and conditions is prescribed to ensure fair and equitable outcomes. Genus works closely with its clients to understand their issues and identify opportunities where Genus can assist in minimising the impact of the identified issues.

Health and Safety

Genus may experience incidents, including life-changing events which have the potential to cause physical or psychological harm. This could result in the loss of a contract, have an adverse impact to Genus' reputation, and potentially difficulty in winning new work.

Genus is committed to providing a systematic process to manage risks around health and safety. Health and Safety is the first item discussed at Board and other internal meetings, regular safety audits are undertaken, and it has ongoing employee engagement initiatives to promote a strong safety culture. Genus has established a Health, Safety, Environment and Quality (SHEQ) management system aligned with the Australian standards. The systems encompass various key aspects:

- Integration of psychosocial hazards into operational risk management practices, ensuring comprehensive identification and mitigation of potential risks.
- Provision of appropriate training, supervision, and resources to promote a safe working environment.
- Implementation of High-Risk Standards and verification processes to establish a framework for managing high-risk incidents that could lead to severe injuries or fatalities.
- Regular review and audit of SHEQ processes and controls to ensure ongoing effectiveness and compliance.
- Monitoring of periodic SHEQ reporting and SHEQ bulletins at the Group level to identify trends, areas for improvement, and to take prompt action when necessary.

Cyber Security

The potential for cyber security attacks, misuse and release of sensitive information are ongoing and real risks to Genus.

Genus has been reviewing and in the process of implementing and upgrading a number of cybersecurity measures to protect its IT infrastructure, networks, and sensitive data. These measures include investing in systems and infrastructure, firewalls, encryption protocols, regular vulnerability assessments, and employee training on data security best practices, and implementing:

- Information security management systems to ensure comprehensive protection and management of information assets.
- Utilisation of anti-malware and endpoint detection and response software to detect and prevent malicious activities on our systems.
- Implementation of multi-factor authentication to add an extra layer of security by requiring multiple forms of identification for access.
- Developing business resilience plans that specifically address cyber-related scenarios to ensure continuity of operations in the event of an incident.

Climate Change and Carbon Emissions

The transition to a low-carbon economy with heightened focus on carbon emissions and the significant increased regulation and focus in these areas has resulted in growing pressure on companies to disclose their measures for identifying and managing climate related risks.

Genus will seek continual improvements in energy efficiency across its business to understand and reduce the carbon intensity of operations and is reviewing and gathering data required for reporting.

Social, legal and compliance

Genus is subject to a broad range of laws, regulations and standards in the jurisdictions in which it operates. Changes in laws and regulations, and non-compliance due to inadequate processes or systems or by people and /or through conduct could lead to losses and liabilities, reputational damage and business interruption. Failure to meet the increasing expectations of Genus' stakeholders could impact future plans, reputation and its ability to operate. Failure to comply with regulatory requirements or take satisfactory corrective action in response to adverse inspection findings could result in enforcement actions. Genus operates in a regulated environment with the potential for significant penalties for non-compliance with applicable laws and regulations. Amendments to current laws and regulations governing operations or more stringent implementation of laws and regulations could adversely impact Genus, including increased expenses, capital expenditure and costs. Genus is also dependent on various technical and financial accreditations to operate the business, including safety accreditations, quality assurance standards, technical accreditations and financial accreditations. Any failure to maintain or comply with accreditation can impact Genus' eligibility to participate in certain projects and sectors.

Genus mitigates this through: monitoring regulatory and legislative changes that impact the organisation and ensuring Genus is monitoring and up to date with its compliance obligations and modifying procedures and protocols to meet its regulatory obligations; embedding its values and Code of Conduct and associated policies, which are covered in mandatory training; its whistleblower policy and procedure; Modern Slavery risk management including supplier risk assessment process and annual reporting through the Modern Slavery Statement; and, its Reconciliation Action Plan.

Unfavourable changes in the business environment or operating conditions

Key assumptions relating to the operating environment (including potential disruption events) and/or budget forecasts may prove to be incorrect.

Genus mitigates this through identifying and managing strategic and emerging risks and as part of the risk management framework; continued review and management of its cost base; continuous financial model review and evaluation; and, consideration of the macroeconomic environment.

Dependency on third parties and critical supply chains

Delays and disruption could be experienced with supply chains due to the impact of macroeconomic factors on supply chains and logistics.

Genus mitigates this by monitoring the macroeconomic environment which could impact its operations and supply chains and looking to agree contract terms and conditions to ensure operational interruptions outside of Genus' control are appropriately priced into the tender, or relief under the contract terms and conditions is prescribed to ensure fair and equitable outcomes.

Directors' meetings

The number of meetings of Directors (including meetings of Committees of Directors) held during the year and the number of meetings attended by each Director is as follows:

	Board Meetings		Audit and Risk Committee		Remuneration and Nominations Committee		Other Committees	
Board Member	A	B	A	B	A	B	A	B
David Riches	21	21	n/a	n/a	3	2	n/a	n/a
Simon High	21	21	2	2	n/a	n/a	3	3
Paul Gavazzi	21	20	2	2	3	3	3	3
José Martins	21	20	2	2	3	3	3	3

Where:

Column A: is the number of meetings the Director was entitled to attend

Column B: is the number of meetings the Director attended

Performance Rights Over Unissued Shares and Options

At 30 June 2024 there are 3,196,492 Performance Rights outstanding (FY2023: Nil). Details of Performance Rights granted to Executives as part of their remuneration are set out in their Remuneration Report.

No options over issued shares or interests in the Group were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

Remuneration Report (audited)

The Directors of GenusPlus Group Ltd (the Group) present the Remuneration Report for Non-Executive Directors, Executive Directors and other Key Management Personnel, prepared in accordance with the *Corporations Act 2001* and the *Corporations Regulations 2001.*

The Remuneration Report is set out under the following main headings:

a Principles used to determine the nature and amount of remuneration

b Details of remuneration

c Share-based remuneration

d Bonuses included in remuneration

e Performance rights held by key management personnel

f Shares held by key management; and

g Other transactions with key management personnel and their related parties

a Principles used to determine the nature and amount of remuneration

The principles of the Group's executive strategy and supporting incentive programs and frameworks are:

- to align rewards to business outcomes that deliver value to shareholders;
- to drive a high performance culture by setting challenging objectives and rewarding high performing individuals; and
- to ensure remuneration is competitive in the relevant employment market place to support the attraction, motivation and retention of executive talent

GenusPlus Group Ltd has structured a remuneration framework that is market competitive and complementary to the reward strategy of the Group.

The Board has established a Nomination and Remuneration Committee which operates in accordance with its charter as approved by the Board and is responsible for determining and reviewing compensation arrangements for the Directors and the Executive Team.

The Committee has engaged independent remuneration consultants to provide any necessary information to assist in the discharge of its responsibilities (refer to the disclosures below).

The remuneration structure that has been adopted by the Group consists of the following components:

- fixed remuneration being annual salary; and
- short term incentives, being employee share schemes and bonuses

The Nomination and Remuneration Committee assess the appropriateness of the nature and amount of remuneration on a periodic basis by reference to recent employment market conditions with the overall objective of ensuring maximum stakeholder benefit from the retention of a high quality Board and Executive Team.

The payment of bonuses, share options and other incentive payments are reviewed by the Nomination and Remuneration Committee annually as part of the review of executive remuneration and a recommendation is put to the Board for approval. All bonuses, options and incentives must be linked to pre-determined performance criteria.

Remuneration Report (audited) (continued)

Short Term Incentive (STI)

GenusPlus Group Ltd performance measures involve the use of annual performance objectives, metrics, performance appraisals and continuing emphasis on living the Company values.

The performance measures are set annually after consultation with the Directors and executives and are specifically tailored to the areas where each executive has a level of control. The measures target areas the Board believes hold the greatest potential for expansion and profit and cover financial and non-financial measures.

The Key Performance Indicators (KPIs) for the Executive Team are summarised as follows:

Performance areas

- **financial:** operating profit and earnings per share; and
- **non-financial:** strategic goals set by each individual business unit based on job descriptions

The STI Program incorporates only cash components for the Executive Team and other employees.

The Board may, at its discretion, award bonuses for exceptional performance in relation to each person's pre-agreed KPIs.

Long Term Incentive (LTI)

The Company considered that it was desirable to adopt two new employee incentive schemes pursuant to which the Company can issue Equity Securities to attract, motivate and retain key Directors, employees and consultants and provide them with the opportunity to participate in the future growth of the Company. The LTI schemes were approved by shareholders at the Annual General Meeting of the company held 24 November 2023.

Under the Plans, the Board may offer to eligible persons the opportunity to subscribe for such number of Equity Securities in the Company as the Board may decide and on the terms set out in the rules of the Plans.

The purpose of the employee securities incentive plan is to:

(a) assist in the reward, retention and motivation of Eligible Participants;

(b) link the reward of Eligible Participants to Shareholder value creation; and

(c) align the interests of Eligible Participants with shareholders of the Group, by providing an opportunity to Eligible Participants to receive an equity interest in the Company in the form of Securities.

Voting and comments made at the Company's last Annual General Meeting

GenusPlus Group Ltd held its Annual General meeting on 24 November 2023. There were no adverse comments from the vote on the Remuneration Report for the financial year ending 30 June 2023.

Consequences of performance on shareholder wealth

In considering the Group's performance and benefits for shareholder wealth, the Board have regard to the following indices in respect of the current financial year and the previous two financial years:

Item	2024	2023	2022
EPS (cents)	10.8	7.6	8.4
Dividends (cents per share)	2.5	2.0	1.8
Net profit ($'000)	19,262	13,405	13,556
Share price 30 June ($)	2.06	1.12	1.27

Remuneration Report (audited) (continued)

b Details of remuneration

Details of the nature and amount of each element of the remuneration of each Key Management Personnel (KMP) of GenusPlus Group Ltd are shown in the table below:

Director and other Key Management Personnel		Short-term employee benefits			Post-employment benefits	Long-term benefits				
Employee	Year	Cash salary and fees	Cash bonus	Non-monetary benefits	Superannuation	Long service leave	Termination benefits	Share-based payments	Total	Performance based % of remuneration
Executive Directors		$	$	$	$	$	$	$	$	
David Riches CEO and Managing Director	2024	373,738	197,532	-	27,399	48,298	-	-	646,967	30.5%
	2023	335,908	-	-	25,292	10,750	-	-	371,950	-
Non-executive Directors										
Simon High Chairman	2024	119,961	-	-	13,196	-	-	-	133,157	-
	2023	102,500	-	-	10,763	-	-	-	113,263	-
José Martins Independent	2024	77,283	-	-	8,501	-	-	-	85,784	-
	2023	65,000	-	-	6,825	-	-	-	71,825	-
Paul Gavazzi Independent	2024	77,283	-	-	8,501	-	-	-	85,784	-
	2023	65,250	-	-	6,851	-	-	-	72,101	-
2024 Total	2024	648,265	197,532	-	57,597	48,298	-	-	951,692	20.8%
2023 Total	2023	568,658	-	-	49,731	10,750	-	-	629,139	-

Remuneration Report (audited) (continued)

b Details of remuneration (continued)

Director and other Key Management Personnel		Short-term employee benefits			Post-employment benefits	Long-term benefits			
Employee	Year	Cash salary and fees	Cash bonus	Non-monetary benefits	Superannuation	Long service leave	Share-based payments	Total	Performance based % of remuneration
Other Key Management Personnel		$	$	$	$	$	$	$	
Damian Wright CFO & Joint Company Secretary	2024	310,575	142,893	-	27,399	17,107	54,699	552,673	35.8%
	2023	272,921	99,254	-	25,292	8,835	-	406,302	24.4%
Michael Green EGM Corporate Services	2024	288,170	136,617	16,185	27,399	4,803	52,245	525,419	35.9%
	2023	259,582	94,800	-	25,280	11,141	-	390,803	24.3%
George Lloyd, EGM National Business Development	2024	314,073	145,402	10,715	27,399	16,244	56,658	570,491	35.4%
	2023	297,144	107,193	-	25,292	7,976	-	437,605	24.5%
Strati Gregoriadis General Counsel & Joint Company Secretary	2024	321,077	89,250	-	27,399	-	24,837	462,563	24.7%
	2023	138,654	-	-	12,646	-	-	151,300	0.0%
Hasan Murad EGM Commercial	2024	329,133	197,889	24,179	27,399	6,854	35,812	621,266	37.6%
	2023	320,000	114,554	-	25,292	-	-	459,846	24.9%
2024 Total	2024	1,563,028	712,051	51,079	136,995	45,008	224,251	2,732,412	34.3%
2023 Total	2023	1,288,301	415,801	-	113,802	27,952	-	1,845,856	22.5%

Remuneration Report (audited) (continued)

b Details of remuneration (continued)

The relative proportions of remuneration that are linked to performance and those that are fixed are as follows:

Employee	Fixed remuneration (%)	At risk: Short Term Incentives (STI) (%)
Executive Directors		
David Riches	43	57
Other Key Management Personnel		
Damian Wright	61	39
Michael Green	61	39
George Lloyd	61	39
Strati Gregoriadis	72	28
Hasan Murad	61	39

Remuneration and other terms of employment for the Executive Directors and other Key Management Personnel are formalised in a Service Agreement. The major provisions of the agreements relating to remuneration are set out below:

Employee	Base salary (including super) ($)	Term of agreement	Notice period
David Riches	453,200	Unspecified	Six months
Damian Wright	352,400	Unspecified	Three months
Michael Green	315,570	Unspecified	Three months
George Lloyd	342,122	Unspecified	Six months
Strati Gregoriadis	350,000	Unspecified	Three months
Hasan Murad	356,897	Unspecified	Three months

Remuneration Report (audited) (continued)

c Share-based remuneration

No member of the Key Management Personnel has an entitlement to be paid in shares.

d Bonuses included in remuneration

Details of the short-term incentive cash bonuses awarded as remuneration to each key management personnel, the percentage of the available bonus that was paid in the financial year, and the percentage that was forfeited because the person did not meet the service and performance criteria is set out below. No part of the bonus is payable in future years.

Employee	Included in remuneration ($)	Percentage vested during the year	Percentage forfeited during the year
Executive Directors			
David Riches	197,532	40.66	59.34
Other Key Management Personnel			
Damian Wright	142,893	70.78	29.22
Michael Green	136,617	72.94	27.06
George Lloyd	145,402	71.22	28.78
Strati Gregoriadis	89,250	42.76	57.24
Hasan Murad	197,889	92.50	7.50

e Performance rights held by key management personnel

Long term incentive (LTI)

During the year key management personnel were granted a long-term incentive based on the follow details:

- Absolute Total Shareholder Return (ATSR): The ATSR is calculated as the compound annual growth rate over the performance period based on the 30 day volume weighted average price ("VWAP") up to and including the start and finish dates of the period.

Tranche A		Tranche B		SAR	
1 July 2023 to 30 June 2025		1 July 2023 to 30 June 2026		1 July 2023 to 30 June 2027	
ATSR	Vest %	ATSR	Vest %		
Less than 8%	0%	Less than 8%	0%	Less than 0%	0%
Between 8% and 12%	Pro rata allocation between 50% and 100%	Between 8% and 12%	Pro rata allocation between 50% and 100%	Between 0% and 50%	Pro rata allocation between 0% and 100%
More than 12%	100%	More than 12%	100%	More than 50%	100%
Initial VWAP	1.04	Initial VWAP	1.04	Initial share price	1.12
Target		Target		Target	
8%	1.21	8%	1.31	0%	1.12
12%	1.30	12%	1.46	50%	1.68

The proportion of Tranche A and Tranche B LTI Performance Rights that vest is based on the ATSR over the respective performance periods.

There is a service condition that the key management personnel must be employed at the date of vesting for automatic receipt of the shares. If they are not employed at the date of vesting, the board may, at its discretion, elect to award the shares to the key management personnel.

The ATSR targets for Tranche A & Tranche B exclude dividends If dividends are paid then the target price needs to be adjusted.

Remuneration Report (audited) (continued)

e Performance rights held by key management personnel (continued)

The number of performance rights to acquire shares in the Company held during the 2024 reporting period by each of the key management personnel of the Group; including their related parties are set out below. No options are held by Directors.

Employee	Grant date	Balance at 1 July 2023	Number granted	Vested	Lapsed	Held at 30 June 2024	Expiry date
David Riches							
Tranche A Performance Rights	–	–	–	–	–	–	–
Tranche B Performance Rights	–	–	–	–	–	–	–
Share Appreciation Performance Rights	–	–	–	–	–	–	–
Damian Wright							
Tranche A Performance Rights	19 February 2024	–	92,193	–	–	92,193	1 July 2027
Tranche B Performance Rights	19 February 2024	–	98,933	–	–	98,933	1 July 2027
Share Appreciation Performance Rights	19 February 2024	–	199,136	–	–	199,136	1 July 2028
Michael Green							
Tranche A Performance Rights	19 February 2024	–	88,056	–	–	88,056	1 July 2027
Tranche B Performance Rights	19 February 2024	–	94,494	–	–	94,494	1 July 2027
Share Appreciation Performance Rights	19 February 2024	–	190,200	–	–	190,200	1 July 2028
George Lloyd							
Tranche A Performance Rights	19 February 2024	–	95,494	–	–	95,494	1 July 2027
Tranche B Performance Rights	19 February 2024	–	102,476	–	–	102,476	1 July 2027
Share Appreciation Performance Rights	19 February 2024	–	206,267	–	–	206,267	1 July 2028
Strati Gregoriadis							
Tranche A Performance Rights	19 February 2024	–	63,081	–	–	63,081	1 July 2027
Tranche B Performance Rights	19 February 2024	–	67,693	–	–	67,693	1 July 2027
Share Appreciation Performance Rights	19 February 2024	–	–	–	–	–	1 July 2028
Hasan Murad							
Tranche A Performance Rights	19 February 2024	–	60,360	–	–	60,360	1 July 2027
Tranche B Performance Rights	19 February 2024	–	64,774	–	–	64,774	1 July 2027
Share Appreciation Performance Rights	19 February 2024	–	130,378	–	–	130,378	1 July 2028

All awards are equity settled.

f Shares held by key management personnel

The number of ordinary shares in the Company during the 2024 reporting period held by each of the Group's key management personnel, including their related parties, is set out below:

Employee	Balance at start of year	Granted as remuneration	Other changes	Held at the end of reporting period
Year ended 30 June 2024				
David Riches	93,583,947	–	–	93,583,947
Simon High	304,167	–	–	304,167
José Martins	100,000	–	–	100,000
Paul Gavazzi	204,167	–	–	204,167
Damian Wright	72,917	–	–	72,917
Michael Green	130,208	–	–	130,208
George Lloyd	1,626,042	–	–	1,626,042
Strati Gregoriadis	–	–	–	–
Hasan Murad	72,917	–	–	72,917

None of the shares included in the table above are held nominally by key management personnel.

Loans to key management personnel

The Group allows its employees to take up limited short-term loans to fund merchandise and other purchases through the Group's business contacts. This facility is also available to the Group's key management personnel. No member of the key management personnel received a loan during the reporting period.

The Group does not have an allowance account for receivables relating to outstanding loans and has not recognised any expense for impaired receivables during reporting period.

There were no individuals with loans above $100,000 during the financial year.

End of audited Remuneration Report.

Environmental regulations

The Group's operations are subject to the environmental regulations that apply to our clients.

There have been no significant breaches during the period covered by this report.

Indemnities given to, and insurance premiums paid for, auditors and officers

Insurance of officers

During the year, GenusPlus Group Ltd paid a premium to insure officers of the Group. The officers of the Group covered by the insurance policy include all Directors.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the Group, and any other payments arising from liabilities incurred by the officers in connection with such proceedings, other than where such liabilities arise out of conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else to cause detriment to the Group.

Details of the amount of the premium paid in respect of insurance policies are not disclosed as such disclosure is prohibited under the terms of the contract.

The Group has not otherwise, during or since the end of the financial year, except to the extent permitted by law, indemnified or agreed to indemnify any current or former officer of the Group against a liability incurred as such by an officer.

Indemnity of auditors

The Group has agreed to indemnify its auditors, Grant Thornton Audit Pty Ltd, to the extent permitted by law, against any claim by a third party arising from the Group's breach of its agreement. The indemnity requires the Group to meet the full amount of any such liabilities including a reasonable amount of legal costs.

Non-audit services

During the year, Grant Thornton, the Company's auditors, performed certain other services in addition to their statutory audit duties.

The Board has considered the non-audit services provided during the year by the auditor and, in accordance with written advice provided by resolution of the Audit and Risk Committee, is satisfied that the provision of those non-audit services during the year is compatible with, and did not compromise, the auditor independence requirements of the *Corporations Act 2001* for the following reasons:

- all non-audit services were subject to the corporate governance procedures adopted by the Company and have been reviewed by the Audit and Risk Committee to ensure they do not impact upon the impartiality and objectivity of the auditor
- the non-audit services do not undermine the general principles relating to auditor independence as set out in APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)*, as they did not involve reviewing or auditing the auditor's own work, acting in a management or decision-making capacity for the Company, acting as an advocate for the Company or jointly sharing risks and rewards

Details of the amounts paid to the auditors of the Company, Grant Thornton, and its related practices for audit and non-audit services provided during the year are set out in Note 33 to the financial statements.

Proceedings on behalf of Group

No person has applied for leave of Court to bring proceedings on behalf of the Group or intervene in any proceedings to which the Group is a party for the purpose of taking responsibility on behalf of the Group for all or any part of those proceedings.

The Group was not a party to any such proceedings during the year.

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 on page 38 and forms part of this Directors' Report.

Signed in accordance with a resolution of the Board of Directors.

D. Riches

David Riches
Director, 26 August 2024

Grant Thornton Audit Pty Ltd
Level 43 Central Park
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Perth WA 6000
PO Box 7757
Cloisters Square
Perth WA 6850

T +61 8 9480 2000

Auditor's Independence Declaration

To the Directors of GenusPlus Group Ltd

In accordance with the requirements of section 307C of the *Corporations Act 2001*, as lead auditor for the audit of GenusPlus Group Ltd 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

Grant Thornton Audit Pty Ltd
Chartered Accountants

B P Steedman
Partner – Audit & Assurance

Perth, 26 August 2024

www.grantthornton.com.au
ACN-130 913 594

Corporate Governance Statement

The Corporate Governance Statement is available on GenusPlus Group's website at www.genus.com.au/who-we-are/corporate-governance.

Corporate Governance Principles and Recommendations

The ASX Corporate Governance Council sets out best practice corporate governance recommendations, including practices and suggested disclosures. Listing Rule 4.10.3 requires disclosure for companies on the extent to which they comply with these recommendations, and if not, to give reasons for not following them.

Unless otherwise indicated, the best practice recommendations of the ASX Corporate Governance Council, including corporate governance practices and suggested disclosures, have been adopted by Genus for the year ended 30 June 2024.

Genus expects to lodge its annual Corporate Governance Statement and Appendix 4G with its full Annual Report to shareholders at the end of September 2024.

Corporate Governance

Genus is committed to a governance culture that aims to protect shareholder rights, effectively manage risk, enhance disclosure and transparency (both within the company and to external stakeholders) and facilitate the effective functioning of the board.

We believe that by operating with a strong focus on corporate governance, we will enhance Genus' sustainable long-term performance and value creation for all stakeholders. The Board of Directors is responsible for Genus' corporate governance framework, which ensures that the Company's obligations and responsibilities to its various stakeholders are fulfilled. The Company's 2024 Corporate Governance Statement, to be released to shareholders towards the end of September 2024, will report on Genus' governance practices. Genus has in place charters, policies, and procedures (published on our website) which are reviewed and revised as appropriate to reflect changes in law and developments in corporate governance.

The Board's Risk & Audit Committee is responsible for monitoring the effectiveness of the Group's risk management framework.

Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2024

	Notes	2024 $	2023 $
Revenue	6	551,189,613	444,178,894
Other income	7	4,023,969	3,690,452
Employee benefits	28	(172,752,470)	(140,657,388)
Raw materials and consumables expenses		(151,127,263)	(125,597,200)
Contractors and labour hire expenses		(155,738,291)	(119,167,019)
Motor vehicle expenses		(17,831,954)	(13,969,192)
Depreciation expense	21	(14,854,251)	(15,213,191)
Other expenses	9	(12,887,955)	(14,812,420)
Operating profit		30,021,398	18,452,936
Share of results of joint ventures		(11,583)	(212,093)
Share of results of associates		–	(401,442)
Finance income	11	872,934	186,990
Other (losses) and gains	10	(1,312,328)	215,401
Finance costs	11	(1,855,260)	(1,548,058)
Profit before income tax		27,715,161	16,693,734
Income tax expense	12	(8,453,123)	(3,288,210)
Profit for the year		19,262,038	13,405,524
Other comprehensive income for the year			
Items that may be reclassified subsequently to profit or loss:			
Exchange differences on monetary items denominated in foreign currency (net of tax)		–	(146,908)
Total comprehensive income for the year		19,262,038	13,258,616
Profit for the year attributable to			
Owners of the company		19,262,038	13,258,616
Earnings per share			
Basic earnings per share (cents)	13	10.84	7.56
Diluted earnings per share (cents)	13	10.65	7.56

This statement should be read in conjunction with the notes to the financial statements.

Consolidated Statement of Financial Position

As at 30 June 2024

	Notes	2024 $	2023 $
Current assets			
Cash and cash equivalents	15	100,966,681	46,737,238
Trade and other receivables	16	52,023,295	56,948,784
Contract assets	17	39,472,365	37,595,573
Inventories	19	2,840,598	3,796,472
Financial assets	18	326,741	326,741
Other assets	20	6,640,405	5,439,866
Total current assets		202,270,085	150,844,674
Non-current assets			
Financial assets	18	847,261	1,130,376
Interests in joint ventures		-	2,874,206
Property, plant and equipment	21	25,429,474	18,247,524
Right-of-use assets	22	28,642,619	23,258,391
Intangible assets	24	30,960,959	31,063,401
Total non-current assets		85,880,313	76,573,898
Total assets		288,150,398	227,418,572
Current liabilities			
Trade and other payables	25	75,097,353	50,993,122
Contract liabilities	26	33,384,790	16,876,882
Financial liabilities	27	1,580,000	1,580,000
Lease liabilities	22	10,317,098	9,007,690
Current tax liabilities	12	4,648,381	6,725,475
Employee benefits	28	13,493,866	8,607,305
Provisions		65,754	50,000
Total current liabilities		138,587,242	93,840,474
Non-current liabilities			
Financial liabilities	27	2,700,000	4,280,000
Lease liabilities	22	14,655,827	12,861,963
Deferred tax liabilities	12	10,012,890	10,550,113
Employee benefits	28	377,997	909,889
Provisions		650,000	-
Total non-current liabilities		28,396,714	28,601,965
Total liabilities		166,983,956	122,442,439
Net assets		121,166,442	104,976,133
Equity			
Issued capital	29	55,265,025	55,265,025
Reserves	30	(7,577)	(490,350)
Retained earnings		65,908,994	50,201,458
Total equity		121,166,442	104,976,133

This statement should be read in conjunction with the notes to the financial statements.

Consolidated Statement of Changes in Equity

For the year ended 30 June 2024

	Notes	Share capital $	Retained earnings $	Share based payment reserve $	Corporate Restructure Reserve $	Foreign currency translation reserve $	Total $
Balance at 1 July 2022		53,789,037	39,977,478	-	(511,834)	168,392	93,423,073
Profit for the year		-	13,405,524	-	-	-	13,405,524
Other comprehensive income		-	-	-	-	(146,908)	(146,908)
Total comprehensive income for the year		-	13,405,524	-	-	(146,908)	13,258,616
Transactions with owners in their capacity as owners:							
share issues pursuant to a business combination	29	923,902	-	-	-	-	923,902
deferred tax adjustments in Equity		558,074	-	-	-	-	558,074
dividend paid	31	-	(3,181,544)	-	-	-	(3,181,544)
share issue costs		(5,988)	-	-	-	-	(5,988)
		1,475,988	(3,181,544)	-	-	-	(1,705,556)
Sub-total		1,475,988	10,223,980	-	-	(146,908)	11,553,060
Balance at 30 June 2023		55,265,025	50,201,458	-	(511,834)	21,484	104,976,133
Balance at 1 July 2023		55,265,025	50,201,458	-	(511,834)	21,484	104,976,133
Profit for the year		-	19,262,038	-	-	-	19,262,038
Rounding		-	(3)	-	-	-	(3)
Total comprehensive income for the year		-	19,262,035	-	-	-	19,262,035
Transactions with owners in their capacity as owners:							
dividend paid	31	-	(3,554,499)	-	-	-	(3,554,499)
LTI performance rights		-	-	482,773	-	-	482,773
		-	(3,554,499)	482,773	-	-	(3,071,726)
Sub-total		-	15,707,536	482,773	-	-	16,190,309
Balance at 30 June 2024		55,265,025	65,908,994	482,773	(511,834)	21,484	121,166,442

This statement should be read in conjunction with the notes to the financial statements.

Consolidated Statement of Cash Flows

For the year ended 30 June 2024

	Notes	2024 $	2023 $
Operating activities			
Receipts from customers		614,824,463	507,229,739
Payments to suppliers and employees		(521,366,737)	(477,044,403)
Income tax refund / (paid)		(10,621,153)	8,966,552
Net cash provided by operating activities	32	82,836,573	39,151,888
Investing activities			
Proceeds from sale of property, plant and equipment		1,346,095	2,712,638
Purchase of property, plant and equipment		(13,933,408)	(5,697,192)
Net loans paid by / (loans to) associated and joint venture entities		-	(195,165)
Acquisition of subsidiaries (net of cash)	36	(3,229,144)	(4,132,995)
Net cash used in investing activities		(15,816,457)	(7,312,714)
Financing activities			
Proceeds from borrowings		4,571,705	2,900,000
Repayments of borrowings		(1,880,000)	(2,210,000)
Receipts of sub-lease instalments		291,976	289,335
Payment of lease liabilities principal		(11,237,529)	(9,274,224)
Dividends paid		(3,554,499)	(3,181,544)
Interest received		872,934	186,990
Finance costs		(1,855,260)	(1,548,058)
Net cash provided by / (used in) financing activities		(12,790,673)	(12,837,501)
Net change in cash and cash equivalents held		54,229,443	19,001,673
Cash and cash equivalents at beginning of financial year		46,737,238	27,882,473
Effect of exchange rate fluctuations on cash held		-	(146,908)
Cash and cash equivalents at end of financial year	15	100,966,681	46,737,238

This statement should be read in conjunction with the notes to the financial statements.

Notes to the Consolidated Financial Statements

For the year ended 30 June 2024

1. Nature of operations

GenusPlus Group Ltd and its subsidiaries' (the Group) principal activities include the construction and maintenance of transmission and distribution power lines and substations servicing the Western Australian, Queensland, New South Wales, Tasmanian and Victorian power networks as well as providing specialist engineering, testing and commissioning services to the electrical and communications industries.

2. Basis of preparation

The consolidated general purpose financial statements of the Group have been prepared in accordance with the requirements of the *Corporations Act 2001*, Australian Accounting Standards ("AASBs") and other authoritative pronouncements of the Australian Accounting Standards Board (AASB). Compliance with Australian Accounting Standards results in full compliance with the International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB). GenusPlus Group Ltd is a for-profit entity for the purpose of preparing the financial statements.

GenusPlus Group Ltd is the Group's Ultimate Parent Company. GenusPlus Group Ltd is an ASX listed Public Company (ASX Code: GNP) incorporated and domiciled in Australia. The address of its registered office and its principal place of business is Level 1, 63 – 69 Abernethy Road, Belmont, Australia.

The consolidated financial statements for the year ended 30 June 2024 were approved and authorised for issue by the Board of Directors on 26 August 2024.

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss, financial assets at fair value through other comprehensive income, investment properties, certain classes of property, plant and equipment and derivative financial instruments.

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 4.

3. Changes in accounting policies

3.1 New standards adopted as at 1 July 2023

The Group has adopted all the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to its operations and effective for an accounting period that begins on or after 1 July 2023.

AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates

The application of the amendments did not have a material impact on the Group's consolidated financial statements, as the amendments are already included in the Group's existing accounting policies.

Amendments to AASB 101: Classification of Liabilities as Current or Non-current

The amendment specify the requirements for classifying liabilities as current or non-current. The amendments clarify:

- What is meant by a right to defer settlement
- That a right to defer must exist at the end of the reporting period
- That classification is unaffected by the likelihood that an entity will exercise its deferral right.
- That only if an embedded derivative in a convertible liability is itself an equity instrument would the terms of a liability not impact its classification

The amendments are effective for annual reporting periods beginning on or after 1 January 2023 and must be applied retrospectively. The new standard did not have a material impact on the Group's consolidated financial statements.

3. Changes in accounting policies (continued)

3.1 New standards adopted as at 1 July 2023 (continued)

AASB 2021-5 Amendments to AASB 1 & AASB 112 - Deferred Tax related to Assets and Liabilities arising from a Single Transaction

The amendments are effective for annual reporting periods beginning on or after 1 January 2023 and must be applied retrospectively. The new standard did not have a material impact on the Group's consolidated financial statements.

AASB 2022-7 Editorial Corrections to Australian Accounting Standards and Repeal of Superseded and Redundant Standards

This is a repeal of standards that have already been replaced and are either superseded or redundant. Therefore, there is no material impact on the Group's consolidated financial statements.

AASB 2023-2 Amendments to Australian Accounting Standards – International Tax Reform – Pillar Two Model Rules

The amendments are effective for annual reporting periods beginning on or after 1 January. The new standard did not have a material impact on the Group's consolidated financial statements.

3.2 Standards, amendments and interpretations to existing Standards that are not yet effective and have not been adopted early by the Group

The following new accounting standards and interpretations have been published that are not mandatory for 30 June 2024 reporting periods, have not been early adopted by the Group, and are as follows:

Amendments 2020-1 and 2022-6 relating to AASB 101: Classification of Liabilities as Current or Non-current

The amendment specify the requirements for classifying liabilities as current or non-current. The amendments clarify:

- What is meant by a right to defer settlement
- That a right to defer must exist at the end of the reporting period
- That classification is unaffected by the likelihood that an entity will exercise its deferral right
- That only if an embedded derivative in a convertible liability is itself an equity instrument would the terms of a liability not impact its classification

The amendments are effective for annual reporting periods beginning on or after 1 January 2023 and must be applied retrospectively. The Group's assessment of the impact of the new standard is not expected to have a material impact on the entity in future reporting periods.

AASB 101 Presentation of Financial Statements

AASB 18 replaces AASB 101 as the standard describing the primary financial statements and sets out requirements for the presentation and disclosure of information in AASB-compliant financial statements. Amongst other changes, it introduces the concept of the "management-defined performance measure" to financial statements and requires the classification of transactions presented within the statement of profit or loss within one of five categories – operating, investing, financing, income taxes, and discontinued operations. It also provides enhanced requirements for the aggregation and is aggregation of information.

When the standard is first adopted for the year ending 30 June 2028, there will be no material impact on the financial statements.

4. Statement of accounting policies

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 41.

Basis of consolidation

The Group financial statements consolidate those of the Parent Company and all of its subsidiaries and joint arrangements as of 30 June 2024. The parent controls a subsidiary or joint arrangement if it is exposed, or has rights, to variable returns from its involvement with the subsidiary and has the ability to affect those returns through its power over the subsidiary or joint arrangement. All subsidiaries have a reporting date of 30 June. The joint arrangements have reporting dates of 31 December and 30 June. Joint arrangements with 31 December year ends provide all relevant financial information for 30 June as per their contract.

All transactions and balances between Group companies are eliminated on consolidation, including unrealised gains and losses on transactions between Group companies. Where unrealised losses on intra-group asset sales are reversed on consolidation, the underlying asset is also tested for impairment from a group perspective. Amounts reported in the financial statements of subsidiaries have been adjusted where necessary to ensure consistency with the accounting policies adopted by the Group.

Profit or loss and other comprehensive income of subsidiaries acquired or disposed of during the year are recognised from the effective date of acquisition, or up to the effective date of disposal, as applicable.

Non-controlling interests, presented as part of equity, represent the portion of a subsidiary's profit or loss and net assets that is not held by the Group. The Group attributes total comprehensive income or loss of subsidiaries between the owners of the parent and the non-controlling interests based on their respective ownership interests.

Business combinations

The acquisition method of accounting is used to account for business combinations regardless of whether equity instruments or other assets are acquired.

The consideration transferred is the sum of the acquisition-date fair values of the assets transferred, equity instruments issued or liabilities incurred by the acquirer to former owners of the acquiree and the amount of any non-controlling interest in the acquiree. For each business combination, the non-controlling interest in the acquiree is measured at either fair value or at the proportionate share of the acquiree's identifiable net assets. All acquisition costs are expensed as incurred to profit or loss.

On the acquisition of a business, the consolidated entity assesses the financial assets acquired and liabilities assumed for appropriate classification and designation in accordance with the contractual terms, economic conditions, the consolidated entity's operating or accounting policies and other pertinent conditions in existence at the acquisition-date.

Where the business combination is achieved in stages, the consolidated entity remeasures its previously held equity interest in the acquiree at the acquisition-date fair value and the difference between the fair value and the previous carrying amount is recognised in profit or loss.

Contingent consideration to be transferred by the acquirer is recognised at the acquisition-date fair value. Subsequent changes in the fair value of the contingent consideration classified as an asset or liability is recognised in profit or loss. Contingent consideration classified as equity is not remeasured and its subsequent settlement is accounted for within equity.

The difference between the acquisition-date fair value of assets acquired, liabilities assumed and any non-controlling interest in the acquiree and the fair value of the consideration transferred and the fair value of any pre-existing investment in the acquiree is recognised as goodwill. If the consideration transferred and the pre-existing fair value is less than the fair value of the identifiable net assets acquired, being a bargain purchase to the acquirer, the difference is recognised as a gain directly in profit or loss by the acquirer on the acquisition-date, but only after a reassessment of the identification and measurement of the net assets acquired, the non-controlling interest in the acquiree, if any, the consideration transferred and the acquirer's previously held equity interest in the acquirer.

Business combinations are initially accounted for on a provisional basis. The acquirer retrospectively adjusts the provisional amounts recognised and also recognises additional assets or liabilities during the measurement period, based on new information obtained about the facts and circumstances that existed at the acquisition-date. The measurement period ends on either the earlier of (i) 12 months from the date of the acquisition or (ii) when the acquirer receives all the information possible to determine fair value.

4. Statement of accounting policies (continued)

Joint arrangements

Joint arrangements are arrangements in which two or more parties have joint control. Joint control is the contractual agreed sharing of control of the arrangement which exists only when decisions about the relevant activities require unanimous consent of the parties sharing control. Joint arrangements are classified as either a joint operation or joint venture, based on the rights and obligations arising from the contractual obligations between the parties to the arrangement.

To the extent the joint arrangement provides the Group with rights to the individual assets and obligations arising from the joint arrangement, the arrangement is classified as a joint operation, and as such the Group recognises its:

- assets, including its share of any assets held jointly;
- liabilities, including its share of any liabilities incurred jointly;
- revenue from the sale of its share of the output arising from the joint operation;
- share of revenue from the sale of the output by the joint operation; and
- expenses, including its share of any expenses incurred jointly.

To the extent the joint arrangement provides the Group with rights to the net assets of the arrangement, the investment is classified as a joint venture and accounted for using the equity method.

Joint arrangements acquired which are deemed to be carrying on a business are accounted for applying the principles of AASB 3 Business Combinations. Joint arrangements which are not deemed to be carrying on a business are treated as asset acquisitions.

Segment reporting

Operating segments are presented using the 'management approach', where the information presented is on the same basis as the internal reports provided to the Chief Operating Decision Makers ('CODM'). The CODM is responsible for the allocation of resources to operating segments and assessing their performance.

Revenue from contracts with customers

The Group recognises revenue when a customer obtains control of the goods or services, in accordance with *AASB 15 Revenue from contracts with customers*. Revenue is measured at the fair value of the consideration received or receivable. Determining the timing of the transfer of control: either at a point in time or over time requires judgement.

Revenue is recognised over time if one of the following is met:

- The customer simultaneously receives and consumes the benefits as the Group performs;
- The customer controls the asset as the Group creates or enhances it; or
- The Group's performance does not create an asset for which the Group has an alternative use and there is a right to payment for the performance to date.

To determine whether to recognise revenue, the Group follows the 5-step revenue recognition model introduced by AASB 15 *Revenue from contracts with customers*:

1. Identifying the contract(s) with a customer
2. Identifying the performance obligations in the contract
3. Determining the transaction price
4. Allocating the transaction price to the performance obligations in the contract
5. Recognising revenue when/as performance obligation(s) are satisfied.

The Group often enters into transactions involving a range of the Group's products and services. In all cases, the total transaction price for a contract is allocated amongst the various performance obligations based on their relative stand-alone selling prices. The transaction price for a contract excludes any amounts collected on behalf of third parties.

The Group recognises contract liabilities for consideration received in respect of unsatisfied performance obligations and reports these amounts as contract liabilities in the statement of financial position (see Note 26). Similarly, if the Group satisfies a performance obligation before it receives the consideration, the Group recognises either a contract asset or a receivable in its statement of financial position, depending on whether something other than the passage of time is required before the consideration is due.

4. Statement of accounting policies (continued)

Revenue from contracts with customers (continued)

Construction Contracts

Revenue from construction contracts is recognised when the benefits transfer to the customer as the work is performed and as such revenue is recognised over the duration of the project according to the percentage of costs completed, or input method. Under this method revenue is calculated based on the proportion of the contract costs incurred for work performed to date relative to the estimated total contract costs. Revenue recognised under this method is derived from projects containing one performance obligation.

Services revenue

Revenue from the provision of services is recognised as the service is provided. Typically, under the performance obligations of a service contract, the customer consumes and receives the benefit of the service as it is provided. As such, service revenue is recognised over time as the services are provided, with each service a separate performance obligation. The transaction price is allocated to each obligation based on standalone selling prices.

Work order revenue generated in the Communications division is recognised at a point in time as the customer receives the benefit once the work has been completed. The transaction price is calculated based on a schedule of rates which define the price of the ticket of work.

Transaction price and contract modifications

The transaction price is the amount of consideration to which the company expects to be entitled to under the customer contract and which is used to value total revenue and is allocated to each performance obligation. The determination of this amount includes "fixed remuneration", (for example lump sum) and "variable consideration".

The main variable consideration elements are claims (contract modifications) and consideration for optional works and provisional sums each of which needs to be assessed. Contract modifications are changes to the contract approved by the parties to the contract.

The Group applies the guidance given in AASB 15 in relation to variable consideration. The estimate of variable consideration can only be recognised to the extent that it is highly probable that there will not be a significant reversal of revenue in the future.

The measurement of additional consideration arising from claims is subject to a high level of uncertainty, both in terms of the amount that customers will pay and the collection times, which usually depend on the outcome of negotiations between the parties or decisions taken by judicial/arbitration bodies. The Group considers all relevant aspects in circumstances such as the contract terms, business in negotiating practices of the sector, the Group's historical experiences with similar contracts and consideration of those factors that affect the variable consideration that are out of control of the Group or other supporting evidence when making the above decision.

Loss making contracts

A provision for onerous contracts is measured at the present value of the lower of the expected cost of terminating the contract and the expected net cost of continuing with the contract, which is determined based on the incremental costs of fulfilling the obligation under the contract and an allocation of other costs directly related to fulfilling the contract. The provision is recognised in full in a period in which the loss-making contract is identified under AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.

Under AASB 137, the assessment of whether a provision needs to be recognised takes place at the contract level. In addition, when two or more contracts entered into at or near the same time are required to be combined for accounting purposes, AASB 15 requires the Group to perform the assessment of whether the contract is onerous at the level of the combined contracts. The Group also notes that the amount of loss accrued in respect of a loss contract under AASB 137 takes into account an appropriate allocation of construction overheads.

4. Statement of accounting policies (continued)

Goodwill

Goodwill represents the future economic benefits arising from a business combination that are not individually identified and separately recognised. See Business combinations (above) for information on how goodwill is initially determined. Goodwill is carried at cost less accumulated impairment losses. Refer to impairment testing in Note 24 for a description of impairment testing procedures.

Property, plant and equipment

Land and buildings held for use in the production or supply of goods or services, or for administrative purposes, are stated in the statement of financial position at cost, less any recognised impairment loss.

Properties held for production, supply or administrative purposes, or for purposes not yet determined, are carried at cost, less any recognised impairment loss. Cost includes professional fees and, for qualifying assets, borrowing costs capitalised in accordance with the Group's accounting policy. Depreciation of these assets, on the same basis as other property assets, commences when the assets are ready for their intended use.

Freehold land is not depreciated.

Fixtures and equipment are stated at cost less accumulated depreciation and accumulated impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets (other than freehold land and properties under construction) less their residual values over their useful lives, using the straight-line method. The estimated useful lives, residual values and depreciation method are reviewed at the end of each reporting period, with the effect of any changes in estimate accounted for on a prospective basis.

The depreciation rates used for each class of depreciable assets are:

Class of fixed asset	Depreciation rate
Buildings:	10%
Leasehold improvements:	10% - 33%
Plant and equipment:	10% - 33%
Furniture, fixtures and fittings:	10% - 33%
Tools and low value assets	18.8% - 33%
Software and technology	33%
Motor vehicles	10% - 25%

Depreciation rates and methods shall be reviewed at least annually and, where changed, shall be accounted for as a change in accounting estimate. Where depreciation rates or methods are changed, the net written down value of the asset is depreciated from the date of the change in accordance with the new depreciation rate or method. Depreciation recognised in prior financial years shall not be changed, that is, the change in depreciation rate or method shall be accounted for on a 'prospective' basis.

Assets held under leases are depreciated over their expected useful lives on the same basis as owned assets. However, when there is no reasonable certainty that ownership will be obtained by the end of the lease term, assets are depreciated over the shorter of the lease term and their useful lives.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in profit or loss.

4. Statement of accounting policies (continued)

Leased assets

The Group as lessee

For any new contracts entered into, the Group considers whether a contract is or contains a lease. A lease is defined as a 'contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'. To apply this definition the Group assesses whether the contract meets three key evaluations which are whether:

- the contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to the Group
- the Group has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract
- the Group has the right to direct the use of the identified asset throughout the period of use. The Group assess whether it has the right to direct 'how and for what purpose' the asset is used throughout the period of use.

Measurement and recognition of leases as a lessee

In respect of leased assets, at lease commencement date the Group recognises a right-of-use asset and a lease liability on the balance sheet. The right-of-use asset is measured at cost, which is made up of the initial measurement of the lease liability, any initial direct costs incurred by the Group, an estimate of any costs to dismantle and remove the asset at the end of the lease, and any lease payments made in advance of the lease commencement date (net of any incentives received). All other leased assets are recorded under property, plant and equipment according to the category of asset.

The Group depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The Group also assesses the right-of-use asset for impairment when such indicators exist.

At the commencement date, the Group measures the lease liability at the present value of the lease payments unpaid at that date, discounted using the interest rate implicit in the lease if that rate is readily available or the Group's incremental borrowing rate.

Lease payments included in the measurement of the lease liability are made up of fixed payments (including in substance fixed), variable payments based on an index or rate, amounts expected to be payable under a residual value guarantee and payments arising from options reasonably certain to be exercised.

The right-of-use assets are presented as a separate line in the consolidated statement of financial position.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right-of-use asset is already reduced to zero.

The Group has elected to account for short-term leases and leases of low-value assets using the practical expedients. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in profit or loss on a straight-line basis over the lease term.

The lease liability is presented as a separate line in the consolidated statement of financial position.

4. Statement of accounting policies (continued)

Impairment testing of goodwill, other intangible assets and property, plant and equipment

For impairment assessment purposes, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash-generating units). As a result, some assets are tested individually for impairment and some are tested at cash-generating unit level. Goodwill is allocated to those cash-generating units that are expected to benefit from synergies of the related business combination and represent the lowest level within the Group at which management monitors goodwill.

Cash-generating units to which goodwill has been allocated (determined by the Group's management as equivalent to its operating segments) are tested for impairment at least annually. All other individual assets or cash-generating units are tested 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 or cash-generating unit's carrying amount exceeds its recoverable amount, which is the higher of fair value less costs to sell and value-in-use. To determine the value-in-use, management estimates expected future cash flows from each cash-generating unit and determines a suitable interest rate in order to calculate the present value of those cash flows.

The data used for impairment testing procedures are directly linked to the Group's latest approved budget, adjusted as necessary to exclude the effects of future reorganisations and asset enhancements. Discount factors are determined individually for each cash-generating unit and reflect management's assessment of respective risk profiles, such as market and asset-specific risks factors.

Impairment losses for cash-generating units reduce first the carrying amount of any goodwill allocated to that cash-generating unit. Any remaining impairment loss is charged pro rata to the other assets in the cash-generating unit. With the exception of goodwill, all assets are subsequently reassessed for indications that an impairment loss previously recognised may no longer exist. An impairment charge is reversed if the cash-generating unit's recoverable amount exceeds its carrying amount.

Financial instruments

Recognition and derecognition

Financial assets and financial liabilities are recognised when the Group becomes a party to the contractual provisions of the financial instrument.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and substantially all the risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

Classification and initial measurement

Financial assets are initially measured at fair value adjusted for transaction costs (where applicable).

Financial assets are classified into the following categories:

- amortised cost
- fair value through profit or loss (FVTPL)
- fair value through other comprehensive income (FVOCI)

In the periods presented, the Group does not have any financial assets categorised as FVOCI.

The classification is determined by both:

- the entity's business model for managing the financial asset
- the contractual cash flow characteristics of the financial asset.

All income and expenses relating to financial assets that are recognised in profit or loss are presented within finance costs, or finance income, except for impairment of trade receivables which is presented within other expenses.

4. Statement of accounting policies (continued)

Financial instruments (continued)

Subsequent measurement of financial assets

Financial assets at amortised cost

Financial assets are measured at amortised cost if the assets meet the following conditions (and are not designated as FVTPL):

- they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows
- the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding

After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The Group's cash and cash equivalents, trade and most other receivables fall into this category of financial instruments.

Financial assets at fair value through profit or loss (FVTPL)

Financial assets that are held within a different business model other than 'hold to collect' or 'hold to collect and sell' are categorised at fair value through profit and loss. Further, irrespective of business model financial assets whose contractual cash flows are not solely payments of principal and interest are accounted for at FVTPL.

This category also contains an equity investment. The Group accounts for the investment at FVTPL and did not make the irrevocable election to account for the investment in Volt Group Ltd (ASX:VPR) at fair value through other comprehensive income (FVOCI). The fair value was determined in line with the requirements of AASB 9, which does not allow for measurement at cost.

Assets in this category are measured at fair value with gains or losses recognised in profit or loss. The fair values of financial assets in this category are determined by reference to active market transactions or using a valuation technique where no active market exists.

Impairment of financial assets

AASB 9's impairment requirements use forward-looking information to recognise expected credit losses – the 'expected credit loss (ECL) model'. Instruments within scope include loans and other debt-type financial assets measured at amortised cost and FVOCI, trade receivables, contract assets recognised and measured under AASB 15 and loan commitments and some financial guarantee contracts (for the issuer) that are not measured at fair value through profit or loss.

The Group considers a broader range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument.

In applying this forward-looking approach, a distinction is made between:

- financial instruments that have not deteriorated significantly in credit quality since initial recognition or that have low credit risk ('Stage 1') and
- financial instruments that have deteriorated significantly in credit quality since initial recognition and whose credit risk is not low ('Stage 2').
- 'Stage 3' would cover financial assets that have objective evidence of impairment at the reporting date.

'12-month expected credit losses' are recognised for the first category while 'lifetime expected credit losses' are recognised for the second category.

Measurement of the expected credit losses is determined by a probability-weighted estimate of credit losses over the expected life of the financial instrument.

4. Statement of accounting policies (continued)

Investments in associates and joint ventures

An associate is an entity over which the Group has significant influence and that is neither a subsidiary nor an interest in a joint venture. Significant influence is the power to participate in the financial and operating policy decisions of the investee but is not control or joint control over those policies.

A joint venture is a joint arrangement whereby the parties that have joint control of the arrangement have rights to the net assets of the joint arrangement. Joint control is the contractually agreed sharing of control of an arrangement, which exists only when decisions about the relevant activities require unanimous consent of the parties sharing control.

The results and assets and liabilities of associates or joint ventures are incorporated in these financial statements using the equity method of accounting, except when the investment is classified as held for sale, in which case it is accounted for in accordance with '*AASB 5 - Non-current assets held for sale and discontinued operations*'.

Under the equity method, an investment in an associate or a joint venture is recognised initially in the consolidated statement of financial position at cost and adjusted thereafter to recognise the Group's share of the profit or loss and other comprehensive income of the associate or joint venture. When the Group's share of losses of an associate or a joint venture exceeds the Group's interest in that associate or joint venture (which includes any long-term interests that, in substance, form part of the Group's net investment in the associate or joint venture), the Group discontinues recognising its share of further losses. Additional losses are recognised only to the extent that the Group has incurred legal or constructive obligations or made payments on behalf of the associate or joint venture.

An investment in an associate or a joint venture is accounted for using the equity method from the date on which the investee becomes an associate or a joint venture. On acquisition of the investment in an associate or a joint venture, any excess of the cost of the investment over the Group's share of the net fair value of the identifiable assets and liabilities of the investee is recognised as goodwill, which is included within the carrying amount of the investment. Any excess of the Group's share of the net fair value of the identifiable assets and liabilities over the cost of the investment, after reassessment, is recognised immediately in profit or loss in the period in which the investment is acquired.

The requirements of AASB 136 are applied to determine whether it is necessary to recognise any impairment loss with respect to the Group's investment in an associate or a joint venture. When necessary, the entire carrying amount of the investment (including goodwill) is tested for impairment in accordance with AASB 136 as a single asset by comparing its recoverable amount (higher of value in use and fair value less costs of disposal) with its carrying amount. Any impairment loss recognised is not allocated to any asset, including goodwill that forms part of the carrying amount of the investment. Any reversal of that impairment loss is recognised in accordance with AASB 136 to the extent that the recoverable amount of the investment subsequently increases.

The Group discontinues the use of the equity method from the date when the investment ceases to be an associate or a joint venture. When the Group retains an interest in the former associate or a joint venture and the retained interest is a financial asset, the Group measures the retained interest at fair value at that date and the fair value is regarded as its fair value on initial recognition in accordance with AASB 9. The difference between the carrying amount of the associate or a joint venture at the date the equity method was discontinued, and the fair value of any retained interest and any proceeds from disposing of a part interest in the associate or a joint venture is included in the determination of the gain or loss on disposal of the associate or joint venture. In addition, the Group accounts for all amounts previously recognised in other comprehensive income in relation to that associate on the same basis as would be required if that associate had directly disposed of the related assets or liabilities. Therefore, if a gain or loss previously recognised in other comprehensive income by that associate or joint venture would be reclassified to profit or loss on the disposal of the related assets or liabilities, the Group reclassifies the gain or loss from equity to profit or loss (as a reclassification adjustment) when the associate or joint venture is disposed of.

When the Group reduces its ownership interest in an associate or a joint venture but the Group continues to use the equity method, the Group reclassifies to profit or loss the proportion of the gain or loss that had previously been recognised in other comprehensive income relating to that reduction in ownership interest if that gain or loss would be reclassified to profit or loss on the disposal of the related assets or liabilities.

When a Group entity transacts with an associate or a joint venture of the Group, profits and losses resulting from the transactions with the associate or joint venture are recognised in the Group's consolidated financial statements only to the extent of interests in the associate or joint venture that are not related to the Group.

The Group applies AASB 9, including the impairment requirements, to long-term interests in an associate or joint venture to which the equity method is not applied and which form part of the net investment in the investee. Furthermore, in applying AASB 9 to long-term interests, the Group does not take into account adjustments to their carrying amount required by '*AASB 128 – Investments in associates and joint ventures*' (i.e. adjustments to the carrying amount of long-term interests arising from the allocation of losses of the investee or assessment of impairment in accordance with AASB 128).

4. Statement of accounting policies (continued)

Investments in associates and joint ventures (continued)

Trade and other receivables and contract assets and liabilities

Contract assets

A contract asset is initially recognised for revenue earned from construction and maintenance services when the receipt of consideration is conditional on client acceptance of the successful completion or installation of the underlying contractual obligation. Upon such notification, the amount recognised as contract assets is reclassified as trade receivables.

Trade receivables

A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Group transfers the related goods or services. Contract liabilities are recognised as revenue when the Group performs under the contract (i.e. transfers control of the related goods or services to the customer.)

Impairment of contract assets and liabilities and trade receivables

The Group makes use of a simplified approach in accounting for trade and other receivables as well as contract assets and records the loss allowance as lifetime expected credit losses. These are the expected shortfalls in contractual cash flows, considering the potential for default at any point during the life of the financial instrument. In calculating, the Group uses its historical experience, external indicators and forward-looking information to calculate the expected credit losses using a provision matrix.

The Group assess impairment of trade receivables on a collective basis as they possess shared credit risk characteristics they have been grouped based on the days past due. Refer to Note 39 for a detailed analysis of how the impairment requirements of AASB 9 are applied.

Classification and measurement of financial liabilities

The Group's financial liabilities include borrowings, trade and other payables and derivative financial instruments.

Financial liabilities are initially measured at fair value, and, where applicable, adjusted for transaction costs unless the Group designated a financial liability at fair value through profit or loss.

Subsequently, financial liabilities are measured at amortised cost using the effective interest method except for derivatives and financial liabilities designated at FVTPL, which are carried subsequently at fair value with gains or losses recognised in profit or loss (other than derivative financial instruments that are designated and effective as hedging instruments).

All interest-related charges and, if applicable, changes in an instrument's fair value that are reported in profit or loss are included within finance costs or finance income.

Taxation

Tax consolidation

The Company and its wholly-owned Australian resident entities are members of a tax-consolidated group under Australian tax law. The Company is the head entity within the tax-consolidated group. In addition to its own current and deferred tax amounts, the Company also recognises the current tax liabilities and assets and deferred tax assets arising from unused tax losses and relevant tax credits of the members of the tax-consolidated group.

Amounts payable or receivable under the tax-funding arrangement between the Company and the entities in the tax consolidated group are determined using a 'separate taxpayer within group' approach to determine the tax contribution amounts payable or receivable by each member of the tax-consolidated group. This approach results in the tax effect of transactions being recognised in the legal entity where that transaction occurred, and does not tax effect transactions that have no tax consequences to the group. The same basis is used for tax allocation within the tax-consolidated group.

4. Statement of accounting policies (continued)

Current tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from profit before tax as reported in the statement of profit or loss and other comprehensive income because of items of income or expense that are taxable or deductible in other years and items that are never taxable or deductible. The Company's current tax is calculated using tax rates that have been enacted or substantively enacted by the end of the reporting period. Adjustments are made for transactions and events occurring within the tax-consolidated group that do not give rise to a tax consequence for the Company or that have a different tax consequence at the level of the entity.

Deferred tax

Deferred tax is recognised on temporary differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding tax bases used in the computation of taxable profit. Deferred tax liabilities are generally recognised for all taxable temporary differences. Adjustments are made for transactions and events occurring within the tax-consolidated group that do not give rise to a tax consequence for the Company or that have a different tax consequence at the level of the entity.

Deferred tax assets are generally recognised for all deductible temporary differences to the extent that it is probable that taxable profits will be available against which those deductible temporary differences can be utilised. Such deferred tax assets and liabilities are not recognised if the temporary difference arises from the initial recognition (other than in a business combination) of assets and liabilities in a transaction that affects neither the taxable profit nor the accounting profit. In addition, deferred tax liabilities are not recognised if the temporary difference arises from the initial recognition of goodwill.

The carrying amount of deferred tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the period in which the liability is settled or the asset realised, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period. The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Company expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities and when they relate to income taxes levied by the same taxation authority and the Company intends to settle its current tax assets and liabilities on a net basis.

Current and deferred tax for the year

Current and deferred tax are recognised in profit or loss, except when they relate to items that are recognised in other comprehensive income or directly in equity, in which case the current and deferred tax are also recognised in other comprehensive income or directly in equity, respectively. Where current tax or deferred tax arises from the initial accounting for a business combination, the tax effect is included in the accounting for the business combination.

Management has applied a risk weighted measurement to the tax treatments used in the Group and has determined that there is no change required under *IFRIC 23 Uncertainty over Income Tax Treatments.*

4. Statement of accounting policies (continued)

Equity, reserves and dividend payments

Share capital represents the fair value of shares that have been issued. Any transaction costs associated with the issuing of shares are deducted from share capital, net of any related income tax benefits.

Other components of equity include the following:

- **Corporate restructure reserve:** comprises amounts recognised upon the introduction of a new ultimate parent entity.
- **Foreign currency translation reserve:** comprises amounts recognised upon translation of amounts denominated in foreign currencies ($USD) into the presentation currency ($AUD)

Retained earnings include all current and prior period retained profits.

Dividend distributions payable to equity shareholders are included in other liabilities when the dividends have been declared by the Board prior to the reporting date.

All transactions with owners of the parent are recorded separately within equity.

Share-based payment transactions

The Group provides remuneration to certain employees, including Directors, of the Group in the form of share-based payment transactions, whereby employees render services in exchange for shares or rights over shares ('equity-settled transactions').

The cost of these equity-settled transactions is measured by reference to the fair value at the date at which they are vested. The fair value is measured using a the Black Scholes option pricing model and Monte Carlo Simulations, that take into account the terms and conditions on which the instruments were granted and the current likelihood of achieving the specified target. Further, the cost of equity-settled transactions is recognised, over the vesting period.

Provisions

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that the Group will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. When a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows (where the effect of the time value of money is material).

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

Onerous contracts

Present obligations arising under onerous contracts are recognised and measured as provisions. An onerous contract is considered to exist where the Group has a contract under which the unavoidable costs of meeting the obligations under the contract exceed the economic benefits expected to be received under it.

Earnings per share

Basic earnings per share

Basic earnings per share is calculated by dividing the profit attributable to the owners of GenusPlus Group Ltd, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of ordinary shares outstanding during the financial year, adjusted for bonus elements in ordinary shares issued during the financial year.

Diluted earnings per share

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

4. Statement of accounting policies (continued)

Dividends

Dividends are recognised when declared during the financial year and no longer at the discretion of the company.

Significant management judgement in applying accounting policies and estimation uncertainty

When preparing the Group's consolidated financial statements, management makes a number of judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, revenue and expenses.

Critical 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.

Construction contract revenue

Recognised amounts of construction contract revenues and related receivables reflect management's best estimate of each contract's outcome and stage of completion. For more complex contracts in particular, costs to complete and contract profitability are subject to significant estimation uncertainty.

Impairment of non-financial assets and goodwill

In assessing impairment, management estimates the recoverable amount of each asset or cash generating unit based on expected future cash flows and uses an interest rate to discount them. Estimation uncertainty relates to assumptions about future operating results and the determination of a suitable discount rate.

Calculation of loss allowance

When measuring expected credit losses(ECL), the Group uses reasonable and supportable forward looking information, which is based on assumptions for the future movement of different economic drivers and how these drivers will affect each other.

Loss given default is an estimate of the loss arising on default. It is based on the difference between the contractual cash flows due and those that the lender would expect to receive, taking into account cash flows from collateral and integral credit enhancements.

Probability of default constitutes a key input in measuring ECL. Probability of default is an estimate of the likelihood of default over a given time horizon, the calculation of which includes historical data, assumptions and expectations of future conditions.

The Group maintains insurance against Domestic Trade Credit defaults and therefore considers the risk of loss to be minimal.

Fair value measurements and valuation processes

Some of the Group's assets and liabilities are measured at fair value for financial reporting purposes.

In estimating the fair value of an asset or a liability, the Group uses market-observable data to the extent it is available.

Business combinations

Management uses valuation techniques in determining the fair values of the various elements of a business combination. Particularly, the fair value of contingent consideration is dependent on the outcome of many variables that affect future profitability.

5. Segment Reporting

Management currently identifies the Group's three business lines as its operating segments: infrastructure, communications, and industrial. The Group's Chief Operating Decision Maker (CODM) is its chief executive, who monitors the performance of these operating segments as well as deciding on the allocation of resources to them. Segment performance is monitored using adjusted segment operating results.

Each of these operating segments is managed separately as each requires different technologies, marketing approaches and other resources. All inter-segment transfers are carried out at arm's length prices based on prices charged to unrelated customers in stand-alone sales of identical goods and services.

The revenues and profit generated by each of the Group's operating segments and segment assets and liabilities are summarised as follows:

	Year to 30 June 2024					
	Infrastructure $	Communication $	Industrial $	Total Segments $	Other / Eliminations $	Total $
Revenues	328,946,580	71,173,341	151,565,562	551,685,483	-	551,685,483
Inter-segment	7,089,227	418,880	1,055,747	8,563,854	(8,563,854)	-
Segment revenues	336,035,807	71,592,221	152,621,309	560,249,337	(8,563,854)	551,685,483
Employment expenses	(101,062,019)	(15,972,767)	(44,603,024)	(161,637,810)	-	(161,637,810)
Consumables and materials used	(96,382,270)	(6,995,959)	(47,239,585)	(150,617,814)	-	(150,617,814)
Contractors and labour hire expenses	(70,513,971)	(45,951,644)	(48,301,411)	(164,767,026)	8,563,854	(156,203,172)
Motor vehicle expenses	(15,841,936)	(833,571)	(1,062,698)	(17,738,205)	-	(17,738,205)
Depreciation and amortisation expenses	(10,077,325)	(2,408,734)	(407,257)	(12,893,316)	-	(12,893,316)
Other expenses	(16,403,799)	(3,142,934)	(3,430,899)	(22,977,632)	-	(22,977,632)
Segment Profit before Income Tax	25,754,487	(3,713,388)	7,576,435	29,617,534	-	29,617,534
Assets	222,291,228	23,890,143	46,482,258	292,663,629	(12,741,692)	279,921,937
Liabilities	125,289,018	25,437,677	41,408,652	192,135,347	(1,829,429)	190,305,918

5. Segment Reporting (continued)

	Year to 30 June 2023					
	Infrastructure $	Communication $	Industrial $	Total Segments $	Other / Eliminations $	Total $
Revenues	310,771,373	62,212,510	71,195,011	444,178,894	-	444,178,894
Inter-segment	9,199,125	48,174	7,461,107	16,708,406	(16,708,406)	-
Segment revenues	319,970,498	62,260,684	78,656,118	460,887,300	(16,708,406)	444,178,894
Employment expenses	(87,145,681)	(14,562,448)	(29,196,668)	(130,904,797)	-	(130,904,797)
Consumables and materials used	(93,607,242)	(6,606,731)	(25,101,120)	(125,315,093)	-	(125,315,093)
Contractors and labour hire expenses	(77,426,413)	(40,492,935)	(18,101,922)	(136,021,270)	16,708,406	(119,312,864)
Motor vehicle expenses	(14,085,152)	(585,890)	(789,654)	(15,460,696)	-	(15,460,696)
Depreciation and amortisation expenses	(12,958,588)	(1,930,768)	(478,252)	(15,367,608)	-	(15,367,608)
Other expenses	(15,024,211)	(2,008,036)	(3,294,260)	(20,326,507)	-	(20,326,507)
Segment Profit before Income Tax	19,723,211	(3,926,124)	1,694,242	17,491,329	-	17,491,329
Assets	183,235,340	16,514,472	9,767,236	209,517,048	(11,524,033)	197,993,015
Liabilities	100,404,103	15,638,572	10,449,299	126,491,974	(3,280,885)	123,211,089

5. Segment Reporting (continued)

The totals presented for the Group's operating segments reconcile to the key financial figures as presented in its consolidated financial statements as follows:

	Note	2024 $	2023 $
Revenues			
Total reportable segment revenues		551,685,483	444,178,894
Other segment revenues		23,492,614	21,509,363
Elimination of intersegment revenues		(19,468,645)	(17,818,911)
Group Revenues		555,709,452	447,869,346
Profit or loss			
Total reportable segment operating profit		29,617,536	17,491,329
Other segment profit			
Employment expenses		(10,482,512)	(8,395,026)
Consumables and materials used		(269,114)	(121,680)
Contractors and labour hire expenses		(30,990)	(728)
Motor vehicle expenses		(93,761)	(65,425)
Depreciation and amortisation expenses		(1,938,273)	(2,277,344)
Other expenses		(8,572,132)	(9,691,926)
Elimination of intersegment profits		21,790,642	21,513,735
Group operating profit		30,021,398	18,452,935
Share of profit of associates		–	(401,442)
Share of profit of joint ventures		(11,583)	(212,093)
Finance costs		872,934	(1,548,058)
Other gains / (losses)		(1,312,328)	215,401
Finance income		(1,855,260)	186,990
Group profit before tax		27,715,161	16,693,733
Assets			
Total reportable segment assets		292,663,628	197,993,015
Other segment assets		16,881,117	61,379,305
Elimination of inter-segment assets		(21,394,347)	(31,953,748)
Group assets		288,150,398	227,418,572
Liabilities			
Total reportable segment liabilities		192,135,347	123,211,089
Other segment liabilities		14,669,307	10,397,753
Elimination of inter-segment liabilities		(39,820,698)	(11,166,403)
Group liabilities		166,983,956	122,442,439

6. Revenue

The Group's revenue disaggregated by type is as follows:

	Note	2024 $	2023 $
Construction		408,272,748	305,341,500
Services		142,916,865	138,837,394
		551,189,613	444,178,894

The Group's revenue disaggregated by pattern of revenue recognition is as follows:

	Note	Construction 2024 $	Construction 2023 $	Services 2024 $	Services 2023 $
Products and services					
Transferred over time		408,272,748	305,341,500	105,805,865	97,795,450
Transferred at a point in time		-	-	37,111,000	41,041,944
		408,272,748	305,341,500	142,916,865	138,837,394

	Note	2024 $	2023 $
Contract balances			
Trade receivables	16	49,362,910	54,623,086
Contract assets	17	39,472,365	37,595,573
		88,835,275	92,218,659

Trade receivables are non-interest bearing and are generally on 30 to 90 day terms. In 2024 ($76,606) (2023: $38,069) was recognised as provision for expected credit losses on trade receivables.

Contract assets and revenue includes contract modifications recognised in accordance with the Group's accounting policy for which amounts are not yet finalised with customers.

7. Other income

	Note	2024 $	2023 $
Net gain on disposal of property, plant and equipment		464,047	1,343,236
Insurance claims and recoveries		273,748	280,732
Apprenticeship training subsidies		382,389	889,898
Bad debt recovered		2,223,000	-
Other income		680,785	1,176,586
		4,023,969	3,690,452

8. Joint arrangements

Details of material joint arrangements

Details of each of the Group's material joint arrangements at the end of the reporting period are as follows:

Name of joint arrangement	Principal activity	Place of incorporation	Proportion of ownership interest held by the Group	
			2024	2023
Acciona Genus Joint Arrangement	The engineering, procurement, construction and commissioning of a high-voltage electricity transmission line and associated infrastructure	ACA Central, NSW	25%	-
Samsung Genus Joint Arrangement	Design and build of a battery energy storage system	Melbourne, VIC	30%	-

Note: During 2023, Blue Tongue Energy Pty Ltd was a joint arrangement. Blue Tongue Energy Pty Ltd was fully acquired on 28 July 2023.

Acciona Genus Joint Arrangement

During FY24, the Group entered into a joint arrangement with Acciona Construction Pty Ltd for the construction of the HumeLink East project in New South Wales. The Group holds 25% ownership of the joint arrangement. The parties to the contract have agreed to establish an unincorporated and fully integrated joint venture. Each party may contract jointly and severally with the client for performance of the works.

The legal form of the joint arrangement and terms of the contract satisfies the requirements of AASB 11 Joint Arrangements (para14-15). The parties would be considered joint operators, and the joint arrangement would be considered a joint operation for the purposes of the standard. Accordingly, all accounting should be undertaken per the requirements of AASB11, on a proportionate basis by each of the parties to the joint arrangement.

The Group's interest in Acciona Genus Joint Arrangement is accounted for using the proportional consolidation method in the consolidated financial statements. The following table illustrates the summarised financial information of the Group's investment in Acciona Genus Joint Arrangement.

Acciona Genus Joint Arrangement	Note	2024	2023
Summarised Financial Information			
Current assets		21,749,797	-
Non current assets		3,760	-
Current liabilities		(21,086,164)	-
Equity		667,393	-

Acciona Genus Joint Arrangement	Note	2024 $	2023 $
Revenue		31,066,570	-
Depreciation and amortisation		-	-
Interest expense		-	-
Income tax expense		(264,604)	-
Profit and total comprehensive income (100%)		931,997	-
Profit and total comprehensive income (25%)		232,999	-
Elimination of unrealised profit on downstream sales		-	-
Group's share of total comprehensive income		232,999	-

No dividends were received from Acciona Genus Joint Arrangement during the year ended 30 June 2024.

8. Joint arrangements (continued)

Samsung Genus Joint Arrangement

During FY24, the Group entered into a joint arrangement with Samsung C&T Corporation for the construction of the Melbourne Renewable Energy Hub – Stage 1A project located in Plumpton Victoria. The Group holds 30% ownership of the joint arrangement. The parties to the contract have agreed to establish an unincorporated and fully integrated joint venture. Each party may contract jointly and severally with the client for performance of the works.

The legal form of the joint arrangement and terms of the contract satisfies the requirements of AASB11 (para14-15). The parties would be considered joint operators, and the joint arrangement would be considered a joint operation for the purposes of the standard. Accordingly, all accounting should be undertaken per the requirements of AASB11, on a proportionate basis by each of the parties to the joint arrangement.

The Group's interest in Samsung Genus Joint Arrangement is accounted for using the proportional consolidation method in the consolidated financial statements. The following table illustrates the summarised financial information of the Group's investment in Samsung Genus Joint Arrangement.

Samsung Genus Joint Arrangement	Note	2024 $	2023 $
Summarised Financial Information			
Current assets		36,631,599	–
Non current assets		88,505	–
Current liabilities		(35,081,132)	–
Non-current liabilities		(28,392)	–
Equity		1,610,580	–

Samsung Genus Joint Arrangement	Note	2024 $	2023 $
Revenue		32,880,476	–
Depreciation and amortisation		(3,983)	–
Interest expense		–	–
Income tax expense		(689,505)	–
Profit and total comprehensive income (100%)		1,972,829	–
Profit and total comprehensive income (30%)		591,849	–
Elimination of unrealised profit on downstream sales		–	–
Group's share of total comprehensive income		591,849	–

No dividends were received from Samsung Genus Joint Arrangement during the year ended 30 June 2024

9. Other expenses

	Note	2024 $	2023 $
Other expenses recognised during the period			
Insurance		4,710,098	6,131,787
Consultancy, legal and other professional fees		2,249,531	1,413,511
Computer, and other ICT expenses		965,759	1,267,210
Occupancy costs		1,163,470	1,247,017
Stamp duty – acquisition of Pole Foundations		126,690	948,370
Travel, accommodation and entertainment		928,112	794,591
Corporate communications and sponsorships		247,399	314,665
Administrative expenses		2,220,303	1,989,051
Other expenses		276,593	706,218
Total other expenses		12,887,955	14,812,420

10. Other gains and losses

	Note	2024 $	2023 $
Other gains and losses recognised during the period			
Net gain arising on financial liabilities designated as at FVTPL		–	601,000
Net (loss) arising on financial assets mandatorily measured as at FVTPL		(1,288,470)	(461,000)
Net foreign exchange gain (loss)		(23,858)	115,664
Other gains and (losses)		–	(40,263)
Total other gains and losses		(1,312,328)	215,401

11. Finance costs and finance income

Finance income for the reporting periods consist of the following:	Note	2024 $	2023 $
Interest income from cash and cash equivalents		842,743	138,575
Interest on leases		30,191	48,415
		872,934	186,990

Finance costs for the reporting periods consist of the following:

	Note	2024 $	2023 $
Interest expenses for borrowings at amortised cost:			
Bank loans		265,398	279,088
Lease liabilities	22	1,310,847	957,051
Total interest expense		1,576,245	1,236,139
Other finance costs			
Bank fees and charges		260,833	298,283
Borrowing costs		18,182	13,636
Total other finance costs		279,015	311,919
Total finance costs		1,855,260	1,548,058

12. Income tax expense

The major components of tax expense and the reconciliation of the expected tax expense based on the domestic effective tax rate of GenusPlus Group Ltd at 30% (2023: 30%) and the reported tax expense in profit or loss are as follows:

Reconciliation between tax expense and pre-tax accounting profit	Note	2024 $	2023 $
Profit before tax		27,715,161	16,693,733
Domestic tax rate for GenusPlus Group Ltd		30%	30%
Expected tax expense		8,314,548	5,008,120
Adjustment for tax-exempt income:		–	(180,300)
Adjustment for non-deductible expenses:		17,901	227,110
Adjustments in the current year in relation to the current tax of prior years		120,674	(1,766,720)
Actual tax expense		8,453,123	3,288,210
Tax expense comprises:			
Income tax expense		7,641,145	7,660,030
Adjustments in relation the current tax of prior years		1,349,200	(4,773,496)
Origination and reversal of temporary differences		(537,222)	401,676
Income tax expense reported in the income statement		8,453,123	3,288,210
The applicable effective tax rates are:		30.5%	19.7%

12. Income tax expense (continued)

(a) Recognised deferred tax assets and liabilities

Deferred income tax balances relate to the following:

	1 July 2022 $	Recognised in profit and loss $	30 June 2023 $	Recognised in profit and loss $	30 June 2024 $
Deferred tax liabilities					
Contract assets	(13,817,747)	2,539,075	(11,278,672)	(3,673,299)	(14,951,971)
Trade and other receivables	(97,436)	120,232	22,796	(41,124)	(18,328)
Right-of-use assets	(6,984,928)	7,411	(6,977,517)	(426,211)	(7,403,728)
Customer relationships	(2,557,504)	974,547	(1,582,957)	737,545	(845,412)
Other current assets	(454,926)	43,586	(411,340)	365,551	(45,789)
	(23,912,541)	3,684,851	(20,227,690)	(3,037,538)	(23,265,228)
Deferred tax assets					
Financial assets	(340,747)	322,361	(18,386)	21,861	3,475
Trade and other payables	-	-	-	295,322	295,322
Other current assets	108,812	(108,812)	-	-	-
Property, plant and equipment	(781,927)	(323,167)	(1,105,094)	6,072,120	4,967,026
Accrued expenses	150,000	(150,000)	-	-	-
Contract liabilities	4,079,690	(4,079,690)	-	-	-
Lease liabilities	6,599,371	(38,475)	6,560,896	(4,067,492)	2,493,404
Statutory liabilities	696,429	45,593	742,022	310,748	1,052,770
Employee benefits	2,711,333	231,634	2,942,967	1,218,592	4,161,559
Blackhole expenditure	420,005	108,166	528,171	(253,221)	274,950
Transferred tax losses	110,235	(88,079)	22,156	(22,156)	-
Borrowing costs	10,902	(6,057)	4,845	(1,013)	3,832
	13,764,103	(4,086,526)	9,677,577	3,574,761	13,252,338
	(10,148,438)	(401,675)	(10,550,113)	537,223	(10,012,890)

All deferred tax assets (including tax losses and other tax credits) have been recognised in the statement of financial position.

(b) Current Income tax

	Note	2024 $	2023 $
Income tax payable		4,648,381	6,725,475

13. Earnings per share

Both the basic and diluted earnings per share have been calculated using the profit attributable to shareholders of the parent company (GenusPlus Group Ltd) as the numerator, i.e. no adjustments to profits were necessary during the year ended 30 June 2024 and 30 June 2023.

	Note	2024 $	2023 $
Profit for the period		19,262,038	13,405,524

The weighted average number of shares for the purpose of calculation of diluted earnings per share can be reconciled to the weighted average number of ordinary shares used in the calculation of basic earnings per share as follows:

	Note	2024 No.	2023 No.
Weighted average number of shares used in basic earnings per share		177,724,948	177,277,319
Shares deemed to be issued for no consideration		3,196,492	-
Weighted average number of shares used in diluted earnings per share		180,921,440	177,277,319
Earnings per share (basic)		10.84	7.56
Earnings per share (diluted)		10.65	7.56

14. Share-based payment arrangements

At 30 June 2024, the Group had the following share-based payment arrangements.

Performance rights

On 19 February 2024, the Group granted performance rights to key management personnel. Upon vesting, each performance right entitles the holder to one ordinary share of GenusPlus Group Ltd (ASX:GNP). The vesting conditions and number of rights granted are detailed as follows; all performance rights are to be settled by the physical delivery of shares.

Security	Number	Details	Key vesting conditions	Exercise price	Expiry date
Retention Performance Rights	35,914	Unlisted performance rights issued for nil consideration each exercisable into one ordinary share at any time between meeting the vesting condition and the expiry date	The holder remaining continuously employed (or otherwise engaged) by the Company up to and including 30 June 2027	Nil	1 July 2028
Tranche A LTI Performance Rights	920,231	Unlisted performance rights issued for nil consideration each exercisable into one ordinary share at any time between meeting the vesting condition and the expiry date	Proportional vesting based on the Absolute Total Shareholder Return ("ATSR"), for the period from 1 July 2023 to 30 June 2025 (the "Tranche A Performance Period")	Nil	1 July 2027
Tranche B LTI Performance Rights	987,513	Unlisted performance rights issued for nil consideration each exercisable into one ordinary share at any time between meeting the vesting condition and the expiry date	Proportional vesting based on the ATSR, for the period from 1 July 2023 to 30 June 2026 (the "Tranche B Performance Period")	Nil	1 July 2027
Share Appreciation Performance Rights	1,252,834	Unlisted performance rights issued for nil consideration each exercisable into one ordinary share at any time between meeting the vesting condition and the expiry date	A proportion will vest based on the share price growth from 1 July 2023 to 30 June 2027.	Nil	1 July 2028

There is a service condition that the key management personnel must be employed at the date of vesting for automatic receipt of the shares. If they are not employed at the date of vesting, the board may, at its discretion, elect to award the shares to the key management personnel.

14. Share-based payment arrangements (continued)

Measurement of fair values

Equity-settled share-based payment arrangements

The fair value of the performance rights were measured using the Black Scholes formula and Monte Carlo simulation. Service and non-market performance conditions attached to the arrangements were not taken into account in measuring the fair value.

The inputs used in the measurement of the fair values at grant date of the equity-settled share-based payment plans were as follows:

Security	Retention Performance Rights	Tranche A Performance Rights	Tranche A Performance Rights	Share appreciation Performance Rights
Vesting condition	Non-market	ATSR	ATSR	Share price appreciation
Methodology	Black Scholes	Monte Carlo	Monte Carlo	Monte Carlo
Iterations	n/a	100,000	100,000	100,000
Grant date	16 February 2024	19 February 2024	19 February 2024	19 February 2024
Measurement date	n/a	30 June 2025	30 June 2026	30 June 2027
Expiry date	1 July 2028	1 July 2027	1 July 2027	1 July 2028
Share price at grant date ($)	1.390	1.410	1.410	1.410
Initial VWAP ($)	n/a	1.036	1.036	n/a
Initial share price ($)	n/a	n/a	n/a	n/a
Exercise price ($)	nil	nil	nil	nil
Risk-free rate (%)	3.771	3.752	3.752	3.752
Volatility (%)	38.27	38.26	38.26	38.26
Dividend yield (%)	1.430	1.410	1.410	1.410
Fair value per Performance, Right, rounded ($)	1.3057	1.0050	0.9294	0.9240
Number	35,914	920,231	987,513	1,252,834
Total value ($)	46,893	924,832	917,795	1,157,619

Expected volatility has been based on an evaluation of the historical volatility of the Company's share price, particularly over the historical period commensurate with the expected term. The expected term of the instruments has been based on historical experience and general option holder behaviour.

14. Share-based payment arrangements (continued)

Reconciliation of outstanding performance rights

The number and value of performance rights under each award were as follows at 30 June:

Employee	Number of options	Fair value per performance right ($)
Tranche A Performance Rights		
Outstanding 1 July 2023	–	–
Granted	920,231	1.01
Exercised	–	–
Forfeited	–	–
Outstanding 30 June 2024	920,231	1.01
Tranche B Performance Rights		
Outstanding 1 July 2023	–	–
Granted	987,513	0.93
Exercised	–	–
Forfeited	–	–
Outstanding 30 June 2024	987,513	0.93
Share Appreciation Performance Rights		
Outstanding 1 July 2023	–	–
Granted	1,252,834	0.92
Exercised	–	–
Forfeited	–	–
Outstanding 30 June 2024	1,252,834	0.92
Retention Performance Rights		
Outstanding 1 July 2023	–	–
Granted	35,914	1.31
Exercised	–	–
Forfeited	–	–
Outstanding 30 June 2024	35,914	1.31

Expense recognised in profit and loss

	2024 $	2023 $
Performance rights	482,773	–

15. Cash and cash equivalents

	Note	2024 $	2023 $
Cash at bank and in hand			
Australian Dollar ($AUD) – unrestricted		100,682,744	46,452,195
Australian Dollar ($AUD) – held as guarantee[1]		283,937	285,043
Total cash and cash equivalents		100,966,681	46,737,238

[1] In accordance with certain contractual arrangements, agreed amounts of cash at bank are held in guarantee to meet ongoing performance obligations.

16. Trade and other receivables

	Note	2024 $	2023 $
Current			
Trade receivables, gross		49,569,568	54,753,138
Allowance for expected credit losses		(206,658)	(130,052)
Trade receivables		49,362,910	54,623,086
Other receivables		2,660,385	2,325,698
Total cash and cash equivalents		52,023,295	56,948,784

Trade receivables are non-interest bearing and are generally on 30 to 90 day terms. The Group has a policy of only dealing with credit worthy customers. The expected credit losses on trade receivables are estimated by reference to past default experience of the debtors and an analysis of the debtor's current financial position, adjusted for factors that are specific to the debtors, general economic conditions of the industry in which the debtors operate and an assessment of both the current as well as the forecast direction of conditions at the reporting date. When the Group is reasonably certain that no recovery of the amount owing is possible, the amount is considered irrecoverable and written off against the financial asset directly. Once an item is considered uncollectable, all other amounts relating to the same customer are then also assessed for recoverability. The Group will continue to strongly pursue all debts provided for. Due to their short-term nature, the net carrying value of trade receivables is considered a reasonable approximation of fair value.

Allowance for expected credit losses

The consolidated entity has recognised a loss of $76,606 (2023: $38,069) in profit or loss in respect of the expected credit losses for the year ended 30 June 2024.

		Expected credit loss rate		Carrying amount		Allowance for expected credit losses	
	Note	2024 $	2023 $	2024 $	2023 $	2024 $	2023 $
Consolidated							
Not overdue		Nil	Nil	34,011,795	45,750,383	–	–
0 to 3 months overdue		Nil	Nil	7,485,242	4,387,410	–	–
3 to 6 months overdue		Nil	Nil	2,467,106	932,080	–	–
Over 6 months overdue		3.69%	3.53%	5,605,425	3,683,265	(206,658)	(130,052)
				49,569,568	54,753,138	(206,658)	(130,052)

The majority of customers of the Group consist of tier 1 miners and industrial services business and government trading entities. Accordingly, the calculation of expected credit losses is maintained at a relatively low level due to the infrequent nature of default by any of these customers.

The movement in the allowance for expected credit losses in respect of Trade receivables during the year was as follows:

	Note	2024 $	2023 $
Movement in provision for expected credit losses			
Balance at start of year		(130,052)	(91,983)
Impairment losses recognised		(76,606)	(38,069)
Debts written off during the year		–	–
Balance at 30 June		(206,658)	(130,052)

17. Contract assets

	Note	2024 $	2023 $
Current			
Contract assets		39,472,365	37,595,573
Total contract assets		39,472,365	37,595,573

Contract assets represents the unbilled amounts expected to be collected from customers for contract work performed to date. The contract assets are transferred to trade receivables when the rights have become unconditional. This usually occurs when the Group issues an invoice in accordance with contractual terms to the customer.

Remaining performance obligations

The remaining performance obligations balances for both 30 June 2024 and 30 June 2023 presented above relate to the revenue expected to be recognised from ongoing construction type contracts which were not wholly performed at each of those dates.

18. Financial assets and liabilities

Categories of financial assets and liabilities

Note 4 provides a description of each category of financial assets and financial liabilities and the related accounting policies. The carrying amounts of financial assets and financial liabilities in each category are as follows:

30 June 2024	Note	Amortised cost $	Fair value through profit or loss $	Total $
Financial assets				
Cash and cash equivalents	15	100,966,681	-	100,966,681
Trade and other receivables	16	52,023,295	-	52,023,295
Current finance lease receivable		326,741	-	326,741
Listed equity securities (a)		-	691,500	691,500
Non-current finance lease receivable (a)		110,403	-	110,403
Non-current other financial assets (a)		45,358	-	45,358
Total financial assets		153,472,478	691,500	154,163,978

(a) Non-current financial assets comprises loans to associates, listed equity securities and non-current finance lease receivables valued at $847,261.

30 June 2024	Note	Other liabilities amortised cost $	Other liabilities fair value through profit or loss $	Total $
Financial liabilities				
Bank borrowings	27	1,580,000	-	1,580,000
Leases	22	10,317,098	-	10,317,098
Trade and other payables	25	75,097,353	-	75,097,353
Non-current - bank borrowings	27	2,050,000	-	2,050,000
Non-current - leases	22	14,655,827	-	14,655,827
Non-current contingent consideration		-	650,000	650,000
Total financial liabilities		103,700,278	650,000	104,350,278

18. Financial assets and liabilities (continued)

30 June 2023	Note	Amortised cost $	Fair value through profit or loss $	Total $
Financial liabilities				
Cash and cash equivalents	15	46,737,238	-	46,737,238
Trade and other receivables	16	56,948,784	-	56,948,784
Current finance lease receivable		326,741	-	326,741
Listed equity securities (a)		-	461,000	461,000
Non-current finance lease receivable (a)		402,379	-	402,379
Non-current other financial assets (a)		266,997	-	266,997
Total financial liabilities		104,682,139	461,000	105,143,139

(b) Non-current financial assets comprises loans to associates, listed equity securities and non-current finance lease receivables valued at $1,130,376.

30 June 2023	Note	Other liabilities amortised cost $	Other liabilities fair value through profit or loss $	Total $
Financial liabilities				
Bank borrowings	27	1,580,000	-	1,580,000
Leases	22	9,007,690	-	9,007,690
Trade and other payables	25	50,993,122	-	50,993,122
Non-current - bank borrowings	27	4,280,000	-	4,280,000
Non-current - leases	22	12,861,963	-	12,861,963
Total financial liabilities		78,722,775	-	78,722,775

A description of the Group's financial instrument risks, including risk management objectives and policies is given in Note 39.

Financial assets at fair value through profit or loss (FVTPL).

Financial assets at FVTPL include the equity investment in Volt Group Ltd (ASX:VPR). The Group accounts for the investment at FVTPL and did not make the irrevocable election to account for it at FVOCI.

	Note	2024 $	2023 $
Listed investment in Volt Group Ltd (VPR)		691,500	461,000
		691,500	461,000

Borrowings

Borrowings include the following financial liabilities:

	Current 2024 $	Current 2023 $	Non-current 2024 $	Non-current 2023 $
At amortised cost				
Bank borrowings	1,580,000	1,580,000	2,700,000	4,280,000
Total borrowings	1,580,000	1,580,000	2,700,000	4,280,000

Bank borrowings are secured by a floating charge over the assets of the Group (see Note 27). Current interest rates are variable and average 4.44% (2023: 4.40%). The carrying amount of the other bank borrowings is considered to be a reasonable approximation of the fair value.

Other financial instruments

The carrying amount of the following financial assets and liabilities is considered a reasonable approximation of fair value:

- trade and other receivables
- cash and cash equivalents
- trade and other payables.

19. Inventories

	Note	2024 $	2023 $
Current			
At cost:			
Raw materials and stores		2,840,598	3,796,472
Total inventories		2,840,598	3,796,472

20. Other assets

	Note	2024 $	2023 $
Current			
Prepayments		6,364,290	5,279,570
Security deposits		276,115	160,296
Total other assets		6,640,405	5,439,866

On an annual basis, the Group undertakes a risk assessment and re-insurance against material risks identified and for assets held by the Group. This assessment is generally completed prior to the conclusion of the financial reporting period, with new policies in place at the reporting date which cover the following year. Pre-paid insurance at 30 June 2024, covers the period to April 2025.

21. Property, plant and equipment

For the year ended 30 June 2024	Land and buildings $	Leasehold improvements $	Motor vehicles $	Plant and equipment $	Furniture, fixtures and fittings $	Software and technology $	Tooling and low value assets $	PPE not available for use[1] $	Total $
Gross carrying amount									
Balance at 1 July 2023	1,209,912	645,612	18,724,539	23,973,094	589,835	3,125,670	731,763	-	49,000,425
Additions	-	54,524	3,982,676	5,442,513	50,035	123,398	393,278	3,886,984	13,933,408
Acquisition through business combinations	-	-	1,667,890	-	-	-	-	-	1,667,890
Disposals	-	-	(831,791)	(1,325,142)	-	-	-	-	(2,156,933)
Balance at 30 June 2024	1,209,912	700,136	23,543,314	28,090,465	639,870	3,249,068	1,125,041	3,886,984	62,444,790
Depreciation and impairment									
Balance at 1 July 2023	(434,216)	(255,966)	(9,851,021)	(17,297,924)	(447,629)	(1,823,954)	(642,191)	-	(30,752,901)
Disposals	-	-	542,222	843,775	-	-	-	-	1,385,997
Depreciation	(146,905)	(92,364)	(2,776,376)	(3,607,960)	(73,587)	(800,775)	(150,445)	-	(7,648,412)
Balance at 30 June 2024	(581,121)	(348,330)	(12,085,175)	(20,062,109)	(521,216)	(2,624,729)	(792,636)	-	(37,015,316)
Carrying amount 30 June 2024	628,791	351,806	11,458,139	8,028,356	118,654	624,339	332,405	3,886,984	25,429,474

[1] At 30 June 2024, there is plant that has been purchased, and is currently being shipped. The first delivery was delivered on 17 July 2024.

21. Property, plant and equipment (continued)

For the year ended 30 June 2023	Land and buildings $	Leasehold improvements $	Motor vehicles $	Plant and equipment $	Furniture, fixtures and fittings $	Software and technology $	Tooling and low value assets $	Total $
Gross carrying amount								
Balance at 1 July 2022	761,120	608,404	14,199,230	25,047,242	573,928	2,782,460	703,046	44,675,430
Additions	14,592	37,208	1,608,764	1,060,162	22,564	378,647	32,353	3,154,290
Acquisition through business combinations	-	-	2,415,000	411,000	-	-	-	2,826,000
Re-classification[1]	-	-	1,120,997	(1,275,072)	(3,957)	3,957	-	(154,075)
Re-classification from right of use assets	434,200	-	1,668,535	220,091	-	-	-	2,322,826
Disposals	-	-	(2,287,987)	(1,490,329)	(2,700)	(39,394)	(3,636)	(3,824,046)
Balance at 30 June 2023	1,209,912	645,612	18,724,539	23,973,094	589,835	3,125,670	731,763	49,000,425
Depreciation and impairment								
Balance at 1 July 2022	(153,454)	(182,207)	(8,939,254)	(15,793,301)	(358,929)	(1,044,932)	(528,247)	(27,000,324)
Disposals	-	-	1,464,485	1,278,771	772	18,822	3,636	2,766,486
Re-classification	-	-	(39,258)	39,258	-	-	-	-
Re-classification from right of use assets	(165,858)	-	(981,932)	(125,691)	-	-	-	(1,273,481)
Depreciation	(114,904)	(73,759)	(1,355,062)	(2,696,961)	(89,472)	(797,844)	(117,580)	(5,245,582)
Balance at 30 June 2023	(434,216)	(255,966)	(9,851,021)	(17,297,924)	(447,629)	(1,823,954)	(642,191)	(30,752,901)
Carrying amount 30 June 2023	775,696	389,646	8,873,518	6,675,170	142,206	1,301,716	89,572	18,247,524

[1] Assets acquired as part of the Pole Foundations business combination in 2022 that were previously recorded as plant and equipment have been re-classified as motor vehicles. Other items of intellectual property acquired from Pole Foundations Australia have been re-classified as intangibles (Note 24).

21. Property, plant and equipment (continued)

All depreciation and impairment charges are included within depreciation, amortisation and impairment of non-financial assets.

Total depreciation and amortisation recognised during the reporting period:

	Note	2024 $	2023 $
Depreciation			
Buildings		146,905	114,904
Leasehold improvements		92,364	73,759
Motor vehicles		2,776,376	1,355,062
Plant and equipment		3,607,961	2,696,961
Furniture, fixtures and fittings		73,587	89,472
Software and technology		800,775	797,844
Tooling and low value assets		150,445	117,580
Total depreciation expense for the year		7,648,413	5,245,582
Depreciation – right of use assets	22	3,943,628	6,629,692
Amortisation – intellectual property and customer contracts		3,262,210	3,337,917
Total depreciation and amortisation		14,854,251	15,213,191

The net assets of the Group have been pledged as security for the Group's other bank borrowings (see Note 27).

22. Leases

Lease liabilities are presented in the statement of financial position as follows:

	Note	2024 $	2023 $
Current		10,317,098	9,007,690
Non-current		14,655,827	12,861,963
Total leases		24,972,925	21,869,653

Group as a lessee

The Group has lease contracts for land and buildings and for various items of plant and equipment and motor vehicles used in its operations. Leases of plant and equipment and motor vehicles generally have lease terms between 3 and 5 years after which ownership of the underlying asset passes to the Group. Leases over land and buildings have lease terms of between 1 and 10 years. The Groups obligations under its leases are secured by the lessor title to the leased assets.

The Group also has certain leases of office equipment with low value. The Group applies the 'short-term lease' and 'lease of low-value assets' recognition exemptions for these leases.

22. Leases (continued)

Set out below are the carrying amounts of right-of-use assets and the movement during the period:

	Note	2024 $	2023 $
Right-of-use assets – Land and Buildings			
As at 1 July		2,624,838	6,188,709
Additions		4,705,308	962,547
Adjustments related to changes in lease conditions [1]		–	213,868
Re-classified to property, plant and equipment (land and buildings) [2]		–	(268,342)
Depreciation expense		(2,204,208)	(2,120,562)
De-recognised during the period [3]		(272,820)	(2,351,382)
As at 30 June		4,853,118	2,624,838
Right-of-use assets – Plant and Equipment			
As at 1 July		8,451,574	7,624,232
Additions		60,559	3,435,302
Disposal		–	(149,638)
Re-classification to property, plant & equipment [2]		–	(94,399)
Depreciation expense		(601,870)	(2,363,923)
As at 30 June		7,910,263	8,451,574
Right-of-use asset – Motor Vehicles			
As at 1 July		12,181,979	9,470,151
Additions		4,834,810	5,705,842
Disposals		–	(162,204)
Re-classification to property, plant & equipment [2]		–	(686,603)
Depreciation expense		(1,137,551)	(2,145,207)
As at 30 June		15,879,238	12,181,979
Total Right-Of-Use Assets		28,642,619	23,258,391

1 Increase resulting from a change in the monthly lease payable to the owner.

2 Re-classification relating to the payout of the applicable finance lease agreement.

3 Leases surrendered during the period or re-classified as finance lease receivable from a sub-lease arrangement.

The following are the amounts recognised in profit or loss:

	Note	2024 $	2023 $
Depreciation of right-of-use assets		3,943,628	6,629,692
Interest expense on right-of-use asset lease liabilities		1,310,848	957,051
Expense relating to short-term leases		1,633,394	2,591,077
		6,887,870	10,177,820

The group had total cash outflows for leases of $11,237,529 in 2024 (2023: $9,274,224). The Group also had non-cash additions and other adjustments to right-of-use assets and lease liabilities of $9,603,403 in 2024 (2023: $10,317,559).

The Group does not face a significant liquidity risk with regards to its lease liabilities. Lease liabilities are monitored within the Group treasury function.

23. Commitments

The group is committed to incurring other capital expenditure of $27,681,933 (2023: Nil). These commitments are expected to be settled in the 2025 financial year.

24. Intangible assets

The movements in the net carrying amount of intangible assets is as follows:

	Note	2024 $	2023 $
Goodwill			
Balance 1 July		19,614,788	19,540,788
Acquired through business combinations	36	3,159,767	74,000
Balance 30 June		22,774,555	19,614,788
Accumulated impairment losses		-	-
Accumulated amortisation		-	-
Carrying amount at 30 June		22,774,555	19,614,788
Customer contracts			
Balance 1 July		9,004,000	9,043,890
Acquired through joint arrangement		-	-
Disposals		-	(39,890)
Balance 30 June		9,004,000	9,004,000
Accumulated amortisation		(4,073,701)	(2,404,434)
Carrying amount at 30 June		4,930,299	6,599,566
Other intellectual property			
Balance 1 July		7,320,821	7,166,476
Re-classified from property, plant and equipment		-	154,345
Balance 30 June		7,320,821	7,320,821
Accumulated amortisation		(4,064,716)	(2,471,774)
Carrying amount at 30 June		3,256,105	4,849,047
Total intangible assets		30,960,959	31,063,401

No adjustments to Goodwill were recognised during the reporting period.

Customer contracts and other intellectual property are amortised over their estimated useful lives, which is on average 11 years (customer contracts) and 9 years (intellectual property).

Impairment testing

For the purpose of annual impairment testing, goodwill is allocated to the following cash-generating units, which are the units expected to benefit from the synergies of the business combinations in which the goodwill arises. Effective 30 June 2024 the Company made changes to its cash-generating units which are now consistent with the operating segments as this allocation is consistent with the management of the business.

	Note	2024 $	2023 $
Infrastructure		20,255,531	19,485,416
Industrial Services		2,519,025	129,372
Communications		-	-
Goodwill allocation at 30 June		22,774,556	19,614,788

24. Intangible assets (continued)

The recoverable amounts of the cash-generating units were determined based on value-in-use calculations, covering a five-year forecast, followed by an extrapolation of expected cash flows for the units' remaining useful lives using the growth rates determined by management. The present value of the expected cash flows of each segment is determined by applying a suitable discount rate.

	Growth rates		Discount rates	
	2024	2023	2024	2023
Infrastructure	2%	3%	12%	12%
Industrial Services	2%	3%	12%	12%
Communications	–	–	–	–

Growth rates

The growth rates reflect the long-term average growth rates for the business of the segments and the markets they operate in.

Sensitivity

As disclosed in Note 4, the directors have made judgements and estimates in respect of impairment testing of goodwill. Should these judgements and estimates not occur the resulting goodwill carrying amount may decrease. The impairment assessment is sensitive to movements in key assumptions including the discount rate applied and EBITDA margin. Management has performed sensitivity analysis for these variables to determine if reasonable changes in the assumptions would cause the carrying amount of the above CGUs to exceed their recoverable amount.

Under the existing assumptions, impairment of either the Genus Infrastructure or Industrial Services Division cash generating units is not expected.

Discount rates

The discount rates reflect appropriate adjustments relating to market risk and specific risk factors of each unit.

Cash flow assumptions

Genus Infrastructure and Industrial Services Division's

Management's key assumptions include stable profit margins, based on past experience in this market. The Group's management believes that this is the best available input for forecasting this mature market. Cash flow projections reflect stable profit margins achieved immediately before the budget period. No expected efficiency improvements have been taken into account and prices and wages reflect publicly available forecasts of inflation for the industry.

25. Trade and other payables

	Note	2024 $	2023 $
Unsecured liabilities:			
Trade payables		28,002,684	25,966,393
Goods and services tax payable		1,629,177	1,962,464
Accrued wages		4,319,725	2,934,745
Sundry payables and accrued expenses		41,145,767	20,129,520
Total trade and other payables		75,097,353	50,993,122

All amounts are short-term. The carrying values of trade payables and other payables are considered to be a reasonable approximation of fair value.

26. Contract liabilities

	Note	2024 $	2023 $
Short-term advances for construction services		33,384,790	16,876,882
		33,384,790	16,876,882

Advances received for construction contract work represent customer payments received in advance of performance (contract liabilities) that are expected to be recognised as revenue in the next financial year. The amounts recognised in respect of construction contracts are expected to be utilised within the next reporting period. The balance relating to advances for materials decreased during the period as the related aspects of the contracts were performed. Advances in relation to construction services increased during the period due to the increase in the Group's customer base, and the prepaid revenue received.

27. Other financial liabilities

	Note	2024 $	2023 $
Secured borrowings – at amortised cost			
Bank loan – secured			
Current		1,580,000	1,580,000
Non-current		2,700,000	4,280,000
		4,280,000	5,860,000

The bank debt facility comprises term loans with quarterly principal repayments with maturity dates between two and five years.

The group has an overdraft/trade finance facility with a limit of $10,000,000 with $10,000,000 available at 30 June 2024.

The group has an equipment finance facility with Commonwealth Bank of Australia Pty Ltd (CBA) with a limit of $7,000,000 (FY23 - $7,000,000) with $2,598,383 available at 30 June 2024 (FY23 - $3,574,000).

The group has an equipment finance facility with Toyota Asset Finance with a limit of $20,000,000 (FY23 – $12,000,000) with $11,111,000 available at 30 June 2024 (FY23 - $2,760,000).

The group has an equipment finance facility with Australia and New Zealand Banking Group Limited (ANZ) with a limit of $4,000,000 (FY23 - $4,000,000) with $2,000,000 available at 30 June 2024 (FY23 - $2,000,000).

The group has an equipment finance facility with Westpac Banking Corporation (WBC) with a limit of $2,000,000 (FY23 – $2,000,000) with $745,000 available at 30 June 2024 (FY23 - $745,000)

The bank debt is secured by a General Security Agreement of the group. Under the agreement, the Group is required to satisfy financial metrics that demonstrate its ongoing financial health and viability. These covenants relate to the Group's ability to meet debt service cover, gross leverage and liquidity ratios and tangible net worth thresholds. The Group was not in breach of any loan agreements permitting the lender to demand accelerated repayments at year end, nor did any breach occur during the year. The Group was not in default of any loans payable recognised at year end during the year.

Contingent consideration

As part of the agreement to purchase 50% of Blue Tongue Energy Pty Ltd (Blue Tongue) contingent consideration of $350,000 has been deferred, contingent on Genus receiving revenue from customers that was due at the date of acquisition. As at the date of signing, no further progress has been made in obtaining the outstanding revenue.

28. Employee benefits

Employee benefits expense

Expenses recognised for employee benefits are analysed below:

	Note	2024 $	2023 $
Salaries and wages		132,948,230	115,216,595
Superannuation		11,038,442	9,347,134
Amounts provided for employee entitlements		14,692,579	6,497,396
Short term incentives		3,882,708	1,574,974
Other allowances and expenses		10,190,511	8,021,289
Employee benefits expense		172,752,470	140,657,388

Employee benefits

The liabilities recognised for employee benefits consist of the following amounts:

	Note	2024 $	2023 $
Current			
Annual leave		6,956,448	6,012,936
Long service leave		1,167,355	640,388
Other short term employee benefits		5,370,063	1,953,981
		13,493,866	8,607,305
Non-current			
Long service leave		377,997	909,889
Total employee benefits		13,871,863	9,517,194

The current portion of these liabilities represents the groups obligations to which the employee has a current legal entitlement. These liabilities arise mainly from accrued annual leave entitlement at reporting date and for employees who have satisfied the service eligibility for long service leave – usually 10 years.

29. Share capital

The share capital of the Group consists only of fully paid ordinary shares; the shares do not have a par value. Ordinary shares participate in dividends and the proceeds on winding up of the Group in proportion to the number of shares held.

	2024 Shares	2023 Shares	2024 $	2023 $
Beginning of the year	177,724,948	176,752,420	55,265,025	53,789,037
Shares issued as part of a business combination[1]	–	972,528	–	923,902
Deferred tax adjustments	–	–	–	558,074
Share issue costs	–	–	–	(5,988)
Total contributed equity at 30 June	177,724,948	177,724,948	55,265,025	55,265,025

[1] 972,528 shares were issued as part consideration for the acquisition of Blue Tongue Energy Pty Ltd on 15 December 2022.

Each share has the same right to receive dividend and the repayment of capital and represents one vote at the Shareholders' Meeting of GenusPlus Group Ltd.

30. Reserves

	Notes	Share Based Payment Reserve $	Foreign Currency Translation reserve $	Corporate Restructure reserve $	Total $
Balance at 1 July 2022		-	168,392	(511,834)	(343,442)
Movements in asset values measured in foreign currencies that will subsequently be re-classified to profit or loss		-	(146,908)	-	(146,908)
Balance at 30 June 2023		-	21,484	(511,834)	(490,350)
Balance at 1 July 2023		-	21,484	(511,834)	(490,350)
Issue of LTI performance rights		482,773	-	-	482,773
Balance at 30 June 2024		482,773	21,484	(511,834)	(7,577)

Corporate restructure reserve

The corporate reconstruction reserve recorded the transaction on the introduction of a new ultimate parent entity.

Foreign currency translation reserve

The foreign currency translation reserve records the un-recognised gains / (losses) incurred on translation of monetary items held in US Dollars ($USD). The balance will be subsequently reported in profit and loss when the underlying value of the monetary item (accounts payable) is settled.

31. Dividends on equity instruments

	Year ended 30 June 2024		Year ended 30 June 2023	
	Cents per share	Total $	Cents per share	Total $
Recognised amounts				
Fully paid ordinary shares				
Final dividend	2.5	4,443,124	2.0	3,554,499

On 3 November 2023, a dividend of 2.0c per share was paid to the holders of fully paid ordinary shares in respect of the financial year ended 30 June 2023.

On 26 August 2024, the directors declared a fully franked dividend of 2.5 cents per share to the holders of fully paid ordinary shares in respect of the financial year ended 30 June 2024. At the time of reporting, the dividend of $4,443,124 was unpaid. The record date is 2 October 2024 and the payment date is 1 November 2024.

Distributions made and proposed

	2024 $	2023 $
Franking credit balance		
The amount of franking credits available for the subsequent financial year are:		
Franking account balances as at the end of the financial year at 30% (2023: 30%)	20,551,288	11,082,528

32. Reconciliation of cash flows

Reconciliation of cash flows from operating activities

	2024 $	2023 $
Cash flows from operating activities		
Profit after income tax	19,262,038	13,405,524
Non-cash flows in profit:		
Gain on disposal of plant and equipment	(575,159)	(1,345,062)
Depreciation and amortisation	14,854,251	15,213,191
Share based payments – net of other share issue costs	482,773	
(Increase)/decrease in value of investments reported at FVTPL	(230,500)	461,000
Share of results of associates and joint ventures	11,585	613,536
Net finance costs	982,326	1,361,068
Other fair value (gains)/losses	1,528,970	(594,681)
Changes in assets and liabilities:		
Decrease/(increase) in trade and other receivables	7,540,715	20,062,832
Decrease / (increase) in other assets	(2,460,721)	(3,856,987)
(Increase) / decrease in inventories	1,527,397	(67,669)
(Decrease)/increase in trade and other payables	39,912,898	(6,100,864)
Net cash provided by operating activities	82,836,573	39,151,888

33. Auditor remuneration

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

	Note	2024 $	2023 $
Auditing services – Grant Thornton			
Audit or review of the financial statements		395,000	235,000
Other services – Grant Thornton			
Tax services		86,519	112,025
Other non-assurance services		3,910	9,845
Total auditor's remuneration		485,429	356,870

34. Related party transactions

The Group's related parties include its key management personnel, related parties of its key management personnel, and others as described below.

Unless otherwise stated, none of the transactions incorporate special terms and conditions and no guarantees were given or received. Outstanding balances are usually settled in cash.

Transactions with related parties

As part of normal business operations, the Group undertakes construction work through associated entities, as well as leasing rental properties. A summary of these transactions is included below.

	2024 $	2023 $
Services provided by related parties		
Pastoral Plus (Director D Riches)	1,078,021	565,626
Partum Engineering (Director D Riches)	6,577,772	9,893,117
Matt Riches and Dave Riches (Director D Riches)	737,440	623,177
Dave Riches (Director D Riches)	52,462	56,834
Edge People Management (Director D Riches)	131,328	108,833
Maali Group Pty Ltd	-	2,011,379
Services provided to related parties		
Pastoral Plus (Director D Riches)	-	1,100
Blue Tongue Energy Pty Ltd (Associate)	-	68,098
Maali Group Pty Ltd	-	227,068
Partum Engineering (Director D Riches)	1,540	-

All services were contracted at arms' length basis.

Amounts due to related parties at reporting date		
Pastoral Plus (Director D Riches)	34,870	49,161
Partum Engineering (Director D Riches)	360,597	994,898
Edge People Management (Director D Riches)	9,077	15,623
Maali Group Pty Ltd	-	56,143
Amounts due to related parties at reporting date		
Pastoral Plus (Director D. Riches)	-	-
Blue Tongue Energy Pty Ltd	-	566,656
Maali Group Pty Ltd	-	146,876
Partum Engineering (Director D Riches)	1,540	-

All amounts outstanding at reporting date were included in accounts payable or accounts receivable, and settled in accordance with commercial terms.

Transactions with key management personnel

Key management of the Group are the Non-Executive members of the Group's Board of Directors, the Group's Chief Executive Officer and the other members of the Executive team reporting to the Managing Director. Key management personnel remuneration includes the following expenses:

Salaries including bonuses	2,625,572	2,272,760
Long service leave	93,306	38,702
Superannuation	194,591	163,535
Total remuneration	2,913,469	2,474,997

35. Contingent assets and contingent liabilities

The Group has no contingent assets.

There were no material warranty or legal claims brought against the Group during the year. Unless recognised as a provision, management considers these claims to be unjustified and the probability that they will require settlement at the Group's expense to be remote.

	2024 $	2023 $
Estimates of the potential financial effect of contingent liabilities that may become payable:		
Secured guarantee to company's bankers supported by a floating charge over the Group assets	31,731,181	30,151,730
Surety bonds secured by the Group assets	38,386,445	30,924,322
	70,117,626	61,076,052

The CBA guarantee facility has a limit of $120,000,000 (2023 - $60,000,000).

The Surety bond facilities have a limit of $90,000,000 (2023 - $60,000,000).

36. Acquisitions and disposals

Businesses acquired

During the year ended 30 June 2024, the Group acquired the issued share capital of Prasinus Energy Services Pty Ltd and completed the acquisition of the remaining 50% of Blue Tongue Energy Pty Ltd.

The acquisition of Prasinus is aligned to the Group's geographic growth strategy by expanding its service offering within the growing Eastern Australian market and marks the first operations within Victoria. The finalisation of the Blue Tongue Energy acquisition enables GenusPlus to further its service offerings in the battery energy storage and renewables sectors. Details of the acquisitions are as follows:

Purchase of remaining 50% of Blue Tongue Energy Pty Ltd

On 31 July 2023, GenusPlus Group Ltd finalised the acquisition of the remaining 50% ownership in Blue Tongue Energy Pty Ltd.

The acquisition has been completed on a step-acquisition basis, with the prior investment in Blue Tongue Energy fair-valued at the date of acquisition. An impairment loss of $1.5M has been recognised in the operating result.

Purchase of Prasinus Energy Services Pty Ltd

On 1 November 2023, GenusPlus Group Ltd through its wholly owned subsidiary Genus Infrastructure Pty Ltd acquired all shares in Prasinus Energy Services Pty Ltd.

In relation to the acquisition of Prasinus Energy, the Group has performed a final assessment of the fair value of the assets and liabilities as at the date of acquisition. For the purposes of the balance sheet, the assets and liabilities have been recorded at their provisional fair values. Under Australian Accounting Standards, the Group has up to 12 months from the date of acquisition to complete its initial acquisition accounting.

36. Acquisitions and disposals (continued)

	Blue Tongue Energy $	Prasinus Energy $
Cash	150,000	2,375,000
Intercompany receivables settled as part of acquisition	833,653	-
Transferred in January 2024	-	549,361
Deferred consideration	350,000	300,000
Fair value interest in the company as revalue	1,333,653	-
Total	2,667,306	3,224,361
Assets acquired and liabilities assumed at the date of acquisition		
Cash and cash equivalents	55,444	50,000
Trade and other receivables	806,530	1,650,478
Property, plant and equipment	327,094	1,945,776
Inventory	-	375,000
Other assets	744,061	58,235
Goodwill	2,389,653	555,246
Trade and other payables	(995,705)	(537,792)
Employee entitlements	-	(301,022)
Other liabilities	(659,771)	(571,560)
Total	2,667,306	3,224,361
Net cash outflow on acquisition of businesses		
Consideration paid in cash	(150,000)	(2,375,000)
Less: Cash and cash equivalents acquired	55,444	50,000
Total	(94,556)	(2,325,000)

Note: Goodwill of $214,868 was recognised in relation to the final L&M Powerlines earn out payment

37. Interests in subsidiaries

Composition of the Group

Set out below details of the subsidiaries held directly by the Group:

	Country of Incorporation	Percentage Ownership 2024	2023
Parent Entity:			
GenusPlus Group Ltd [(a)]	Australia		
Subsidiaries:			
Genus Infrastructure Pty Ltd	Australia	100%	100%
Diamond Underground Services Pty Ltd	Australia	100%	100%
Proton Power Pty Ltd	Australia	100%	100%
Complete Cabling and Construction Pty Ltd	Australia	100%	100%
Proton Technical Services Pty Ltd	Australia	100%	100%
Genus Infrastructure (Qld) Pty Ltd	Australia	100%	100%
Genus Fleet Management Pty Ltd	Australia	100%	100%
KEC Power Pty Ltd	Australia	100%	100%
Genus Infrastructure (NSW) Pty Ltd	Australia	100%	100%
ECM Consultancy Pty Ltd	Australia	100%	100%
Genus Renewables Pty Ltd	Australia	100%	100%
Connect Engineering Pty Ltd	Australia	100%	100%
Connect Infrastructure Pty Ltd	Australia	100%	100%
Connect Infrastructure Construction Pty Ltd	Australia	100%	100%
Genus PFA Pty Ltd	Australia	100%	100%
Blue Tongue Energy Pty Ltd [(b)]	Australia	100%	50%
Genus Infrastructure (VIC) Pty Ltd [(c)]	Australia	100%	-

(a) GenusPlus Group Ltd was incorporated on 6 July 2017.

(b) The remaining 50% ownership in Blue Tongue Energy was acquired on 28 July 2023.

(c) Prasinus Energy Services Pty Ltd was acquired on 10 November 2023. This entity was renamed Genus Infrastructure (VIC) Pty Ltd on 8 July 2024.

38. Deed of cross guarantee

Basis of Preparation

Pursuant to ASIC Corporations (Wholly owned Companies) Instrument 2016/785 the wholly-owned subsidiaries listed below are relieved from the *Corporations Act* 2001 requirements for preparation, audit and lodgement of financial reports, and Directors' reports.

It is a condition of the Instrument that the Company and each of the subsidiaries enter into a Deed of Cross Guarantee. The effect of the Deed is that the Company guarantees to each creditor payment in full of any debt in the event of winding up of any of the subsidiaries under certain provisions of the Corporations Act 2001. If a winding up occurs under other provisions of the Act, the Company will only be liable in the event that after six months any creditor has not been paid in full. The subsidiaries have also given similar guarantees in the event that the Company is wound up.

The subsidiaries subject to the Deed are:

- Complete Cabling and Construction Pty Ltd
- Connect Engineering Pty Ltd
- Connect Infrastructure Pty Ltd
- Connect Infrastructure Construction Pty Ltd
- Genus Digital Pty Ltd
- Genus Fleet Management Pty Ltd
- Genus Infrastructure Pty Ltd
- Genus Infrastructure (NSW) Pty Ltd
- Genus Infrastructure (Qld) Pty Ltd
- Genus PFA Pty Ltd
- Genus Renewables Pty Ltd
- Genus Services Pty Ltd
- KEC Power Pty Ltd
- Proton Power Pty Ltd
- Proton Technical Services Pty Ltd

39. Financial risk management

Risk management objectives and policies

The Group is exposed to various risks in relation to financial instruments. The Group's financial assets and liabilities by category are summarised in Note 18. The main types of risks are market risk, credit risk and liquidity risk.

The Group's risk management is coordinated at its headquarters, in close cooperation with the Board of Directors, and focuses on actively securing the Group's short to medium-term cash flows by minimising the exposure to financial markets. Long-term financial investments are managed to generate lasting returns. The Group does not actively engage in the trading of financial assets for speculative purposes nor does it write options. The most significant financial risks to which the Group is exposed are described below.

Market risk analysis

The Group is exposed to market risk through its use of financial instruments and specifically to currency risk, interest rate risk and certain other price risks, which result from both its operating and investing activities.

Foreign currency sensitivity

Most of the Group's transactions are carried out in Australian Dollars (AUD). Exposures to currency exchange rates arise from the Group's sales and purchases denominated in US-Dollars (USD). The Group holds a bank account in USD for this purpose. The Group's exposure to foreign currency risk is minimal. No USD balances were held at 30 June 2024.

Interest rate sensitivity

The Group's policy is to minimise interest rate cash flow risk exposures on long-term financing. Longer-term borrowings are therefore usually at fixed rates. At 30 June 2024, the Group is exposed to changes in market interest rates through bank borrowings at variable interest rates. Other borrowings are at fixed interest rates. The exposure to interest rates for the Group's money market funds is considered low as the Group currently holds more funds on deposit in interest bearing accounts than is owed in bank borrowings.

The following table illustrates the sensitivity of profit and equity to a reasonably possible change in interest rates of +/- 2.00% (2023: +/- 2%). These changes are considered to be reasonably possible based on observation of current market conditions. The calculations are based on a change in the average market interest rate for each period, and the financial instruments held at each reporting date that are sensitive to changes in interest rates. All other variables are held constant.

	Profit for the year		Equity	
	$ +2% / +2%	$ -2% / -2%	$ +2% / +2%	$ -2% / -2%
30 June 2024	720,320	(720,320)	720,320	(720,320)
30 June 2023	225,090	(225,090)	225,090	(225,090)

Other price risk sensitivity

The Group is exposed to other price risk in respect of the investment in Volt Group Limited (ASX: VPR).

For the listed investment in Volt Group Limited, an average volatility of 50% has been observed during 2024 (2023: 50%). Volatility at the lower end of this scale is considered a suitable basis for estimating how profit or loss and equity would have been affected by changes in market risk that were reasonably possible at the reporting date due to the relatively low volumes traded. If the quoted stock price for VPR increased or decreased by that amount, profit or loss and equity would have changed by $345,750 (2023: $230,500).

The investment in VPR is considered a long-term, strategic investment. In accordance with the Group's policies, no specific hedging activities are undertaken in relation to this investment. The investment is continuously monitored and voting rights arising from the equity instrument are utilised in the Group's favour.

39. Financial risk management (continued)

Credit risk analysis

Credit risk is the risk that a counterparty fails to discharge an obligation to the Group. The Group is exposed to credit risk from financial assets including cash and cash equivalents held at banks, trade and other receivables and contract assets.

The Group's maximum exposure to credit risk is limited to the carrying amount of financial assets recognised at the reporting date, as summarised below:

Classes of financial assets	2024 $	2023 $
Carrying amounts:		
cash and cash equivalents	100,966,681	46,737,238
trade and other receivables	52,023,295	56,948,784
	152,989,976	103,686,022

Credit risk management

The credit risk is managed on a group basis based on the Group's credit risk management policies and procedures.

Cash and cash equivalents

The Group's cash and cash equivalents are held with major reputable financial institutions.

Trade receivables

The Group's exposure to credit risk is influenced mainly by the individual characteristics of each customer. The demographics of the Group's customer base, including the default risk of the industry and country in which the customers operate, has less of an influence on credit risk. Geographically, the concentration of credit risk is within Australia and, by industry, the concentration is within the commercial infrastructure and resources industries.

The Group continuously monitors defaults of customers and other counterparties, identified either by individual or group and incorporates this information into its credit risk controls. The Group's policy is to deal only with creditworthy counterparties. The ongoing credit risk is managed through regular review of ageing analysis, together with credit limits per customer.

The Group does not require collateral in respect of trade receivables and contract assets.

To mitigate the impact of any single credit default, the Group maintains a policy of Trade Credit Insurance that provides protection in the event of default.

The Group's management considers that all the above financial assets that are not impaired or past due for each of the reporting dates under review are of good credit quality.

39. Financial risk management (continued)

Credit risk analysis (continued)

Impairment losses

The ageing of the Group's trade and other receivables at the reporting date was:

	Note	Gross 2024 $	Allowance for Impairment 2024 $	Gross 2023 $	Allowance for Impairment 2023 $
Other receivables – not past due	16	2,660,385	–	2,325,698	–
Trade receivables:					
Current		34,011,795	–	45,750,383	–
Less than 90 days		7,485,242	–	4,387,410	–
Greater than 91 days		8,072,531	(206,658)	4,615,345	(130,052)
	16	49,569,568	(206,658)	54,753,138	(130,052)
		52,229,953	(206,658)	57,078,836	(130,052)

The provision of $206,658 relates to expected credit losses of a small number of debtors based on the past default experience of the debtors combined with analysis of the debtor's current financial position. The Group continues to strongly pursue all debts provided for. The majority of un-impaired debtors exceeding one year relate to retention claims that are not due. The debtor aging is relative to the date of the original invoice claim against which the retention is held.

The Group has established an allowance for impairment that represents their expected credit losses in respect of trade receivables and contract assets.

The Group recognises a provision for impairment related to expected credit losses ("ECLs") for trade receivables. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate.

For trade receivables, the Group applies a simplified approach in calculating ECLs. Therefore, the Group does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Group uses a provision matrix to calculate the ECLs. The provision matrix is established based on the Group's historically observed default rates. The Group calibrates the matrix to adjust historical credit loss experience with forward looking factors specific to debtors and the economic environment where appropriate. At every reporting date, historical default rates are updated and changes in the forward-looking estimates are analysed.

The assessment of the correlation between historical observed default rates, forecast of economic conditions and ECLs is a significant estimate. The amount of ECLs is sensitive to changes in circumstances and of forecasts in economic conditions. The Group's historical credit loss experience and forecast of economic conditions may also not be representative of customer's actual default in the future.

The Group considers a financial asset's potential for default when contractual payments are more than 120 days past due, factoring in other qualitative indicators where appropriate. Exception shall apply to financial assets that relate to entities under common controls or covered by letter of credit or credit insurance. However, in certain cases, the Group may also consider a financial asset to be in default when internal or external information indicates that the Group is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Group. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

39. Financial risk management (continued)

Liquidity risk analysis

Liquidity risk is the risk that the Group might be unable to meet its obligations. The Group manages its liquidity needs by monitoring scheduled debt servicing payments for long-term financial liabilities as well as forecast cash inflows and outflows due in day-to-day business. The data used for analysing these cash flows is consistent with that used in the contractual maturity analysis below. Liquidity needs are monitored in various time bands, on a week-to-week basis, as well as on the basis of a rolling 30-day projection. Long-term liquidity needs for a 180 to 360 day lookout period are identified monthly. Net cash requirements are compared to available borrowing facilities in order to determine headroom or any shortfalls. This analysis shows that available borrowing facilities are expected to be sufficient over the lookout period.

The Group's objective is to maintain cash and marketable securities to meet its liquidity requirements for 30-day periods at a minimum. This objective was met for the reporting periods. Funding for long-term liquidity needs is additionally secured by an adequate amount of committed credit facilities and the ability to sell long-term financial assets.

The Group considers expected cash flows from financial assets in assessing and managing liquidity risk, in particular its cash resources and trade receivables. The Group's existing cash resources and trade receivables (see Note 16) significantly exceed the current cash outflow requirements. Cash flows from trade and other receivables are all contractually due within three months.

As at 30 June 2024, the Group's non-derivative financial liabilities have contractual maturities as summarised below:

	Current		Non-current	
	Within 6 months $	6-12 months $	1-5 years $	5+ years $
30 June 2024				
Secured borrowings	750,000	750,000	2,780,000	-
Leases	5,975,746	5,309,731	13,687,448	-
Trade and other payables	42,463,886	-	-	-
Contingent consideration payable	650,000	-	-	-
Total	49,839,632	6,059,731	16,467,448	-

This compares to the maturity of the Group's non-derivative financial liabilities in the previous reporting periods as follows:

	Current		Non-current	
	Within 6 months $	6-12 months $	1-5 years $	5+ years $
30 June 2023				
Secured borrowings	790,000	790,000	4,280,000	-
Leases	4,635,762	4,371,928	12,861,963	-
Trade and other payables	50,993,122	-	-	-
Total	56,418,884	5,161,928	17,141,963	-

40. Capital management policies and procedures

The Group's capital management objectives are:

- to ensure the Group's ability to continue as a going concern
- to provide an adequate return to shareholders by pricing products and services commensurately with the level of risk.

The Group monitors capital on the basis of the carrying amount of equity plus its bank loans and other financial liabilities, less cash and cash equivalents as presented on the face of the statement of financial position.

The Group's goal in capital management is to ensure compliance with the Group's covenants relating to its commercial financing arrangements. These covenants measure the Group's Debt Service Cover, Gross Leverage and Liquidity Ratios, as well as requiring maintenance of a minimum Tangible Net Worth. The Group has met all its covenant obligations, since the commercial loan was taken out.

Management assesses the Group's capital requirements in order to maintain an efficient overall financing structure while avoiding excessive leverage. The amounts managed as capital by the Group for the reporting periods under review are summarised as follows:

	2024 $	2023 $
Total equity	121,236,426	104,976,133
Financial liabilities	22,780,798	21,836,048
Cash and cash equivalents	(100,966,681)	(46,737,238)
Capital	43,050,543	80,074,943
Total equity	121,236,426	104,976,133
Borrowings	22,780,798	21,836,048
Overall financing	144,017,224	126,812,181
Capital-to-overall financing ratio	0.30	0.63

The ratio decrease during 2024 is primarily a result of additional cash at bank held at year end compared to the previous reporting period.

41. Parent entity information

Information relating to GenusPlus Group Ltd (the Parent Entity):

	2024 $	2023 $
Statement of financial position		
Current assets	5,114,657	8,572,332
Total assets	41,742,737	38,407,717
Current liabilities	(1,831,275)	(9,361,840)
Total liabilities	12,481,415	(14,765,133)
Net assets	54,224,152	53,172,849
Issued capital	55,265,025	55,265,025
Retained earnings	(1,110,857)	(2,092,176)
Total equity	54,154,168	53,172,849
Statement of profit or loss and other comprehensive income		
(Loss) for the year	(2,325,537)	(2,390,224)
Total comprehensive income	(2,325,537)	(2,390,224)

The Parent Entity had no capital commitments at year end (2023:$Nil).

42. Events after the reporting date

On 26 August 2024, the Directors declared a final fully franked dividend of 2.5 cents per share with a record date of 2 October 2024 and a payment date of 1 November 2024. The total dividend payable is an aggregate of $4,443,124.

Other than those mentioned above, no matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial years.

43. Group details

The registered office and principal place of business of the Group is:

GenusPlus Group Ltd
Level 1, 63 – 69 Abernethy Road
Belmont WA 6104

Consolidated entity disclosure statement

Basis of Preparation

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

Consolidated entity

This CEDS includes only those entities consolidated as at the end of the financial year in accordance with AASB 10 Consolidated Financial Statements (AASB 10).

Determination of Tax Residency

Section 295 (3A) of the Corporations Act 2001 defines tax residency as having the meaning in the Income Tax Assessment Act 1997. The determination of tax residency involves judgment 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.

Foreign tax residency

Where necessary, the consolidated entity has used independent tax advisers in foreign jurisdictions to assist in its determination of tax residency to ensure applicable foreign tax legislation has been complied with.

Partnerships and Trusts

Australian tax law does not contain specific residency tests for partnerships and trusts. Generally, these entities are taxed on a flow-through basis so there is no need for a general residence test. There are some provisions which treat trusts as residents for certain purposes but this does not mean the trust itself is an entity that is subject to tax.

Consolidated entity disclosure statement (continued)

Additional disclosures on the tax status of partnerships and trusts have been provided where relevant.

Name of entity	Type of entity	Trustee, partner, or participant in joint venture	% of share capital held	Country of incorporation	Australian resident of foreign resident (for tax purpose)	Foreign tax jurisdiction(s) of foreign residents
Genus Infrastructure Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Genus Services Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Proton Power Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Complete Cabling and Construction Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Proton Technical Services Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Genus Infrastructure (Qld) Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Genus Fleet Management Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
KEC Power Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Genus Infrastructure (NSW) Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
ECM Consultancy Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Genus Renewables Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Connect Engineering Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Connect Infrastructure Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Connect Infrastructure Construction Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Genus PFA Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Blue Tongue Energy Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Genus Infrastructure (VIC) Pty Ltd	Limited Company	n/a	100%	Australia	Australia	n/a
Samsung Genus Joint Venture	Limited Company	Participant in joint venture	30%	Australia	Australia	n/a
Acciona Genus Joint Venture	Limited Company	Participant in joint venture	25%	Australia	Australia	n/a

Directors' Declaration

In accordance with a resolution of the directors of GenusPlus Group Limited, I state that:

In the opinion of the directors:

(a) the financial statements and notes of GenusPlus Group Limited for the financial year ended 30 June 2024 are in accordance with the *Corporations Act 2001*, including:

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

  (ii) complying with Accounting Standards and the *Corporations Regulations 2001*;

(b) the financial statements and notes also comply with International Financial Reporting Standards as disclosed in Note 2;

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

(d) the consolidated entity disclosure statement on page 91 is true and correct as at 30 June 2024.

This declaration has been made after receiving the declarations required to be made to the directors by the chief executive officer and chief financial officer in accordance with section 295A of the *Corporations Act 2001* for the financial year ended 30 June 2024.

On behalf of the board

D. Riches

David Riches

Director

Dated the 26th day of August 2024

ASX Additional Information

as at 21 August 2024

Distribution of equity security holders

	Ordinary Shares
Category	
1 – 1,000	107,191
1,001 – 5,000	787,467
5,001 – 10,000	1,197,254
10,001 – 100,000	9,977,246
100,001 and over	165,655,790
Total	177,724,948

Twenty largest shareholders

	Number of ordinary shares held	Percentage of capital held
MR DAVID WILLIAM RICHES	78,922,947	44.41%
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	18,136,447	10.20%
CITICORP NOMINEES PTY LIMITED	12,952,605	7.29%
MATTHEW STEVEN RICHES & DAVID WILLIAM RICHES	12,800,000	7.20%
J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	5,173,353	2.91%
MR NEIL DOUGLAS RAE & MRS MELANIE MICHELLE RAE & MR SIMEON DAVID RAE	2,392,344	1.35%
CC RANKINE PTY LTD	2,316,765	1.30%
BJ FRASER PTY LTD	2,316,765	1.30%
UBS NOMINEES PTY LTD	2,166,602	1.22%
WILLIAM TAYLOR NOMINEES PTY LTD	2,148,684	1.21%
ARROCHAR PTY LTD	2,000,000	1.13%
CARJAY INVESTMENTS PTY LTD	1,966,221	1.11%
DAVE RICHES PTY LTD	1,861,000	1.05%
PATRICK LLOYD PTY LTD	1,600,000	0.90%
GEORGE LLOYD PTY LTD	1,600,000	0.90%
MR KEMPER SHAW	1,578,327	0.89%
MR KENNETH JOSEPH HALL	1,550,000	0.87%
MR WILLIAM JAMES BEAMENT	1,196,172	0.67%
SANDINI PTY LTD	1,000,000	0.56%
PRECISION OPPORTUNITIES FUND LTD	1,000,000	0.56%
	154,678,232	87.03%

Substantial shareholders

	Number
The number of shares held by substantial shareholders and their associates are set out below:	
David William Riches; Matthew Steven Riches & David William Riches atf Dave Riches & Matt Riches Unit A/C; Dave Riches Pty Ltd atf Dave Riches Family A/C	93,583,947

Grant Thornton

Grant Thornton Audit Pty Ltd
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Independent Auditor's Report

To the Members of GenusPlus Group Ltd

Report on the audit of the financial report

Opinion

We have audited the financial report of GenusPlus Group Ltd (the Company) and its subsidiaries (the Group), which comprises the consolidated statement of financial position as at 30 June 2024, the consolidated statement of profit or loss and other comprehensive income, 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 Recognition – Note 6	
The Group's revenues from fixed price construction contracts ($236 million) are recognised over time, with the amount determined by the percentage of costs completed. Revenue is recognised in accordance with AASB 15 *Revenue from Contracts with Customer* based on: • The determination of the completion and measurement of performance obligations under each contract; • The estimation for construction contract inputs (costs) including costs remaining and the expected margins earned on the contracts; and • The determination of contingency and variation estimates, including the probability of approval for changes in price and scope 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 that includes contract variations and claims.	Our procedures included, amongst others: • Understanding and documenting the design of internal controls over project costings and estimating costs to complete construction projects; • Testing the operating effectiveness of project cost controls designed for determining the revenue recognised over time utilising the percentage of completion method; • Reviewing significant contracts, including agreeing key terms and conditions to contracts along with any variations or contingencies requiring to be recognised; • Testing a sample of costs to verify that the allocation to projects is appropriate; • Reviewing management assumptions in determining the stage of completion, total contract price, costs incurred and estimated costs to complete to supporting documentation; • Recalculating the stage of completion based on costs to date proportionate to forecasted costs, including testing a sample of progress billings and contract costs to assess the allocation to revenue, contract assets and liabilities is appropriate and consistent with the requirements of AASB 15; • Assessing estimated costs to complete through discussion with project managers and challenging the key assumptions connected to the stage of completion method, including potential disputes and claims relating to variations to the original contract terms and agreeing to underlying support; • Assessing variations to historical recoveries and supporting documentation for claims made for price and scope changes; and • Assessing the adequacy of the Group's presentation and disclosures in the financial statements.

Goodwill – Note 24	
The Group recognised goodwill totalling $22.7 million at 30 June 2024 across 3 cash-generating units (CGUs). Goodwill is required to be assessed for impairment annually by management as prescribed in AASB 136 *Impairment of Assets.* Management performs annual impairment testing per AASB 136 to determine whether the CGUs' recoverable amount is greater than its carrying value, utilising either the greater of fair value less costs to sell or its value in use. The Group uses a discounted cash flow model for the value-in-use approach to determine the recoverable amount. In doing so, management considers the following key inputs; • forecasted budgeted financial performance; • estimated growth rates; • working capital adjustments; • estimated capital expenditure; • discount rate; and • terminal value. This area is a key audit matter due to the significant balance carried by the Group that management has assessed using estimates and judgement	Our procedures included, amongst others: • Understanding management's process and controls for determining the - CGUs, the calculation of the recoverable amount for each CGU, and the goodwill impairment assessment. • Evaluating the value-in-use models against the requirements of AASB 136; • Challenging the appropriateness of management's revenue and cost forecasts by comparing the forecasted cash flows to actual growth rates achieved historically; • Reviewing management's value-in-use calculations by: – Testing the mathematical accuracy of the calculations; – Evaluating the forecast cash inflows and outflows to be derived by the CGUs assets for reasonableness; – Comparing estimates and judgements for growth rates to available market and industry data; – Assessing the discount rates applied to forecast future cash flows for reasonableness with assistance from internal valuation specialists; – Performing sensitivity analysis on the significant inputs and assumptions made by management in preparing its calculation; 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 29 to 36 of the Directors' report for the year ended 30 June 2024.

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

Responsibilities

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

Grant Thornton

Grant Thornton Audit Pty Ltd
Chartered Accountants

B P Steedman
Partner – Audit & Assurance

Perth, 26 August 2024

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Corporate Directory

Directors

Simon High
Chairman
Independent Non-Executive Director

David Riches
CEO and Managing Director

José Martins
Independent Non-Executive Director

Paul Gavazzi
Independent Non-Executive Director

Company Secretary

Damian Wright

Strati Gregoriadis

Auditors

Grant Thornton Audit Pty Ltd

Central Park
Level 43, 152-158 St Georges Terrace
Perth WA 6000

Share Registry

Link Market Services Ltd

Level 12, QV1 Building
250 St Georges Terrace
Perth WA 6000

T: +61 8 9211 6670

Registered Office

GenusPlus Group Ltd

Level 1, 63-69 Abernethy Road
Belmont WA 6104

ASX Code: GNP


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Insight Communication & Design