

2025
IGNITE LIMITED
APPENDIX 4D
HALF YEAR REPORT
31 DECEMBER 2024
ABN 43 002 724 334

Lodged with ASX under Listing Rule 4.2A.3

www.igniteco.com

REPORT PERIOD

Reporting period:

1 July 2024 – 31 December 2024

Previous corresponding period:

1 July 2023 – 31 December 2023

RESULTS FOR ANNOUNCEMENT TO THE MARKET

Description	31 Dec 2024 \$000	31 Dec 2023 \$000	Change \$000	Change %
Revenue	46,788	50,241	(3,453)	(6.9)
Profit after tax attributable to members	615	213	402	188.7
Net profit for the period attributable to members	615	213	402	188.7

	31 Dec 2024 Cents	31 Dec 2023 Cents	Change Cents	Change %
Net tangible assets per share ¹	50.70	4.43	46.3	1,044.5

FINANCIAL REVIEW

Revenue decreased 7% from \$50.2 million to \$46.8 million in the half year and gross profit decreased 1.1% from \$6.0 million to \$5.9 million, reflecting a marked improvement in gross profit margin of 0.8% from 11.8% to 12.6%. The increase in gross profit margin was due to the continued efforts to improve our margin mix.

Employee benefits expense increased by \$134k (3.7%) due to higher commission payments for overachievements in permanent recruitment and the addition of our Executive General Manager for Technology Solutions. Total internal headcount on 31 December 2024 was 45 versus 49 in the comparative period.

Other expenses decreased \$384k (23.1%) compared to the prior comparative period, which is primarily related to the benefits of cost efficiencies achieved over the past 12 months. Cash and cash equivalents on 31 December 2024 decreased 14.1% to \$3,523k (30 June 2024: \$4,101k). Net cash used in operating activities for the half year was \$583k (31 December 2023: \$705k net cash from operating activities), due entirely to the timing of payments for contractor related expenses on 31 December 2024. The Company is on track to deliver further improvements in operating cashflow for the full year.

Cash from investing activities was \$178k due to the termination of a term deposit no longer required for our Sydney lease. Cash used in financing activities was \$170k (31 December 2023: \$915k cash from financing activities) as the prior comparative period included net cash received from the Institutional and Retail rounds of the Entitlement Offer² and the repayment of debt with Scotpac.

OPERATIONAL REVIEW

Specialist Recruitment contributes 98.7% of the Group's revenue. For the 6 months to 31 December 2024, revenue for contingent labour decreased by 6.3%. As of 31 December 2024, there were 437 active contractors within Specialist Recruitment versus 507 as of 31 December 2023. Our average

¹ Announced on 17 October 2024, Ignite Limited consolidated the Company's issued capital, on the basis of one share for every ten shares held. The Share Consolidation was completed on 29 November 2024, following shareholder approval at the Annual General Meeting held on 19 November 2024. If Net tangible assets per share for the comparative year was restated using post share consolidation numbers, the disclosure would be 31 Dec 23: 41.11 cents, change of 9.59 or 23.3%.

² Details of the accelerated pro-rata non-renounceable entitlement offer (Entitlement Offer) are available on the ASX. First announced on 23 November 2023, with results of the Institutional, Retail and Shortfall rounds published on 27 November 2023, 22 December 2023 and 12 March 2024 respectively.

gross margin per contractor increased 18.5% and permanent recruitment grew 16.7% over the same period.

The Technology Solutions business recorded a loss before allocation of corporate overheads of \$169k in the half year, a 225.2% decrease on the prior comparative period due to our investment in an Executive General Manager and the conclusion of client projects as expected.

OUTLOOK

Our focus continues to be on understanding, measuring, and rewarding our people for their productivity, performance, and contribution to profit.

Our leaders are committed to continuing the successful turnaround of IGNITE.

We anticipate delivering further half on half, and year on year profit improvement in FY25 for our shareholders.

DETAILS OF ENTITIES OVER WHICH CONTROL HAS BEEN GAINED OR LOST

During the half year ended 31 December 2024, the Company has not gained or lost control over any entities.

ASSOCIATES AND JOINT VENTURES

The Company does not have any holdings in associates or joint ventures.

PARENT ENTITY

The ultimate parent entity and ultimate controlling entity within the consolidated entity is Ignite Limited. The condensed consolidated financial statements incorporate the assets, liabilities and results of the following controlled entities as at the reporting date:

Entity Name	Principal Activity	Country of Incorporation	Class of Shares	Equity Holding % ³	
				31 Dec 2024	31 Dec 2023
Ignite New Zealand Holdings Limited	Holding	New Zealand	Ordinary	100	100
Ignite IT Services Limited	Operating	New Zealand	Ordinary	100	100

DIVIDENDS OR DIVIDEND DISTRIBUTION PLAN

No dividends were paid or declared during the half year. On 18 February 2025 the Directors resolved to declare an interim dividend for the half year ended 31 December 2024 of \$0.035 per share.

³ The proportion of ownership interest is equal to the proportion of voting power held.