

2026

IGNITE LIMITED

APPENDIX 4D

HALF YEAR REPORT

31 DECEMBER 2025

ABN 43 002 724 334

Lodged with ASX under Listing Rule 4.2A.3

www.igniteco.com

REPORT PERIOD

Reporting period:

1 July 2025 – 31 December 2025

Previous corresponding period:

1 July 2024 – 31 December 2024

RESULTS FOR ANNOUNCEMENT TO THE MARKET

Description	31 Dec 2025 \$000	31 Dec 2024 \$000	Change \$000	Change %
Revenue	38,250	46,788	(8,538)	(18.2)
Profit after tax attributable to members	308	615	(307)	(49.9)
Net profit for the period attributable to members	308	615	(307)	(49.9)

	31 Dec 2025 Cents	31 Dec 2024 Cents	Change Cents	Change %
Net tangible assets per share	51.09	50.70	0.39	0.77

FINANCIAL REVIEW

The statutory profit for the half year to 31 December 2025 net of income tax was \$308k (Dec 2025: \$615k).

The normalised operating result for H1 FY26 was \$608k profit (Dec 2025: \$615k) after adjusting for non-recurring restructuring costs.

Revenue decreased 18.2% from \$46.8 million to \$38.3 million in the half year reflecting a very challenging Federal Government recruitment market. Gross profit decreased 17.7% from \$5.9 million to \$4.8 million, while total gross margin % remained consistent with the prior corresponding period.

The Company closed the loss-making Technology Solutions business during the half year, incurring \$300,000 in restructuring costs.

Employee benefits expense decreased by \$566k (15.1%) due to lower commission expense and following the closure of the Technology Solutions business. Total internal headcount on 31 December 2025 was 33 versus 45 in the comparative period.

Other expenses decreased \$48k (3.4%) compared to the prior period, which is primarily related to the benefits of continued cost efficiencies achieved. Cash and cash equivalents on 31 December 2025 decreased slightly against 30 June 2025 mainly due to timing of contractor payments, although increased \$1.5 million against 31 December 2024.

Cash from operating activities for the half year was \$33k, a \$616k improvement against 31 December 2024. The Company is on track to deliver further improvements in operating cashflow for the full year. Cash used in financing activities included the full year dividend payment made in September 2025.

The business responded quickly to changes in Federal Government demand which adversely impacted our revenue and gross margin. Profitability was maintained and cash flow improved.

OPERATIONAL REVIEW

Specialist Recruitment makes up 99% of the Group's revenue. As of 31 December 2025, there were 366 active contractors within Specialist Recruitment versus 437 as of 31 December 2024. Our average gross margin per contractor continues to grow and has increased 8.3% against 31 December 2024.

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 building upon the success had to date in turning around and growing IGNITE's performance.

DETAILS OF ENTITIES OVER WHICH CONTROL HAS BEEN GAINED OR LOST

During the half year ended 31 December 2025, 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 % ¹	
				31 Dec 2025	31 Dec 2024
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

On 19 August 2025, the Board declared a final dividend for the full year ended 30 June 2025 of \$0.035 per share, fully franked and the dividend was paid on 12 September 2025.

On 18 February 2026 the Directors resolved to declare an interim dividend for the half year ended 31 December 2025 of \$0.03 per share.

¹ The proportion of ownership interest is equal to the proportion of voting power held.