

APPENDIX 4D

HALF YEAR REPORT

PERIOD ENDING 31 DECEMBER 2025



HiTech Group Australia Limited

A.B.N. 41 062 067 878

APPENDIX 4D

Half Year Report

HiTech Group Australia Limited	
A.B.N 41 062 067 878	Half Year ended 31 December 2025

RESULTS FOR ANNOUNCEMENT TO THE MARKET

Revenues from ordinary activities		\$33,643,337
Profit from ordinary activities after tax attributable to members		\$2,037,522
NTA per share	\$0.27 (31 Dec 2025)	\$0.25 (31 Dec 2024)
Interim dividend	Interim dividend of 4.5 cents per share fully franked	
Previous corresponding period	Fully franked 5 cents per share paid 17/09/2025	

HITECH GROUP (HIT.ASX) DELIVERS SOLID FIRST HALF FY2026 PROFIT RESULT

Financial Headlines

- Revenue of \$33.64m
- Gross Profit of \$4.92m
- EBITDA is \$3.03m
- EBIT is \$2.99m
- Net profit after tax is \$2.04m
- Interim dividend of 4.5 cents per share
- Cash Balance (zero debt) of \$10.5m
- NTA is 27 cents per share, up 8% on pcp

First half results summary and outlook

HiTech Group Australia Limited (“HiTech” or “the Company”) is pleased to provide an update on the Company’s strategic positioning and growth outlook, as demand for ICT talent and services continues to strengthen.

CEO and Managing Director, Elias Hazouri, commented: “The H1 FY26 financial results reflect the impact of government reductions in contractor and consulting expenditure across the economy. While the outcomes fall short of our original targets, they remain solid at a time when many competitors are less equipped to maintain their position and competitiveness. HiTech remains strategically positioned to meet the continued demand for ICT talent and services. Our strong financial footing and long-term supplier agreements continue to underpin our competitive edge. We are currently delivering on multiple active client mandates, including Defence preferred supplier engagements and are actively pursuing new tender opportunities across federal and state government, where critical ICT programs continue to drive demand. We have taken decisive steps to safeguard margins by securing new agreements with major clients, reducing both fixed and variable costs, and sharpening our focus on departments and agencies where margin stability and revenue quality remain attractive. Our strong cash reserves and zero debt position place us in an enviable position to capitalise on emerging growth opportunities including organic investment to expand into new markets or adjacent industries as we as inorganic growth via potential acquisitions.”

HiTech remains committed to delivering long-term value for shareholders and will continue to explore avenues for sustainable growth in alignment with market demand.

Dates applicable for the interim dividend and special dividend are:

- Ex-dividend date: 10 March 2026
- Record date: 11 March 2026
- Payment date: 25 March 2026

About HiTech

HiTech Group (HIT.ASX, HiTech) is a specialist provider of recruitment and contracting services to the Australian government and private sector.

HiTech is a renowned market leader in sourcing and placing ICT, personnel for contract and permanent positions. HiTech is leveraging off its talent business, to further develop its ICT services and consulting business lines as it seeks to take advantage of higher margin assignments and the demand for ICT project-based services.

**CONSOLIDATED STATEMENT OF PROFIT AND LOSS AND OTHER
COMPREHENSIVE INCOME
FOR THE HALF YEAR ENDED 31 DECEMBER 2025**

	Notes	Consolidated Group	
		31 December 2025 \$	31 December 2024 \$
Sales Revenue	2(a)	33,456,130	34,472,151
Cost of sales	3	(28,535,873)	(27,479,967)
Gross Profit		4,920,257	6,992,184
Other revenue	2(b)	187,207	311,319
Unrealised gain/(loss) on financial assets			
Marketing expenses		(10,185)	(14,355)
Occupancy expenses		(269,887)	(261,415)
Insurance and legal expenses		(20,827)	(16,265)
Administration expenses		(1,161,911)	(1,933,818)
Other expenses from ordinary activities		(464,090)	(348,482)
Profit/(Loss) before income tax		3,180,563	4,729,168
Income tax (expense)/benefit		(1,143,042)	(1,287,341)
Profit attributable to members of the parent entity		2,037,522	3,441,827
Other comprehensive income		-	-
Total comprehensive income for the year		2,037,522	3,441,827
Earnings per Share:			
Basic earnings (cents per share)		4.82	8.14
Diluted earnings (cents per share)		4.82	8.14

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

**CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS AT HALF YEAR ENDED 31 DECEMBER 2025**

	Notes	Consolidated Group	
		31 December 2025	31 December 2024
		\$	\$
CURRENT ASSETS			
Cash and cash equivalents		10,487,693	9,707,771
Trade and other receivables		5,835,304	5,209,231
Other current assets		165,428	172,604
TOTAL CURRENT ASSETS		16,488,425	15,089,606
NON-CURRENT ASSETS			
Plant and equipment	4	155,214	426,189
Deferred tax assets		457,677	420,816
Rights Of Use Assets		221,253	553,133
Intangible assets		-	-
Other non-current assets		426,910	426,910
TOTAL NON-CURRENT ASSETS		1,261,054	1,827,048
TOTAL ASSETS		17,749,478	16,916,654
CURRENT LIABILITIES			
Trade and other payables		3,697,703	3,264,596
Provision for taxation		802,317	797,527
Lease Liabilities	5	260,955	364,772
Other current liability		-	-
Short-term provisions		899,214	809,639
TOTAL CURRENT LIABILITIES		5,660,190	4,871,762
NON-CURRENT LIABILITIES			
Deferred tax liabilities		306,610	418,362
Lease Liabilities	5	-	260,955
Long term provisions		291,229	255,795
TOTAL NON-CURRENT LIABILITIES		597,839	1,299,884
TOTAL LIABILITIES		6,258,029	6,171,646
NET ASSETS		11,491,450	10,745,008
EQUITY			
Contributed equity		4,450,713	4,450,713
Reserves		185,638	185,638
Retained profits/(losses)		6,855,099	6,108,657
TOTAL EQUITY		11,491,450	10,745,008

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

**CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE HALF YEAR ENDED 31 DECEMBER 2025**

	Issued Capital Ordinary	Retained Profits/ (Accumulated Losses)	Employee Equity- settled benefits Reserve	Total
	\$	\$	\$	\$
Balance at 1/7/2024	4,450,713	4,781,830	185,638	9,418,181
Total Dividends paid for the half year	-	(2,115,000)	-	(2,115,000)
Total comprehensive income for the half year	-	3,441,827	-	3,441,827
Balance at 31/12/2024	<u>4,450,713</u>	<u>3,527,945</u>	<u>185,638</u>	<u>10,745,008</u>
Balance at 1/7/2025	4,450,713	6,932,577	185,638	11,568,929
Total Dividends paid for the half year	-	(2,115,000)	-	(2,115,000)
Total comprehensive income for the half year	-	2,037,521	-	2,037,521
Balance at 31/12/2025	<u>4,450,713</u>	<u>6,855,099</u>	<u>185,638</u>	<u>11,491,450</u>

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

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE HALF YEAR ENDED 31 DECEMBER 2025**

	Consolidated Group	
	31 December 2025	31 December 2024
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	37,543,954	34,100,585
Payments to suppliers and employees	(33,781,448)	(32,954,755)
Dividends received	-	-
Interest received	187,207	311,319
Interest paid	-	-
Income tax (expense)/ refund	(1,172,879)	(1,490,580)
Net cash provided by / (used in) operating activities	2,776,834	(33,431)
CASH FLOWS FROM INVESTING ACTIVITIES		
Payment from Disposal Of Motor Vehicle	178,175	-
Payment for property, plant and equipment	(4,987)	(250,060)
Net cash (used in) / provided by investing activities	(173,188)	(250,060)
CASH FLOWS FROM FINANCING ACTIVITIES		
Dividend paid	(2,115,000)	(2,115,000)
Net cash (used in) / provided by financing activities	(2,115,000)	(2,115,000)
Net increase / (decrease) in cash held and cash equivalents	835,023	(2,398,491)
Cash and cash equivalents at the beginning of the financial year	9,652,671	12,106,262
Cash and cash equivalents at the end of the half year	10,487,694	9,707,771

The above consolidated statement of cashflows should be read in conjunction with the accompanying notes.

NOTES TO THE FINANCIAL STATEMENTS

1. BASIS OF PREPARATION

a) Reporting Entity

HiTech Group Australia Limited (“HiTech” or the “Company”) is a public company limited by shares, incorporated and domiciled in Australia. The consolidated half year financial report of the Company as at, and for the half-year ended 31 December 2025, comprises the Company and its controlled entities (together referred to as the “Group” and individually as the “Group entities”). It is also recommended that these half-year financial reports be read in conjunction with the annual financial reports for the year ended 30 June 2025 and public announcements made by the Company during the half year in accordance with continuous disclosure requirements arising under the Corporations Act 2001.

b) Statement of compliance

The consolidated half-year financial report is a general-purpose financial report prepared in accordance with the Corporations Act 2001 and AASB 134: Interim Financial Reporting. It does not include full disclosure of the type normally included in annual financial statements.

The accounting policies applied by the Group in this consolidated half-year financial report are the same as those applied by the Group in its consolidated financial report as at and for the year ended 30 June 2025.

This consolidated half-year financial report was authorised for issue in accordance with a resolution of Directors on 20 February 2026.

c) Basis of measurement

The consolidated half year financial reports have been prepared on the basis of historical cost, except for the revaluation of certain non-current assets and financial instruments. Cost is based on the fair values of the consideration given in exchange for assets. All amounts are presented in Australian dollars, unless otherwise noted.

d) New, revised or amending Accounting Standards and Interpretations adopted

The Company has adopted all new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (‘AASB’) that are mandatory for the current reporting period. Any new, revised or amending Accounting Standards and Interpretations that are not yet mandatory have not been early adopted. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Company.

2. REVENUE

	Half year ended	
	31 December 2025	31 December 2024
	\$	\$
Revenue from operating activities		
(a) Contracting and permanent placement revenue	33,456,130	34,472,151
(b) Other Revenue		
- Interest received - other entities	193,467	283,372
- Sundry Income	(6,260)	27,947
	<u>33,643,337</u>	<u>34,783,470</u>

3. EXPENSES

	Half year ended	
	31 December 2025 \$	31 December 2024 \$
Cost of providing services	28,535,873	27,479,967
Rental expenses on operating leases		
- Minimum lease payments	207,805	186,530
Depreciation and amortisation of non-current assets		
- Plant and equipment	16,775	14,436
- Motor vehicles	(18,444)	27,292
- Software	-	-
Net transfers to provisions – employee benefits	(95,731)	(260,177)
Share based employee benefits	-	-

4. PLANT AND EQUIPMENT

	Consolidated Entity			
	Plant & Equipment	Leasehold Improvements	Motor vehicles	TOTAL
	\$	\$	\$	\$
As at 30 June 2025				
Cost or fair value	726,228	89,599	750,432	1,566,259
Accumulated depreciation	(628,622)	(84,048)	(461,202)	(1,173,872)
Net book value	97,606	5,551	289,230	392,387
Half Year ended 31 December 2025				
Opening net book balance	97,606	5,551	289,230	392,387
Additions	4,987	-	-	4,987
Disposals	-	-	(243,819)	(243,819)
Depreciation charge	(15,805)	(970)	18,434	1,659
Net book balance	86,788	4,581	63,845	155,214
As at 31 December 2025				
Cost or fair value	731,215	89,599	506,613	1,327,427
Accumulated depreciation	(644,427)	(85,018)	(442,768)	(1,172,213)
Net book value	86,788	4,581	319,845	155,214

5. LEASES

An extension option is included in the existing office lease. The extension and termination option is exercisable only by the company and not by the lessor.

In determining the lease term, the group considers all facts and circumstances that create an economic incentive to exercise an option. When exercising lease extensions of building premises, the company considers the following factors:

- Any termination and make good penalties.
- Value of leasehold improvements.
- Cost of disruption to the business to relocate; and
- Availability and cost of other suitable properties.

Extension options are only included in the lease term if the lease is reasonable. As a result, the company has not included the extension option.

	31 December 2025	31 December 2024
	\$	\$
Amounts recognised in the statement of financial position		
Right Use Assets		
Leased buildings – right of use	480,523	553,133
	480,523	553,133
Additions to the right of use assets during the period \$Nil		
Lease Liabilities		
Current		
Leases for building premises	260,955	364,772
	260,955	364,772
Non-Current		
Leases for building premises	-	260,955
	-	260,955

6. CURRENT PROVISIONS

Current provisions are for staff entitlements and accrued expenses expected to be settled within twelve months.

7. EQUITY SECURITIES

No shares were issued in the reporting period. There are currently 42.3 million listed shares on issue.

8. SHARE-BASED PAYMENTS

No share based payments were granted in the reporting period.

9. NTA BACKING

	Half year ended	
	31 December 2025	31 December 2024
	\$	\$
Net tangible asset backing per ordinary security (per share)	0.27	0.25

10. CONTINGENT LIABILITIES

There are no contingent liabilities and contingent liabilities at balance date.

11. EVENTS SUBSEQUENT TO REPORTING DATE

There are no circumstances that have arisen since the end of the financial period which significantly affect or may significantly affect the operations of the company, the results of those operations, or the situation of the company in future financial periods.

12. CONTROL GAINED OR LOST OVER ENTITIES HAVING MATERIAL EFFECT

The Company has not gained or lost control over any entity during the financial period.

13. DETAILS OF ASSOCIATE OR JOINT VENTURES ENTITIES

The Company has no associate or joint venture entities.

14. RELATED PARTIES DISCLOSURES

All arrangements with related parties are consistent with those disclosed in the 2025 Annual Report.

15. COMMENTARY ON RESULTS FOR THE PERIOD

General

The Company's core business is in recruitment of permanent and contracting ICT professionals. We have won new business which led to increasing our revenue and profit.

EPS

Basic earnings per share for the first half of the current financial year were 4.82 cents per share compared to 8.14 cents per share in the previous corresponding period.

Segment Information

The Company reports to management and allocates resources on a single reporting entity basis.

Significant features of operating performance

HiTech currently supplies permanent and contract staff from its large proprietary database of over 410,000 specialised and skilled professionals that have been secured through a strategy of multiple sourcing tools and networking drives. HiTech's candidate database is the primary source of skilled professionals that we draw upon to fulfil our clients' personnel demands. This is a proprietary database that is invaluable to our business and ensures we maintain our sustainable competitive advantage in the marketplace. This same database is utilised to resource our ICT Services business.

The HiTech Client base includes corporate and government clients and is well established, with strong representation by high technology companies, banking/financial services companies plus Federal Government departments and agencies. HiTech has also entered into preferred supplier agreements for the supply of staff in both the public and private sectors.

ICT contracting, comprising the provision of ICT professionals for temporary and other non-permanent staffing needs of clients for specific projects, has continued to supply HiTech with strong cash flow. ICT contracting is viewed as a relatively higher volume business with lower margins. We have worked on reducing low margin contracting business and building higher margin contract opportunities. We actively seek new managed services arrangements that will further increase strong margin income. This strategy has delivered favourable results without the need to significantly increase the operating cost base as yet.

Factors which are likely to affect results in the future

While there is still ongoing demand for ICT talent and a shortage of high quality security cleared candidates, the advent of the cost cutting government measures in place may potentially reduce ICT resources demand which will result in lower margins and downward pressure on placement numbers. We will continue to place candidates on the back of the ongoing demand for talent which will further enhance our results. Our focus is on high margin business and moving away from low margin contracting work where we can. We continue to explore participation in the rationalisation of the recruitment and ICT services industries. We have looked and are still looking at potential acquisitions/mergers that are EPS accretive and suit our criteria. We have retained our preferred supplier status with our valued clients, increased our client base and are working towards further developing these relationships in these unprecedented times. With a focus on being relevant, we are constantly evolving and improving our systems and productivity to provide a better service to our clients and candidates.

16. REVIEW OF ACCOUNTS

This report is based on accounts that have been reviewed and are not subject to dispute or qualification. Copies of the review report and independence declaration from K.S Black & Co are attached.



Ray Hazouri
Director

Sydney, 23 February 2026



HiTech Group Australia Limited

DIRECTORS' REPORT

The directors of HiTech Group Australia Limited ("HiTech Group" or "the company") submit herewith the financial report of the consolidated entity for the half-year ended 31 December 2025. To comply with the provisions of the Corporations Act 2001, the directors report the following:

Directors

The names of directors of the company during or since the end of the half-year are:

Mr Raymond Hazouri, Chairman
Mr Elias Hazouri, Chief Executive Officer
Mr George Shad

Principal activities

The consolidated entity's principal activity during the financial year was the supply of recruitment services for permanent and contract staff to the ICT sector.

Review of operations

HiTech's core business is the provision of recruitment services and ICT services to both the private and Australian government sectors. HiTech sources and places ICT, Finance and Office support personnel for permanent and contracting positions.

The directors are pleased to release to the market HiTech's half yearly FY2026 results. The details are as follows:

HiTech is broadening its business operations with the development of its ICT services and consulting business lines as it seeks to take advantage of higher margin assignments and moving away from low margin engagements.

HiTech today released its first half results and Appendix 4D for FY2026. The Company is pleased to provide commentary on its activities in 1H FY2026 to accommodate the lodgement of results. Key metrics include:

- Revenue of \$33.64m
- Gross Profit of \$4.92m
- EBITDA is \$3.03m
- EBIT is \$2.99m
- Net profit after tax is \$2.04m
- Interim dividend of 4.5 cents per share
- Cash Balance (zero debt) of \$10.5m
- NTA is 27 cents per share, up 8% on pcg

Dates applicable for the interim dividend and special dividend are:

- Ex-dividend date: 10 March 2026
- Record date: 11 March 2026
- Payment date: 25 March 2026

Outlook

HiTech is strongly positioned to meet ongoing market demand for ICT talent and services, supported by a solid balance sheet and long-term supplier agreements.

While we experienced margin pressure on contracting agreements heading into the end of the calendar year, we have taken decisive steps to protect and strengthen margins. These include securing new agreements with major clients, reducing both fixed and variable costs, and sharpening our focus on departments and agencies where margin quality and revenue stability remain strong. These initiatives are expected to flow through in H2 FY26. As a result, HiTech is now positioned to benefit from economies of scale, enabling further volume growth without materially increasing our cost base, and supporting continued margin expansion and improved profitability.

HiTech continues to deliver across several active client mandates, including key Defence engagements, and is actively pursuing a robust tender pipeline across private clients, federal and state governments, where critical ICT programs remain a priority. As global and domestic conditions evolve, we remain well positioned to respond to shifts in demand. We are also investing in strengthening our talent pool and consultant capability, with increased emphasis on specialised expertise and high-level government security-cleared talent in preparation for upcoming programs of work.

With more than 55 years of combined experience in the ICT talent and services sector, no other Australian organisation in our space matches our depth of expertise or financial resilience. Our Board is strategically placed to maximise shareholder returns while navigating any economic challenges that may arise.

Auditor's declaration

The lead auditor's independence declaration under section 307C of the Corporations Act 2001 is attached.

Signed in accordance with a resolution of the directors.

On behalf of the Directors



R. Hazouri, Director
Sydney, 23 February 2026

HiTech Group Australia Limited DIRECTORS' DECLARATION

The directors declare that:

1. The financial statements and notes are in accordance with the *Corporations Act 2001* and:
 - (a) comply with Accounting Standards AASB 134: Interim Financial Reporting and the *Corporations Regulations 2001*; and
 - (b) give a true and fair view of the group's financial position as at 31 December 2025 and of its performance for the half-year ended on that date.
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the directors.

On behalf of the Directors



R Hazouri, Director
Sydney, 23 February 2026

INDEPENDENT AUDITOR'S REVIEW REPORT

To the members of HiTech Group Australia Limited

Report on the Consolidated Interim Financial Report

We have reviewed the accompanying half-year Financial Report of HiTech Group Australia Limited ("Company"), which comprises the consolidated statement of financial position as at 31 December 2025, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement in changes in equity and the consolidated statement of cash flows; for the half-year ended on that date, notes comprising a statement or description of accounting policies, other explanatory information, and the director's declaration of the consolidated Group, comprising both the Company and the entities it controlled as the half-year's end or from time to time during the half-year.

Director's Responsibility for the Half-Year Financial Report

The directors of HiTech Group Australia Limited are responsible for the preparation and fair presentation of the half-year Financial Report that gives a true and fair view in accordance with *Accounting Standards* and the *Corporations Act 2001* and for such control as the directors determine is necessary to enable the preparation of the half-year financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility for the Consolidated Interim Financial Report

Our responsibility is to express a conclusion on the half-year financial report based on our review. We conducted our review in accordance with Auditing Standards on Review Engagements ASRE 2410 *Review of a Financial Report Performed by the Independent Auditor of the Entity*, in order to state whether, on the basis of the procedures described, we have become aware of any matter that makes us believe that the half-year financial report is not in accordance with the *Corporations Act 2001* including: giving a true and fair of the HiTech Group Australia Limited consolidated entity's financial position as at 31 December 2025 and its performance for the half-year ended on that date; and complying with Accounting Standards AASB 134 *Interim Financial Reporting* and the *Corporations Regulations 2001*. As the auditor of HiTech Group Australia Limited, ASRE 2410 requires that we comply with the ethical requirements relevant to the audit of the annual financial report.

A review of a half-year financial report consists of making enquiries, primarily of the person responsible for financial and accounting matters, and applying analytical and review procedures. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

Independence

In conducting our review, we have complied with the independence requirements of the *Corporations Act 2001*.

Electronic presentation of reviewed financial report

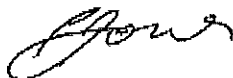
The auditor's review report related to the financial report of HiTech Group Australia Limited for the half-year ended 31 December 2025 included on the website of the HiTech Group Australia Limited. The Company's directors are responsible for the integrity of the website. We have not been engaged to report on the integrity. The auditor's review report refers only to the statements named above, it does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications, they are advised to refer to the hard copy of the reviewed financial report to confirm the information included in the reviewed financial report presented on this website.

Conclusion

Based on our review, which is not an audit, we have not become aware of any matter that makes us believe that the half-year financial report of HiTech Group Australia Limited is not in accordance with the Corporations Act 2001 including:

- i. Giving a true and fair view of the entity's financial position as at 31 December 2025 and of its performance for the financial half-year ended on that date; and
- ii. Complying with Australian Accounting Standards AASB 134 Interim *Financial Reporting* and the *Corporations Regulations 2001*.

KS Black & Co
Chartered Accountants



Phillip Jones
Partner
Dated: 23/2/2026

Lead Auditor's Independence Declaration under Section 307C of the Corporations Act 2001

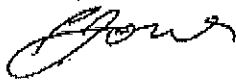
To the Directors of HiTech Group Australia Limited

I declare that, to the best of my knowledge and belief, during the half-year ended 31 December 2025 there has been:

- i. no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

The entities are in respect of HiTech Group Australia Limited and the entities it controlled during the period.

KS Black & Co
Chartered Accountants



Phillip Jones
Partner

Dated in Sydney on this *23rd* day of *February* 2026