ignite

RECRUITMENT & TECHNOLOGY SOLUTIONS

2026

Annual General Meeting

17 November 2026

Executive Director's Update

Thank you for the opportunity to address you today at IGNITE's 2026 Annual General Meeting. My key messages to all our people have not changed as leader.

It is all about you our PEOPLE our CANDIDATES, our CLIENTS, and our SHAREHOLDERS. It is all about adopting a GROWTH MINDSET and ONE WAY OF WORKING. We are a Specialist Recruitment business in Technology, Engineering and Business Support. Importantly, all our PEOPLE, have a significant part to play in our future success.

So, turning to **OUR SHAREHOLDERS,**

- In a challenging market, it is pleasing to report another statutory profit for FY26 of $0.872 million, an underlying profit of $1.172 million, and $2.326 million net cash from operating activities.
- The Company had $6.72 million cash available at balance date, and no debt.
- The Board also declared a final dividend of $0.03 per share, fully franked taking the full year dividend to $0.06, fully franked

Turning to **OUR PEOPLE,**

- We celebrate, that our top 20 Federal Government clients have worked with us for an average of more than 30 years, and our account managers have an average tenure of more than 10 years with IGNITE
- We currently have a 4.9-star rating on Google and 4.5-star on Glassdoor

Turning to **OUR CLIENTS and CANDIDATES,**

- Specialist Recruitment is our core business, with a primary focus on serving Federal Government clients in our core disciplines of Technology, Engineering and Business Support.
- During FY26, we assessed many acquisition opportunities. We continue to scan the market for opportunities and will maintain our disciplined approach to ensure any acquisition is value accretive for our shareholders
- Management anticipates that the federal government market will remain challenging and will continue to actively seek opportunities to support growth