HiTech Group Australia Limited

2026 Annual General Meeting – 20 November 2026

Chairman's Address to Shareholders & Market Update

Welcome to our 27th Annual General Meeting as a publicly listed company as we celebrate 33 years of business.

FY2026 Results:

For the financial year ended 30 June 2026:

- the consolidated entity's operating revenue is $65,947,714;
- Underlying EBITDA of $5,622,900;
- Underlying NPAT* of $4,105,047; and
- Strong balance sheet with zero debt and positive Cash Balance of $10,561,347.

The directors have declared a fully franked dividend of 4 cents per share. The dividend was paid on 22 September 2026 to shareholders registered at close of business on 7 September 2026. Total dividends paid during FY2026 of 9.5 cents per share fully franked.

Trading conditions throughout FY26 proved challenging, driven by macroeconomic headwinds and reduced federal government spending. Operating revenue decreased by 3.2% and gross profit declined to $9.4 million (FY25: $12.7 million) as margins came under pressure. Despite this, net cash provided by operating activities increased to $5.1 million (FY25: $2.7 million), reflecting the underlying strength of our business.

Our balance sheet remains one of the healthiest in the industry. Our proven business model is versatile, and our engrained culture of adapting to change is exactly what our dedicated HiTech family demonstrated in FY26.

Our FY26 results reflect the depth of our team's expertise in a critical sector of the economy. Demand for high-quality ICT talent remains strong, particularly across government, where ongoing investment in systems and networks continues to create opportunities for HiTech. Building on our acquisition of Hudson's Australian assets, we are well positioned to pursue organic growth and further value-accretive acquisitions to enhance stakeholder returns. The directors extend their appreciation to all our dedicated and loyal HiTech team members for their efforts during the 2026 financial year, and welcome the new Hudson Australia team to the Group.

Business Update & Outlook

HiTech Group's underlying business remains strong, supported by recurring annuity revenues and a substantial cash position. Our focus on high-quality, long-term partnerships, including with the Department of Defence, continues to strengthen earnings visibility and sustainable growth.

Hudson Acquisition

On 11 September 2026, HiTech completed the acquisition of selected Hudson Global Resources Australia assets. This transformative acquisition is expected to further strengthen our market position, expand our capabilities and enhance returns for all stakeholders. The HiTech Group now has a presence across Sydney, Canberra, Melbourne, Brisbane, South Australia and Perth.

Post Completion:

- The Hudson business has successfully transitioned across to the relevant subsidiary entity Hudson Aust Pty Ltd under HiTech Group, and operations have continued smoothly.

- We have taken further cost out action, including across shared services personnel and reducing non-critical supplier spend to shore up the profitability of the business.

- We are now focused on growth, including increasing our consultant headcount ratios as well as a heightened focus on margin performance and efficiencies.

On 16 September 2026, we announced a $4 million capital raise via the issue of new shares to institutional investors. We were pleased to welcome some new investors to HiTech as a result of this process, which has allowed us greater balance sheet flexibility.

The outlook for FY2027 will depend on the prevailing state of the local and global economy, and we cannot forecast exact results at this point. The combination of HiTech and Hudson further strengthens the Group's revenue profile, bringing together HiTech's established ICT recruitment and contracting revenues with Hudson's diversified enterprise and government client base. Our focus remains on growing market share & margins, increasing productive headcount, winning new clients and maintaining disciplined cost management to deliver stronger, more diversified and sustainable earnings. As the Federal Government's priorities take shape, we are continually enhancing our systems and processes to deliver greater value to our clients, candidates and the broader Australian community.

Nonetheless, we are firmly committed to restoring performance and returning to the high growth trajectory and industry leading margins that has defined the past 11 years.

I thank you all for your support and commitment as shareholders, staff members, candidates, contractors, and valued clients.

Ray Hazouri,
Chairman