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# PEOPLEIN LIMITED

Appendix 4D and Consolidated Financial Statements

For the half-year ended 31 December 2024

ABN: 39 615 173 076

ASX Code: PPE

# PEOPLEIN LIMITED

## Appendix 4D – Half Year Financial Report

for the six months ended 31 December 2024

1. Report period (“current period”): 6 months ended 31 December 2024  
Previous corresponding period: 6 months ended 31 December 2023

2. Results for announcement to the market

	Up/Down	Movement %	1H FY 2025 \$ '000	1H FY 2024 \$ '000
Revenues from ordinary activities	Down	5.01%	572,558	602,747
Profit after tax from ordinary activities attributable to Owners of PeopleIn Ltd	Down	173.79%	(3,928)	5,323

Revenues were lower for the period with decreased billing hours with declining economic activity and general business confidence of customers. Client mix and billing rates have improved along with continued cost efficiency maintaining cash earnings. Profit after tax reduced due to changes in contingent consideration and non-recurring IT costs.

2. Dividends

Since period end the Directors have not recommended the payment of an interim dividend (30 June 24: Nil).

3. Net tangible assets per security

	31 December 2024 Amount per share (Cents)	30 June 2024 Amount per share (Cents)
Net tangible assets backing per ordinary share	(49.08)	(52.16)

4. Entities over which control has been gained or lost during the period

There have been no entities join or leave the group during the reporting period:

There were no other significant changes to the group during the reporting period.

## 5. Details of Associates

On 11 March 2021, First People Group Pty Ltd, a subsidiary of PeopleIn Limited, entered into a shareholders' agreement with Partners On Country Pty Ltd and On Country People Pty Ltd. Partners On Country Pty Ltd is a joint venture company of which First People Group Pty Ltd owns 50%. This investment is accounted for by using the equity method.

Name of entity	Country of Incorporation	Ownership interest held by the Group		Nature of relationship	Measurement method	Share of operating profits, net of tax	
		31 December 2024	30 June 2024			31 December 2024 \$000	31 December 2023 \$000
Partners on Country Pty Ltd	Australia	50%	50%	Joint Venture	Equity method	30	99

Additional supporting information supporting Appendix 4D disclosure requirements can be found in the Director's report and the consolidated statements for the period ended 31 December 2024. This report is based on the consolidated financial statements for the 6 months ended 31 December 2024 which have been audited by BDO.

This report is made in accordance with a resolution of the directors and is signed off on behalf of the Directors.



Glen Richards  
Chairman

24 February 2025

# Interim Financial Report

**PeopleiN**

For the half year ended  
31 December 2024

PEOPLEIN LIMITED

ACN 615 173 076

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This interim financial report does not include all the notes of the type normally included in annual financial report. Accordingly, this report is to be read in conjunction with the annual report for the year ended 30 June 2024 and any public announcements made by PeopleIn Limited during the interim reporting period in accordance with the continuous disclosure requirements of the *Corporations Act 2001*.

Releases, financial reports and other information are available on our website: [www.peoplein.com.au](http://www.peoplein.com.au)

The financial statements were authorised for issue by the Directors on 24 February 2025. The Directors have the power to amend and reissue the financial statements.

## Corporate Information

### AUSTRALIAN BUSINESS NUMBER

ABN 39 615 173 076

### DIRECTORS

Glen Richards  
Elisabeth Mannes  
Tony Peake  
Thomas Reardon  
Ross Thompson  
Vu Tran

### COMPANY SECRETARY

Jane Prior

### REGISTERED OFFICE AND PRINCIPAL PLACE OF BUSINESS

Level 6, 540 Wickham Street,  
Fortitude Valley QLD 4006  
Phone: +61 7 3238 0800

### COUNTRY OF INCORPORATION

Australia

### SHARE REGISTRY

Link Market Services Limited  
Level 12, 680 George Street,  
Sydney NSW 2000  
Phone: +61 1300 554 474

### SOLICITORS

Talbot Sayer  
Level 1,  
175 Eagle Street,  
Brisbane QLD 4000  
Phone: +61 7 3160 2900

### AUDITORS

BDO Audit Pty Ltd  
Level 10, 12 Creek Street,  
Brisbane QLD 4000  
Phone: +61 7 3237 5999  
Fax: +61 7 3221 9227

## Directors' Report

### For the half year ended 31 December 2024

The Directors of PeopleIn Limited present their report together with the financial statements of the consolidated entity, being PeopleIn Limited ('the Company or PeopleIN') and its controlled entities ('Group') for the half year ended 31 December 2024.

#### Directors and company secretary details

The Directors of PeopleIn Limited during the half year and up to the date of this report, unless otherwise stated:

Glen Richards	Non-Executive Chairman
Elisabeth Mannes	Non-Executive Director
Tony Peake	Non-Executive Director
Thomas Reardon	Executive Director
Ross Thompson	Executive Director (Appointed 28 November 2024)
Vu Tran	Non-Executive Director
Jane Prior	Company Secretary

#### Principal Activity

The principal activities of the Group during the financial period were the provision of staffing, business services and operational services. Services provided by the Group include workforce management, recruiting, on-boarding, contracting, rostering, timesheet management, payroll, and workplace health and safety management.

There have been no significant changes in these activities during the period.

#### Review of operations and financial results

##### Overview

The first half of FY25 has continued to be tough, with soft economic conditions, due in part to high interest rates, and the continued decline in business confidence across multiple sectors. However, PeopleIN continues to outperform its industry peers and deliver strong cash collection and stable earnings. PeopleIN's normalised EBITDA for H1, FY25 was \$19.304M which is 4% down on the first half of last year, but 16.4% up on H2, FY24. PeopleIN delivered over 117% cash collection resulting in its Net Debt/EBITDA reducing from 2.11x at the full year to 1.68x. This achievement sets the business up well for future growth opportunities.

PeopleIN continued to drive efficiencies to realign its cost base and leverage its scale to reduce overheads. As a result, a further \$4M in costs have been reduced since this time last year and there's been a total reduction of over \$15M over the past two years. PeopleIN's systems upgrade programme has enabled some of this cost reduction. In addition to cost efficiencies, the business has also optimised our resource pool to ensure strong rates growth and, as a result of both, has improved its net revenue to EBITDA margin to 25.9% which is well above major competitors.

PeopleIN expects the current economic conditions to continue for at least the next six months, especially with a Federal election in April/May and business confidence continuing to be well below the long-term average. The quality of PeopleIN's team, sector diversity, lean operations and strong cash position will enable a rapid return to strong organic growth as business confidence improves.

There are several exciting growth opportunities for PeopleIN including expansion in the Defence sector. PeopleIN continues to be well placed to service this sector, with a large pool of candidates to deploy across Australia, including in regional areas. The Federal and US Governments are increasing their spending on infrastructure and capability acquisition in Northern Australia. In H1, PeopleIN continued to grow its

**Directors' Report (cont.)**  
**For the half year ended 31 December 2024**

**Review of operations and financial results (cont.)**

Defence work by providing workers to several major Defence industry clients, including in construction and vehicle manufacturing. We're confident this work will accelerate in H2 and into FY26. We're also exploring opportunities to support the Australian Defence Force directly with its resourcing challenges including potential Pacific Islander recruitment, with a PNG pilot proposed to Government in H1.

Further to the above, another exciting growth opportunity for PeopleIN is the pursuit of major multi-discipline contracts. Such contracts will drive cost efficiencies for our clients and sustainable high-volume revenue for the business. As an example, the business can now provide a complete workforce solution to a hospital that includes the provision of health workers as well as cleaners, chefs and facility management. Such a solution centralises the point of contact for the client and provides a cost-effective solution for them, which is desirable given the cost challenges many businesses are currently facing. As a result of the transformation programme over the past three years including brand consolidation, systems development, leadership development and centralised shared services, PeopleIN is now able to offer this complete talent solution under the PeopleIN brand. This is unique in the industry. PeopleIN is confident this integrated offering will assist with growth in FY26 when market confidence improves.

**Health and Community**

PeopleIN's public hospital work was steady in H1, FY25, however, higher margin private hospital work has continued to reduce as clients decrease their spending given financial pressures and lack of business confidence. In response, PeopleIN's health business continued to reduce its operating costs. It is finalising its restructure to a national health brand – First Choice Care. This provides a clearer message to clients and better enables the Group to win and service major national health contracts. The community business, Edmen, is performing well and is experiencing steady profit growth due to new contract wins, as well as efficiency gains from its new operating system. PeopleIN is confident Edmen will continue to grow in H2 with plans to expand its geographic offering into Victoria and Western Australia. We're also confident First Choice Care's performance will improve in Q4, FY25 as a result of its quality national offering, leading technology solutions and ability to offer cost-effective complete staffing solutions to hospitals and aged care facilities. We're also providing Pacific Australia Labour Mobility (PALM) workers to the aged care sector. This is growing steadily.

**Professional Services**

Professional Services' restructure was completed in H2, FY24, and has enabled the division to deliver growth on last year during very challenging economic conditions.

Halcyon Knights' permanent technology recruitment continues to be tough, but its government contracting work is growing and, as a result, the business's earnings are steadily improving. Perigon continues to perform above acquisition levels thanks to its diversity including finance and executive roles.

We expect tough conditions to continue throughout FY25 for professional services in general, and particularly in permanent recruitment, but predict the business will recover quickly as business confidence improves in FY26.

**Industrial and Specialist Services**

PeopleIN continues to win industrial work and take market share from our competitors, particularly in the agriculture, food processing, construction and facility management sectors.

**Directors' Report (cont.)**  
**For the half year ended 31 December 2024**

**Review of operations and financial results (cont.)**

A drop in business confidence has impacted the higher margin and discretionary spending brands in the division, including early childhood education business Expect a Star (similar to the decline in private health due to cost management by our clients, even though there is a shortage of workers). The hospitality business, Tribe, has been significantly impacted by cost-of-living pressures with hours coming off significantly from those experienced in the run-up to Christmas last year.

PeopleIN's strong history in industrial and specialist services continues to see it take market share from competitors. In particular, our food industry business (FIP) continues to produce record earnings, further showing our strength in these sectors and the critical nature of the industry, as well as the Government focus on growing the PALM scheme.

Vision Survey continues to go from strength to strength on the back of record spending by the Federal and State governments on transport, renewables and Defence infrastructure across Queensland. PeopleIN expects this to continue for several years, especially with the Queensland state election complete and the focus now on preparation/infrastructure works for the 2032 Olympics.

**Financial Results**

The revenue of the Group for the period was \$572.6 M (Dec 2023: \$602.7 M), representing a decrease of 5%.

EBITDA is a key focus and measure of how the board and management assess the performance of the Group. This measure best represents the cash earnings of the business for the period. This measure is further adjusted by normalisation adjustments being non-recurring expenses and non-cash expenses including costs associated with acquisitions, fair value movement in equity investments and contingent consideration, costs of employee options and performance rights and the associated tax deduction of these expenses. The Directors believe that this presentation is useful to investors to understand the Group results and show how the Group would have performed had these types of transactions not occurred.

All normalisation adjustments in the calculation of the normalised NPAT and EBITDA are unaudited.

**Directors' Report (cont.)**  
**For the half year ended 31 December 2024**

**Financial Results (cont.)**

The following reconciles statutory profit before tax to EBITDA and normalised EBITDA.

	<b>31 December</b>	<b>31 December</b>
	<b>2024</b>	<b>2023</b>
	<b>\$000</b>	<b>\$000</b>
<b>Statutory Profit Before Tax</b>	<b>(1,738)</b>	<b>4,716</b>
Depreciation and amortisation	8,635	8,394
Finance costs	3,898	3,834
<b>EBITDA</b>	<b>10,795</b>	<b>16,944</b>
<i>Normalisation adjustments:</i>		
Performance rights costs <sup>1</sup>	10	61
Transaction/Restructure costs <sup>1</sup>	652	1,057
Write-off of receivables	-	2,500
Non-recurring IT program costs <sup>1</sup>	1,708	-
Fair value movement in contingent consideration	6,100	(2,720)
Share based payments expense	562	2,808
<b>Normalised EBITDA</b>	<b>19,827</b>	<b>20,650</b>
Non-controlling interests	(523)	(396)
<b>Normalised EBITDA for PeopleIN Group</b>	<b>19,304</b>	<b>20,254</b>

<sup>1</sup> Performance rights costs are categorised under 'Other expenses' in the statement of profit or loss on page 10. Transaction/restructure costs and non-recurring IT program costs are categorised under 'Other expenses' and 'Employment benefits expense' in the statement of profit or loss.

The loss before income tax expense of the Group for the financial period was \$1.738M (2023: Profit of \$4.716M). The loss of the Group for the financial period after providing for income tax amounted to \$3.405M (2023: Profit of \$5.719M).

The ability to increase revenues during the period have been difficult with declining economic activity and general business confidence of customers. Current low unemployment rates have continued to see unfilled roles and job vacancies in many sectors. This has allowed billed rates to improve as clients demand quality candidates from a limited resource pool.

Cost efficiency has been further improved with increased billings per employee and operating improvements from Project Unite technology implementation.

Operating cash flow were positive for the period resulting in net inflows of \$22.471M (Dec 2023: \$17.218M negative) from operating activities and continuing the trend from the second half of FY24. Cash collections were positive at 117% of EBITDA for the period up from 100% in the second half of FY24.

Strategies to improve collections and working capital efficiency have all driven cash improvements in a seasonally higher working capital period.

Capital expenditure on plant and equipment and intangibles (Software) of \$1.243M (2023: \$4.626M) has decreased significantly with the conclusion of capitalised expenditure for Project Unite. Capital expenditure relates to the continued growth in Vision Surveys. The outflow for purchase of subsidiaries relates to the settlement of contingent consideration.

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**Directors' Report (cont.)**  
**For the half year ended 31 December 2024**

**Financial Results (cont.)**

Positive net operating cash flows have been used to pay down debt during the period, reducing debt by \$20.932M (2023: increase of \$21.262). Net debt levels reduced to 1.68x last twelve months Normalised EBITDA, down from 2.1x on 30 June 2024. The group continues to have sufficient cash reserves and funding capacity for future growth opportunities.

During the half year, the final contingent consideration payment was adjusted based on the settlement of matters related to the FIP acquisition second year earn out. The contingent consideration will be settled as a mix of cash (\$3m) and shares (\$3m) in the second half of FY25.

**Future Prospects and Outlook**

Challenging economic conditions, driven by high inflation and interest rates, together with subdued business confidence, will continue to impact PeopleIN in the short term. However, when interest rates start to reduce and, in turn, business confidence improves, PeopleIN is well positioned to return to a growth footing thanks to the long-term demand for PeopleIN workers, its diversity and size, commitment to efficiency, as well as its dedicated staff and their pursuit of sales opportunities.

As a result of our transformation programme, PeopleIN has enhanced its capability to acquire and then integrate businesses promptly to drive substantial growth through cross-selling services and cost-efficiency gains. Acquisition opportunities have started to emerge and PeopleIN is well-placed to acquire earnings at lower multiples whilst maintaining its key ratios. Key focus sectors include Defence, industrial and health.

**Risks**

PeopleIN's economic performance and prospects are subject to risks that may impact the business. As a large staffing business, material risks are primarily those that most impact the labour market as these would ultimately have the largest effect on the financial prospects of the Group. These include: further downturn in the employment market, further change in the regulatory environment, reliance on industrial agreements, legislative change to how on-costs or benefits are assessed for employees, and workplace health and safety. Further material business risks include: increase in competition, technology risks and cybersecurity.

The Group expects challenging economic conditions to continue for at least the next six months and has responded by ensuring the business is lean and agile to withstand these challenges and respond effectively when conditions improve.

Regarding regulatory, industrial and legislative matters, the Group recognises that ongoing complexities in this area (particularly the Federal Government's industrial relations bill) continue to create uncertainties in the labour market. In response, we have employed in-house resources to ensure it understands the status of any such matters and responds to changes in a timely manner.

Health and safety, including psychosocial risk, is an ongoing risk to the business due to the scale of our employee numbers, diversity of industries we operate in and geographic disbursement of our work sites. PeopleIN has responded to this risk by having a strong internal health and safety team in place and recently it achieved ISO45001 accreditation for the Group.

PeopleIN has responded to the increased competition risk by ensuring strong customer service levels and diversity in the sectors it services. Overall, its earnings have remained relatively steady from H1, FY24 to H1, FY25 whilst several of its peers have seen significant decreases.

Technology risks to the Group relate to more competitive and seamless client solutions being introduced to the market. PeopleIN has responded to this risk through our systems program of works.

**Directors' Report (cont.)**  
**For the half year ended 31 December 2024**

**Risks (cont.)**

Cybersecurity is an ever-present risk to PeopleIN given it is the custodian and steward of client and candidate data. The threat matrix and range of threat actors is extensive and varied. PeopleIN has a comprehensive cybersecurity management strategy in place - an outcome of its ongoing external security review process. This includes complying with Australian Cyber Security Centre (ACSC) Essential Eight guidance as well as deploying other strategies for managing baseline security posture that are specifically relevant to the staffing industry.

In a broader sense, PeopleIN assesses/reports on its key risks regularly, both as an executive team and at the board level, to ensure appropriate mitigation measures are in place. This reporting depicts the risk, any mitigation measures and actions. The above risks are part of business operations and therefore relevant controls are in place to ensure risk is reduced to within the risk appetite of the board.

PeopleIN also regularly considers the potential impact of global climate change on its business. PeopleIN is dedicated to improving its environmental impact wherever possible, including via Timberwolf's extensive land regeneration. There are no current short to medium-term, specific climate risks posing significant risks to operations.

**Significant Changes in the State of Affairs**

There have been no significant changes in the state of affairs during the financial period that could significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial periods.

**Events Arising Since the End of the Reporting Period**

There are no other significant matters or circumstances that have arisen since the end of the financial period that have significantly affected or may significantly affect the operations of the consolidated entity, the results of those operations, or the state of affairs of the consolidated entity, in future periods.

**Auditor's Independence Declaration**

A copy of the Auditor's Independence Declaration as required under section 307C of the *Corporations Act 2001* is set out on page 9 and forms part of this Directors' Report.

**Rounding of Amounts**

The company is of a kind referred to ASIC Legislative Instrument 2016/191, relating to the 'rounding off' of amounts in the directors' report and financial report. Amounts in the directors' report and financial report have been rounded off to the nearest thousand dollars in accordance with the instrument.

This report is signed in accordance with a resolution of the board of Directors of PeopleIN Limited.



**Glen Richards**  
Chairman

Date: 24 February 2025



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Australia

## DECLARATION OF INDEPENDENCE BY N I BATTERS TO THE DIRECTORS OF PEOPLEIN LIMITED

As lead auditor for the review of PeopleIN Limited for the half-year ended 31 December 2024, I declare that, to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the review; and
2. No contraventions of any applicable code of professional conduct in relation to the review.

This declaration is in respect of PeopleIN Limited and the entities it controlled during the period.

A handwritten signature in black ink, appearing to read 'N I Batters', is written over a faint horizontal line.

**N I Batters**  
Director

**BDO Audit Pty Ltd**

Brisbane, 24 February 2025

BDO Audit Pty Ltd ABN 33 134 022 870 is a member of a national association of independent entities which are all members of A.C.N. 050 110 275 Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO Audit Pty Ltd and A.C.N. 050 110 275 Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation.

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**Consolidated Statement of Profit or Loss and Other Comprehensive Income  
For the half-year ended 31 December 2024**

	Note	Half year	
		31 December 2024 \$000	31 December 2023 \$000
Revenue from contracts with customers and other revenue	2	572,558	602,747
Other income	2	98	2,788
Employee benefits expense		(539,083)	(569,864)
Occupancy expenses		(1,516)	(1,121)
Depreciation and amortisation expense		(8,635)	(8,394)
Other expenses	2	(21,292)	(17,704)
Finance costs		(3,898)	(3,834)
Share of profit of equity-accounted investees, net of tax		30	98
<b>Profit (loss) before income tax expense</b>		<b>(1,738)</b>	<b>4,716</b>
Income tax (expense) / benefit		(1,667)	1,003
<b>Profit (loss) for the half year</b>		<b>(3,405)</b>	<b>5,719</b>
<b>Other comprehensive income</b>			
<i>Items that may be reclassified to profit or loss</i>			
Exchange differences on translation of foreign operations, net of tax		121	14
		121	14
<b>Total comprehensive profit (loss) for the half year</b>		<b>(3,284)</b>	<b>5,733</b>
<b>Profit (loss) for the half year is attributable to:</b>			
Owners of PeopleIn Limited		(3,928)	5,323
Non-controlling interests		523	396
		<b>(3,405)</b>	<b>5,719</b>
<b>Total comprehensive profit (loss) for the half year is attributable to:</b>			
Owners of PeopleIn Limited		(3,807)	5,337
Non-controlling interests		523	396
		<b>(3,284)</b>	<b>5,733</b>
<b>Basic profit per share attributable to the shareholders of PeopleIn Limited</b>			
Basic profit per share (cents per share)	3	(3.76)	5.18
<b>Diluted profit per share attributable to the shareholders of PeopleIn Limited</b>			
Diluted profit per share (cents per share)	3	(3.76)	5.06

*The above Consolidated Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the accompanying notes.*

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**Consolidated Statement of Financial Position  
As at 31 December 2024**

	Note	31 December 2024 \$000	30 June 2024 \$000
<b>Current assets</b>			
Cash and cash equivalents	4	33,742	37,289
Trade and other receivables	6	114,705	128,422
Current tax receivable		-	3,035
Other current assets		13,368	1,863
<b>Total current assets</b>		<b>161,815</b>	<b>170,609</b>
<b>Non-current assets</b>			
Trade and other receivables	6	357	47
Property, plant and equipment		25,901	26,894
Intangible assets	7	189,002	193,731
<b>Total non-current assets</b>		<b>215,260</b>	<b>220,672</b>
<b>Total assets</b>		<b>377,075</b>	<b>391,281</b>
<b>Current liabilities</b>			
Trade and other payables		59,902	54,788
Contingent consideration	13	6,843	1,655
Financial liabilities	8	17,414	17,561
Current tax payable		2,397	-
Employee benefits		24,786	26,618
<b>Total current liabilities</b>		<b>111,342</b>	<b>100,622</b>
<b>Non-current liabilities</b>			
Contingent consideration	13	405	405
Financial liabilities	8	102,336	123,813
Deferred tax liabilities		4,322	5,222
Employee benefits		1,358	1,188
<b>Total non-current liabilities</b>		<b>108,421</b>	<b>130,628</b>
<b>Total liabilities</b>		<b>219,763</b>	<b>231,250</b>
<b>Net assets</b>		<b>157,312</b>	<b>160,031</b>
<b>Equity</b>			
Share capital	9	109,578	109,362
Retained earnings		28,584	32,512
Reserves		15,382	14,700
		153,544	156,574
Non-controlling interests		3,768	3,457
<b>Total equity</b>		<b>157,312</b>	<b>160,031</b>

The above Consolidated Statement of Financial Position should be read in conjunction with the accompanying notes.

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**Consolidated Statement of Cash Flows  
For the half-year ended 31 December 2024**

	Note	Half year	
		31 December 2024 \$000	31 December 2023 \$000
<b>Cash flows from operating activities</b>			
Receipts from customers		645,317	654,797
Payments to suppliers and employees		(622,356)	(660,979)
Interest received		98	69
Finance costs paid		(3,453)	(3,365)
Income taxes paid		2,865	(7,740)
<b>Net cash provided by (used in) operating activities</b>	<b>4</b>	<b>22,471</b>	<b>(17,218)</b>
<b>Cash flows from investing activities</b>			
Proceeds from sale of property, plant and equipment		87	5
Purchase of property, plant and equipment		(974)	(1,558)
Purchase of intangible assets		(269)	(3,068)
Payment of contingent consideration for acquisition of subsidiaries	<b>5</b>	(696)	(3,813)
Repayment of loans by related parties		-	270
Loans to related parties		(155)	-
Dividends received from equity accounted investments		-	101
<b>Net cash (used in) investing activities</b>		<b>(2,007)</b>	<b>(8,063)</b>
<b>Cash flows from financing activities</b>			
Proceeds from borrowings		3,072	25,982
Repayments of borrowings		(24,004)	(4,720)
Repayment of lease liabilities		(2,972)	(2,937)
Dividends paid		(212)	(6,559)
<b>Net cash provided by / (used in) financing activities</b>		<b>(24,116)</b>	<b>11,766</b>
<b>Net change in cash and cash equivalents held</b>		<b>(3,652)</b>	<b>(13,515)</b>
Effects of foreign exchange on cash		105	14
Cash and cash equivalents at the beginning of the half year		37,289	39,868
<b>Cash and cash equivalents at end of the half year</b>		<b>33,742</b>	<b>26,367</b>

*The above Consolidated Statement of Cash Flows should be read in conjunction with the accompanying notes.*

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**Consolidated Statement of Changes in Equity  
For the half-year ended 31 December 2024**

	Share Capital	Retained earnings	Share options reserve	Foreign currency reserve	Other reserve	Total Equity	Non- controlling interests	Total Equity
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
<b>Balance at 1 July 2023</b>	107,635	38,084	10,765	38	70	156,592	3,403	159,995
<b>Comprehensive Income</b>								
Profit for the half year	-	5,323	-	-	-	5,323	396	5,719
Other comprehensive income, net of tax	-	-	-	14	-	14	-	14
<b>Total comprehensive income for the half year</b>	-	<b>5,323</b>	-	<b>14</b>	-	<b>5,337</b>	<b>396</b>	<b>5,733</b>
<b>Transactions with owners in their capacity as owners</b>								
Transfer from reserves	-	70	-	-	(70)	-	-	-
Employee share-based payment options	-	-	2,808	-	-	2,808	-	2,808
Contingent consideration equity settled (Refer to Note 9)	214	-	-	-	-	214	-	214
Dividends paid (Refer to Note 9)	-	(7,196)	-	-	-	(7,196)	(504)	(7,700)
Dividends reinvested	1,143	-	-	-	-	1,143	-	1,143
	1,357	(7,126)	2,808	-	(70)	(3,031)	(504)	(3,535)
<b>Balance at 31 December 2023</b>	<b>108,992</b>	<b>36,281</b>	<b>13,573</b>	<b>52</b>	-	<b>158,898</b>	<b>3,295</b>	<b>162,193</b>

*The above Consolidated Statement of Changes in Equity should be read in conjunction with the accompanying notes*

**Consolidated Statement of Changes in Equity  
For the half-year ended 31 December 2024**

	Share Capital \$000	Retained earnings \$000	Share options reserve \$000	Foreign currency reserve \$000	Other reserve \$000	Total Equity \$000	Non- controlling interests \$000	Total Equity \$000
<b>Balance at 1 July 2024</b>	<b>109,362</b>	<b>32,512</b>	<b>14,566</b>	<b>134</b>	-	<b>156,574</b>	<b>3,457</b>	<b>160,031</b>
<b>Comprehensive Income</b>								
Profit for the half year	-	(3,928)	-	-	-	(3,928)	523	(3,405)
Other comprehensive income, net of tax				121	-	121	-	121
<b>Total comprehensive income for the half year</b>	<b>-</b>	<b>(3,928)</b>	<b>-</b>	<b>121</b>	<b>-</b>	<b>(3,807)</b>	<b>523</b>	<b>(3,284)</b>
<b>Transactions with owners in their capacity as owners</b>								
Transfer from reserves	-	-	-	-	-	-	-	-
Employee share-based payment options	-	-	561	-	-	561	-	561
Contingent consideration equity settled (Refer to Note 9)	216	-	-	-	-	216	-	216
Dividends paid (Refer to Note 9)	-	-	-	-	-	-	(212)	(212)
Dividends reinvested	-	-	-	-	-	-	-	-
	216	-	561	-	-	777	(212)	565
<b>Balance at 31 December 2024</b>	<b>109,578</b>	<b>28,584</b>	<b>15,127</b>	<b>255</b>	<b>-</b>	<b>153,544</b>	<b>3,768</b>	<b>157,312</b>

*The above Consolidated Statement of Changes in Equity should be read in conjunction with the accompanying notes.*

## Notes to the Financial Statements for the half-year ended 31 December 2024

### Corporate information

These consolidated interim financial statements as at and for the six months ended 31 December 2024 comprise the Company and its subsidiaries (together referred to as the 'Group'). They have been prepared in accordance with Accounting Standard AASB 134 *Interim Financial Reporting* and the *Corporations Act 2001*.

PeopleIn Limited is a Public Company, incorporated and domiciled in Australia.

### Basis of preparation

These half year financial statements do not include all the notes of the type normally included in annual financial statements and therefore cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investing activities of the Group as the full financial statements. Accordingly, these half year financial statements are to be read in conjunction with the annual financial statements for the year ended 30 June 2024 and any public announcements made by PeopleIn Limited during the half year reporting period in accordance with the continuous disclosure requirements of the *Corporations Act 2001*.

### New standards, interpretations and amendments adopted by the Group

The same accounting policies and methods of computation have generally been followed in these half year financial statements as compared with the most recent annual financial statements. The Group has not early adopted any other standard, interpretation or amendment that has been issued but is not yet effective.

The adoption of any new and revised Standards and Interpretations did not have any material impact on the amounts recognised in the financial statements of the Group for the current or prior periods.

### Key judgements and estimates

The preparation of the interim financial report required management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported assets and liabilities, income and expenses. The significant judgements made by management in applying Group accounting policies were same as those applied to the annual financial report for the year ended 30 June 2024. Judgements and estimates which are material to the interim financial report relate to:

Note 5: Acquisition of subsidiaries / Intangible assets	Page 19
Note 6: Trade and other receivables	Page 20
Note 10: Share based payments	Page 25
Note 13: Contingent consideration	Page 29

### The notes to the financial statements

The notes include information which is required to understand the financial statements and is material and relevant to the operations, financial position and performance of the Group. Information is considered relevant and material if for example:

- the amount in question is significant because of its size or nature;
- it is important for understanding the results of the Group;
- it helps to explain the impact of significant changes in the Group's business for example, acquisitions and impairment write-downs; or
- it is related to an aspect of the Group's operations that is important to its future performance.

## Notes to the Financial Statements for the half-year ended 31 December 2024

### Note 1: Segment Reporting

#### AASB 8 Operating Segments

AASB 8 requires operating segments to be identified based on internal reports about components of the Group that are regularly reviewed by the chief operating decision maker to allocate resources to the segment and to assess their performance. As a result, the Group segments the business into three divisions, Industrial and Specialist Services, Professional Services and Health and Community. There is no material difference between the segmentation of the Group's turnover by division. The Group's operations comprise one class of business, that of qualified, professional and skilled recruitment. The Group's CEO, which is regarded as the chief operating decision maker, uses Earnings before Tax, Interest, Depreciation and Amortisation (EBITDA) by segment as its measure of profit in internal reports, rather than net profit after tax (NPAT). The Group's CEO considers EBITDA for the purpose of making decisions about allocating resources. The Group does not report items below EBITDA by segment in its internal management reporting. The full detail of these items can be seen in the Group Consolidated Statement of Profit or Loss and Other Comprehensive Income on page 9.

	Revenue		EBITDA	
	31 December 2024 \$000	31 December 2023 \$000	31 December 2024 \$000	31 December 2023 \$000
Industrial and Specialist Services	446,900	459,972	17,976	11,471
Health and Community	68,405	72,281	3,175	3,427
Professional Services	57,574	70,494	3,932	3,183
Operating Segment Total	572,879	602,747	25,083	18,081
Head office	(12)	-	(6,452)	(6,353)
Unallocated	(309)	-	(7,836)	5,216
Total	572,558	602,747	10,795	16,944

Revenue has declined in each segment with lower billed hours across all areas.

All segments have offset lower billed hours with higher billed margins through allocation of candidates to higher margin clients. Efficiency gains have improved EBITDA for the period in all areas. December 2023 EBITDA for Industrial and Specialist Services was impacted by a \$5M pre-acquisition receivable write off (offset by a change in consideration payable shown in unallocated).

#### Reconciliation of EBITDA to Statutory Profit (Loss) after tax

	31 December 2024 \$000	31 December 2023 \$000
EBITDA	10,795	16,944
Income tax expense	(1,667)	1,003
Depreciation and amortisation	(8,635)	(8,394)
Finance costs	(3,898)	(3,834)
Statutory profit (loss) after tax	(3,405)	5,719

#### Net trade receivables

For the purpose of monitoring performance and allocating resources from a balance sheet perspective, the Group's CEO monitors trade receivables net of provisions for impairments only on a segment by segment basis. These are monitored on a constant currency basis for comparability through the year. These are shown below and reconciled to the totals as shown in note 6. Receivables have declined with reduction in turnover in segments and improvement in trade terms and collections.

Notes to the Financial Statements for the half-year ended 31 December 2024

Note 1: Segment Reporting (cont.)

	Net trade receivables	
	31 December	30 June
	2024	2024
	\$000	\$000
Industrial and Specialist Services	75,560	81,773
Health and Community	11,411	8,031
Professional Services	6,702	10,298
Unallocated	383	47
<b>Total</b>	<b>94,056</b>	<b>100,149</b>

Note 2: Profit or loss information

Revenue and other revenue

	Half year	
	31 December	31 December
	2024	2023
	\$000	\$000
<b>Revenue from contracts with customers</b>		
<i>Recognised/measured at a point in time</i>		
Contract hire revenue	539,632	571,493
Planting revenue	2,776	2,418
Facilities maintenance revenue	12,223	8,963
Recruitment revenue	9,587	12,903
Consultancy and other sales revenue	2,129	1,465
	<b>566,347</b>	<b>597,242</b>
<i>Recognised over time</i>		
Facilities project maintenance revenue	5,889	4,782
<b>Total revenue from contracts with customers</b>	<b>572,236</b>	<b>602,024</b>
<b>Other revenue</b>		
Government subsidies	322	723
<b>Total other revenue</b>	<b>322</b>	<b>723</b>
<b>Total revenue and other revenue</b>	<b>572,558</b>	<b>602,747</b>

Notes to the Financial Statements for the half-year ended 31 December 2024

Note 2: Profit or loss information (cont.)

Other Income

	Half year	
	31 December	31 December
	2024	2023
	\$000	\$000
<b>Other income</b>		
Interest revenue – third parties	98	68
Net gain on fair value of contingent consideration	-	2,720
<b>Total other income</b>	<b>98</b>	<b>2,788</b>

Expenditure

	Half year	
	31 December	31 December
	2024	2023
	\$000	\$000
<b>Other expenses include:</b>		
Impairment of receivables	(153)	(107)
Net loss on disposal of property, plant and equipment	90	185
Net loss on fair value of contingent purchase consideration	6,100	-
Write-off of receivables	-	2,500

Details of the net gain or loss on fair value of contingent consideration can be found in Note 13.

Note 3: Earnings per share

	Half year	
	31 December	31 December
	2024	2023
	\$000	\$000
<b>Profit attributable to the shareholders of PeopleIn Limited:</b>		
Profit for the half year	(3,928)	5,323
Weighted average number of ordinary shares used in the calculation of basic profit per share	104,476,813	102,797,817
<i>Adjustments for calculation of diluted earnings per share:</i>		
Options and performance rights	-	2,385,681
Weighted average number of ordinary shares used in the calculation of diluted profit per share	104,476,813	105,183,498

Notes to the Financial Statements for the half-year ended 31 December 2024

Note 4: Cash and cash equivalents

	31 December 2024 \$000	30 June 2024 \$000
Cash on hand	2	1
Cash at bank	33,740	37,288
	<b>33,742</b>	<b>37,289</b>

Cash flow information

	Half year	
	31 December 2024 \$000	31 December 2023 \$000
<b>Reconciliation of cash flow from operations with profit/(loss) after income tax</b>		
Profit after income tax	(3,405)	5,719
Non-cash flows in profit:		
Depreciation and amortisation	8,635	8,394
Impairment of receivables	(153)	(107)
Net (gain)/loss on disposal of property, plant and equipment	90	185
Non-cash interest on lease liabilities	446	-
Write-off of receivables	-	(2,500)
Net (gain)/loss on fair value of contingent purchase consideration	6,100	(2,720)
Share of profit of equity-accounted investees, net of tax	(30)	(98)
Share based payments expense	561	2,808
Changes in assets and liabilities:		
Change in trade and other receivables	14,551	(8,860)
Change in other assets	(15,800)	(12,158)
Change in trade and other payables	8,606	(410)
Change in income taxes payable	5,432	(5,535)
Change in deferred taxes payable	(900)	(3,208)
Change in employee benefits	(1,662)	1,272
<b>Net cash provided by (used in) operating activities</b>	<b>22,471</b>	<b>(17,218)</b>

Note 5: Acquisition of subsidiaries

Summary of cashflows of acquisitions

	31 December 2024 \$000	31 December 2023 \$000
<b>Cash paid for subsidiaries acquired</b>		
Visions Surveys QLD Pty Ltd	(696)	(696)
Food Industry People Group	-	(3,117)
<b>Total cash paid for subsidiaries acquired</b>	<b>(696)</b>	<b>(3,813)</b>

The cashflows for Vision Surveys QLD Pty Ltd and Food Industry People Group relate to the payment of contingent consideration made under the original contract.

Notes to the Financial Statements for the half-year ended 31 December 2024

Note 6: Trade and other receivables

	31 December 2024 \$000	30 June 2024 \$000
<b>Current</b>		
Trade receivables	94,783	101,632
Allowance for impairment of receivables	(1,084)	(1,530)
	<u>93,699</u>	<u>100,102</u>
Contract assets	11,676	19,697
PALM candidate receivables	8,827	7,977
Other debtors	503	646
	<u>114,705</u>	<u>128,422</u>
<b>Non-Current</b>		
Trade receivables	357	47
	<u>357</u>	<u>47</u>

Movement in provision for expected credit loss

	For the 6 Months ended 31 December 2024 \$000	For the 12 months ended 30 June 2024 \$000
Opening balance	(1,530)	(1,771)
Decrease/(Increase) in provision	153	(431)
Amounts written off	293	672
Closing balance	<u>(1,084)</u>	<u>(1,530)</u>

Credit Risk

The loss allowance on 31 December 2024 was determined as follows for trade receivables:

	Expected loss rate %	Gross Carrying Amount \$000	Loss allowance \$000
<b>31 December 2024</b>			
Not past due		92,116	122
Not more than 6 months past due date	39%	1,138	445
More than 6 months but not more than 1 year	26%	1,259	322
More than 1 year past due	72%	270	195
		<u>94,783</u>	<u>1,084</u>
<b>30 June 2024</b>			
Not past due	-	98,889	169
Not more than 6 months past due date	45%	2,041	918
More than 6 months but not more than 1 year	45%	385	173
More than 1 year past due	85%	317	270
		<u>101,632</u>	<u>1,530</u>

Key judgements and estimates

The loss allowances for financial assets are based on assumptions about risk of default and expected loss rates. The Group uses judgement in making these assumptions and selecting the inputs to the loss allowance calculation, based on the Group's past history, credit rating of corporate and government clients and existing market conditions including credit insurance in place at the end of each reporting period.

Notes to the Financial Statements for the half-year ended 31 December 2024

*Credit Risk (cont.)*

The decrease in the provision for expected credit loss is reflective of the decrease in the aged debtors, the credit quality of the individual client and levels of insurance in place. The provision as a percentage of gross trade receivables is 1.14% (June 2024: 1.50%). There have been no receivables which have been identified on 31 December as in jeopardy however we have provided based on our group provisioning policy in line with AASB 9.

**Note 7: Intangible assets**

	<b>31 December</b>	<b>30 June</b>
	<b>2024</b>	<b>2024</b>
	<b>\$000</b>	<b>\$000</b>
<b>Goodwill – at cost</b>	<b>149,399</b>	<b>149,399</b>
<b>Brand names – at cost</b>	<b>21,866</b>	<b>21,866</b>
<b>Customer relationships</b>		
Cost	45,737	45,737
Accumulated amortisation	(33,242)	(30,122)
	<b>12,495</b>	<b>15,615</b>
<b>Candidate database</b>		
Cost	5,789	5,789
Accumulated amortisation	(5,417)	(5,010)
	<b>372</b>	<b>779</b>
<b>Website</b>		
Cost	174	149
Accumulated amortisation	(86)	(71)
	<b>88</b>	<b>78</b>
<b>Software</b>		
Cost	12,194	11,971
Accumulated amortisation	(7,444)	(6,009)
	<b>4,750</b>	<b>5,962</b>
<b>Patents and trademarks</b>		
Cost	33	43
Accumulated amortisation	(1)	(11)
	<b>32</b>	<b>32</b>
<b>Total intangible assets</b>	<b>189,002</b>	<b>193,731</b>

Notes to the Financial Statements for the half-year ended 31 December 2024

Note 7: Intangible assets (cont.)

For the 6 months ended  
31 December 2024

	Goodwill	Brand names	Customer relationships	Candidate database	Website	Software	Patents and trademarks	Total
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Balance at 1 July 2024	149,399	21,866	15,615	779	78	5,962	32	193,731
Additions	-	-	-	-	25	312	-	337
Disposals	-	-	-	-	-	(68)	-	(68)
Amortisation expense	-	-	(3,120)	(407)	(15)	(1,456)	-	(4,998)
<b>Balance at 31 December 2024</b>	<b>149,399</b>	<b>21,866</b>	<b>12,495</b>	<b>372</b>	<b>88</b>	<b>4,750</b>	<b>32</b>	<b>189,002</b>

For the 6 months ended  
30 June 2024

	Goodwill	Brand names	Customer relationships	Candidate database	Website	Software	Patents and trademarks	Total
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
Balance at 1 July 2023	149,399	21,866	23,259	1,591	34	7,004	34	203,187
Additions	-	-	-	-	60	3,236	-	3,296
Disposals	-	-	-	-	-	-	(2)	(2)
Amortisation Expense	-	-	(7,644)	(812)	(16)	(4,278)	-	(12,750)
<b>Balance at June 2024</b>	<b>149,399</b>	<b>21,866</b>	<b>15,615</b>	<b>779</b>	<b>78</b>	<b>5,962</b>	<b>32</b>	<b>193,731</b>

Notes to the Financial Statements for the half-year ended 31 December 2024

Note 8: Financial liabilities

	31 December 2024 \$000	30 June 2024 \$000
<i>Current</i>		
Credit cards	90	18
Asset Finance	159	155
Commercial bills	12,000	12,000
Lease liabilities	5,165	5,388
<b>Total current borrowing</b>	<b>17,414</b>	<b>17,561</b>
<i>Non-current</i>		
Commercial bills	32,000	38,000
Asset Finance	200	282
Working capital facility	51,259	66,186
Lease liabilities	18,877	19,345
<b>Total non-current borrowings</b>	<b>102,336</b>	<b>123,813</b>
<b>Total borrowings</b>	<b>119,750</b>	<b>141,374</b>

Facilities

31 December 2024	Available facility \$000	Facility used \$000	Remaining Facility \$000
Credit cards	1,000	90	910
Asset Finance	1,200	359	841
Working capital facility	85,000	51,259	33,741
Commercial bills	44,000	44,000	-
	<b>131,200</b>	<b>95,708</b>	<b>35,492</b>
<hr/>			
30 June 2024	Available facility \$000	Facility used \$000	Remaining Facility \$000
Credit cards	1,524	18	1,506
Asset Finance	1,200	437	763
Working capital facility	85,000	66,186	18,814
Commercial bills	50,000	50,000	-
	<b>137,724</b>	<b>116,641</b>	<b>21,083</b>

There has been no change to debt facilities during the period.

Security

All Australian and New Zealand group entities are party to the loan agreements and provide general security obligations against all assets of the group.

Covenants

The following covenants are in place for the lending facilities:

- Bank Interest costs/ Normalised EBITDA for the last 12 months (Interest Cover Ratio) – not less than 3.0 times;
- Bank Financial Debt/Normalised EBITDA for last 12 months (Net Debt Ratio) – not greater than 3.0 times.

Covenants were not breached during the reporting period.

Notes to the Financial Statements for the half-year ended 31 December 2024

Note 9: Share capital

	31 December 2024 \$000	30 June 2024 \$000
105,425,692 (30 June 2024: 104,463,349) fully paid ordinary shares	109,578	109,362

Ordinary Shares

	For the 6 months to 31 December 2024 Number	For the 12 months to 30 June 2024 Number	For the 6 months to 31 December 2024 \$000	For the 12 months to 30 June 2024 \$000
At the beginning of the period	104,463,349	101,556,151	109,362	107,635
Dividends reinvested <sup>1</sup>	-	995,025	-	1,513
Issue of shares on vesting of options <sup>2</sup>	678,453	1,807,569	-	-
Contingent consideration equity settled <sup>3</sup>	283,890	104,604	216	214
<b>At reporting date</b>	<b>105,425,692</b>	<b>104,463,349</b>	<b>109,578</b>	<b>109,362</b>

<sup>1</sup> Dividends reinvested June 2024: 29 September 2023.

<sup>2</sup> Issue of shares on vesting of options 31 August 2024, 22 November 2024, 30 November 2024.

<sup>3</sup> Issue of ordinary shares 30 August 2024 as settlement of contingent consideration surrounding the acquisition Vision Surveys (June 2024: 31 August 2023).

Dividends

	Half Year	
	31 December 2024 \$000	31 December 2023 \$000
<b>Dividends provided for or paid during the half year</b>		
Final fully franked dividend relating to 31 December 2024 of NIL cents per share (2023: 7.0 cents).	-	7,196
Dividends satisfied by the issue of shares under the dividend reinvestment plan during the year	-	1,143
<b>Dividends not recognised at the end of the reporting period</b>		
Since period end the Directors have not recommended the payment of an interim dividend (2023: 3.0 cents per fully paid ordinary share). The aggregate amount of the proposed dividend expected to be paid in future periods from retained earnings, but not recognised as a liability at period end, is:	-	3,112
<b>Franked dividends</b>		
Franking credits available for subsequent reporting periods based on a tax rate of 30%	33,694	32,693

## Notes to the Financial Statements for the half-year ended 31 December 2024

### Note 10: Share-based payments

The following share-based payment arrangements existed at 31 December 2024.

#### Shares

During the half year ended 31 December 2024, 678,453 (2024: 1,434,952) shares were issued to Directors and employees via the People Infrastructure employee share trust as a result of performance rights and options achieving their conditions and being eligible for exercising. The weighted average shares price at the exercise date was \$0.88.

Since 3 August 2021, share based payments are being administered by the People Infrastructure employee share trust. Under the terms of the trust deed, PeopleIn Limited is required to provide the trust with the necessary funding for the acquisition of the shares at the time of the issue of shares. No shares were held by the trust as at 31 December 2024.

#### Options and Performance Rights

The following summarised the options and performance rights granted under the plan.

For the 6 months to 31 December 2024	Performance Rights	Options	Weighted average exercise price
	No.	No.	\$
Outstanding at beginning of the period	1,517,768	343,170	0.20
Exercised	(678,453)	-	-
Forfeited	(110,664)	-	-
Granted	761,905	-	-
Outstanding at year-end	1,490,556	343,170	0.18
Exercisable at year-end	-	343,170	0.17

For the 12 months to 30 June 2024	Performance Rights	Options	Weighted average exercise price
	No.	No.	\$
Outstanding at beginning of the period	2,865,778	343,170	0.15
Exercised	(1,807,569)	-	-
Forfeited	(362,719)	-	-
Granted	822,278	-	-
Outstanding at year-end	1,517,768	343,170	0.20
Exercisable at year-end	-	343,170	0.14

No options or performance rights expired during the periods covered by the above tables.

Under the Group remuneration scheme the majority of the performance rights are granted in August of each year under the annual scheme. There will be further grants of performance rights in the next half of the year, however, not to the same extent.

**Notes to the Financial Statements for the half-year ended 31 December 2024**

**Note 10: Share-based payments (cont.)**

*Fair value of performance rights granted*

The following performance rights and the fair value during the period ended 31 December 2024 are shown in the table below.

For grants of performance rights, the fair value at grant date is based on the share price at the grant date given the only condition is to remain employed or regarding performance rights to KMP an independently determined valuation and a Monte Carlo simulation has been adopted to assess market vesting conditions. These models consider the exercise price, the term of the performance right, the impact of dilution (where material), the share price at grant date and expected price volatility of the underlying share, the expected dividend yield, the risk-free interest rate for the term of the option and the correlations and volatilities of the peer group companies.

The principal assumptions used in the valuation were:

	Grant date	Issue date	Number of Rights	Vesting period end	Share price at grant date	Volatility	Performance life	Dividend yield	Fair value at grant date	Exercise price at grant date	Exercisable from	Exercisable to
Tranche – 95 to 98	31/8/2024	31/8/2024	601,905	31/8/2025	\$0.80	n/a	1 year	n/a	\$0.80	\$0.00	At end of vesting period	30 days after exercise date
Tranche – 99 (KMP)	1/10/2024	1/10/2024	160,000	30/9/2027	\$0.75	43.6%	3 years	3.5%	50% at \$0.42 50% at \$0.76	\$0.00	At end of vesting period	30 days after exercise date

*Terms and Conditions of options and performance rights*

**Performance Rights – Tranche 95 to 98**

These Performance Rights only have the condition to remain employed. They have been awarded based on the employees satisfying performance criteria during the financial year ended 30 June 2024. They have a 1 year vesting period. The purpose of the award is two-fold in that it rewards for performance which has already occurred and also as a retention strategy.

**Performance Rights – Tranche 99 (KMP)**

These Performance Rights vest on the 30 September 2027. 50% of the Performance Rights will vest in 3 years on achieving a 10% Total Shareholder Return Compound Annual Growth Rate and the other 50% will vest in three years on achieving a 10% EPS Compound Annual Growth Rate. Additionally, in order to have their Performance Rights vest, the relevant participant must remain employed by PeopleIn Limited at the time of vesting.

Notes to the Financial Statements for the half-year ended 31 December 2024

Note 10: Share-based payments (cont.)

*Expenses arising from share based payment transactions*

Total expenses arising from share based payment transactions recognised during the period as a part of employee benefit expenses were as follows:

	Half Year	
	31 December 2024 \$000	31 December 2023 \$000
Options and performance rights issued under employee share plan	561	2,808

These amounts have been recognised in equity in the Consolidated Statement of Financial Position as follows:

	31 December 2024 \$000	30 June 2024 \$000
Share based payment reserve	15,127	14,566

Note 11: Contingent assets and contingent liabilities

The Group has no contingent assets and no contingent liabilities other than contingent purchase consideration.

Note 12: Related party transactions

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

There were no transactions with related parties during the period.

*Parent entity*

The parent entity is PeopleIn Limited, which is incorporated in Australia.

*Subsidiaries*

No new entities have entered the group during the reporting period.

There have been no entities leave the group during the reporting period.

There were no other significant changes to the group during the reporting period.

Notes to the Financial Statements for the half-year ended 31 December 2024

Note 12: Related party transactions (cont.)

Other related party transactions

The following related party transactions occurred with entities related to key management personnel:

31 December 2024	Shares Purchased – On Market	Shares Issued – Exercise of Options / Performance Rights	Shares Disposed	Options or Performance Rights Issued
<b>Directors</b>				
Glen Richards	450,000	-	-	-
Elisabeth Mannes	-	-	-	-
Tony Peake	-	-	-	-
Thomas Reardon	140,000	32,895	-	-
Ross Thompson	-	200,000	-	-
Vu Tran	-	-	-	-
<b>Senior Executives</b>				
Adam Leake (CFO)	-	-	-	160,000

Note 13: Fair value measurement

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

AASB 13 Fair Value Measurement: Disclosures requires disclosure of fair value measurements by level of the following fair value measurement hierarchy:

- quoted prices (unadjusted) in active markets for identical assets or liabilities (level 1);
- inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices) (level 2); and
- inputs for the asset or liability that are not based on observable market data (unobservable inputs) (level 3).

The carrying value of a significant portion of all financial assets and financial liabilities approximate their fair values due to their short-term nature and for borrowings with longer terms as a result of them having floating interest rates.

Financial Liabilities at fair value through the profit or loss

	Level 1 \$000	Level 2 \$000	Level 3 \$000
<b>31 December 2024</b>			
Contingent consideration	-	-	7,248
<b>Total Financial Liabilities</b>	-	-	<b>7,248</b>
<b>30 June 2024</b>			
Contingent consideration	-	-	2,060
<b>Total Financial Liabilities</b>	-	-	<b>2,060</b>

There were no transfers between the levels of fair value hierarchy during the year ended 30 June 2024 or the half year ended 31 December 2024. There were no other financial assets or liabilities valued at fair value at 31 December 2024 and 30 June 2024.

Notes to the Financial Statements for the half-year ended 31 December 2024

Note 13: Fair value measurement (cont.)

Reconciliation of Level 3 fair value movements	Contingent Consideration
Opening balance at 1 July 2023	20,386
Repayments	(9,494)
Non-cash settlement	(2,500)
Gains and losses recognised in profit or loss	(6,332)
Closing balance at 30 June 2024	2,060
Repayments	(696)
Non-cash settlement	(216)
Gains and losses recognised in profit or loss	6,100
Closing balance at 31 December 2024	7,248

*Contingent Consideration - Key Estimates*

The fair value of contingent consideration is related to the acquisition of FIP, Techforce Personnel Pty Ltd and Vision Survey QLD and is estimated using a present value technique. The value is estimated by probability-weighting the estimated future cash outflows, adjusting for risk and discounting. During the half year, the expected contingent consideration was adjusted based on the settlement of matters related to the FIP acquisition earn out payment.

The contingent consideration will be settled as a mix of shares and cash. The adjustment to the fair value of the contingent consideration is primarily related to the FIP acquisition following settlement of matters related to the second earn out period and will be paid as a mix of cash and shares.

Note 14: Events arising since the end of the reporting period

There are no matters or circumstances have arisen since the end of the financial period which significantly affected or may significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial periods.

## Directors' Declaration

In the opinion of the Directors of PeopleIn Limited (the 'Company'):

- the attached financial statements and notes thereto comply with the Corporations Act 2001, Accounting Standard AASB 134 *'Interim Financial Reporting'*, the *Corporations Regulations 2001* and other mandatory professional reporting requirements;
- the attached financial statements and notes thereto give a true and fair view of the Consolidated entity's financial position as at 31 December 2024 and of its performance for the half year ended on that date; and
- there are reasonable grounds to believe that the Consolidated entity will be able to pay its debts as and when they become due and payable, after taking into consideration the extent to which such debts are limited-recourse in nature or owing to the responsible entity.

Signed in accordance with a resolution of the Directors of PeopleIn Limited.



**Glen Richards**

Chairman

Date: 24 February 2025

## INDEPENDENT AUDITOR'S REVIEW REPORT

To the members of PeopleIN Limited

### Report on the Half-Year Financial Report

#### Conclusion

We have reviewed the half-year financial report of PeopleIN Limited (the Company) and its subsidiaries (the Group), which comprises the consolidated statement of financial position as at 31 December 2024, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the half-year ended on that date, material accounting policy information and other explanatory information, and the directors' declaration.

Based on our review, which is not an audit, we have not become aware of any matter that makes us believe that the accompanying half-year financial report of the Group does not comply with the *Corporations Act 2001* including:

- i. Giving a true and fair view of the Group's financial position as at 31 December 2024 and of its financial performance for the half-year ended on that date; and
- ii. Complying with Accounting Standard AASB 134 *Interim Financial Reporting and the Corporations Regulations 2001*.

#### Basis for conclusion

We conducted our review in accordance with ASRE 2410 *Review of a Financial Report Performed by the Independent Auditor of the Entity*. Our responsibilities are further described in the *Auditor's Responsibilities for the Review of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to the audit of the annual financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001* which has been given to the directors of the Company, would be the same terms if given to the directors as at the time of this auditor's review report.

### Responsibility of the directors for the financial report


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

### Auditor's responsibility for the review of the financial report

Our responsibility is to express a conclusion on the half-year financial report based on our review. ASRE 2410 requires us to conclude whether 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 view of the Group's financial position as at 31 December 2024 and its financial performance for the half-year ended on that date and complying with Accounting Standard AASB 134 *Interim Financial Reporting* and the *Corporations Regulations 2001*.

A review of a half-year financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other 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.

### BDO Audit Pty Ltd

BDO  


**N I Batters**  
Director

Brisbane, 24 February 2025