

# Introduction to HiTech and FY25 Results

(ASX Code: HIT)

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# FY25 Highlights



HiTech delivered another record year with Revenue growth of 7.1% and EBITDA growth of 1.3%, capitalising on the demand for ICT professionals to develop and deliver essential technology.



## Operating Highlights

- New Sub Panel wins for increased Margin : Defence, ABS, SA Gov
- Increasing percentage of contracts with Defence
- Further margin focused deed variations: Cover of Corporate Costs, sustainable margins
- Disciplined execution with a focus on profitability
- Relentless focus on cost management in line with the market outlook (including Government expenditure)



## Financial Highlights

- Operating Revenue of **\$68.1m** - up 7.1%
- EBITDA of **\$8.99m** – an increase of **1.3%** year on year
- NPAT of **\$6.64m** - an increase of **10%** year on year
- NTA of **27cps** – an increase of **20%** year on year
- Strong balance sheet with **\$9.7m** in cash reserves / No Debt
- Full year fully franked dividend of **10** cents per share

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# The HiTech Way



- ASX-listed since 2000, Sydney-based company with a market cap of \$77 million.
- We are a **leading Sovereign Company** in talent and professional services to Australian Government departments and the private sector.
- High value brand providing the highest quality services on demand and a proven partner to a range of clients, including the Defence sector.
- As a trusted Australian organisation with **Defence Industry Security Program (DISP) membership**, HiTech is an accredited Defence Industry supplier of security cleared personnel across whole of government.
- With 30+ years of proven expertise since 1993, our proprietary platform powers unmatched talent placement and services.
- The unique HiTech alumni of talent is best of breed across Cyber Security, Cloud Infrastructure, AI and Applications Development.

# Investment Highlights



HiTech is a leading provider of ICT Talent and Services and has delivered consistent year on year EBITDA growth delivering significant returns to shareholders.

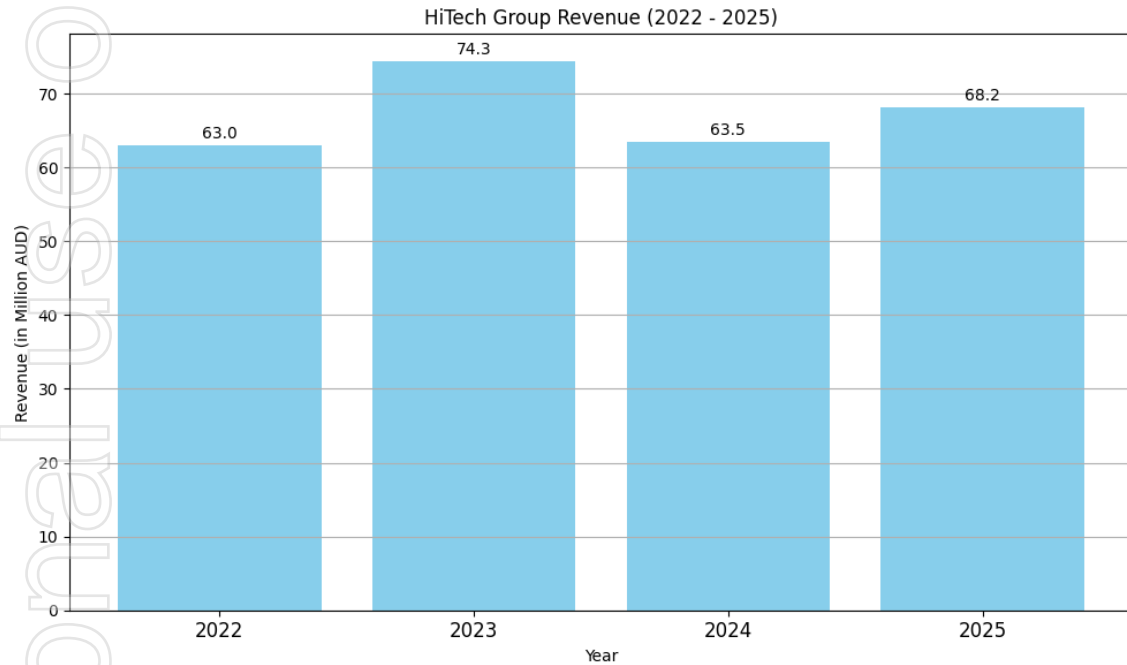
- 1. Strong track record of EBITDA CAGR growth** all delivered through organic growth with industry leading profit margins and strong cash generation.
- 2. Long term repeatable client base with deep roots in Federal Government Departments/Agencies** including Department of Home Affairs, NDIA, Department of Defence, DSTG, ABS, Australian Cyber Security Centre, Australian Signals Directorate, Services Australia, Department of Health & Aged Care, Department of Employment and Workplace Relations.
- 3. Member of critical Federal Government procurement panels** including The People Panel, BuyICT (DMP2) and ICTPA panels that provide consistent access to Government ICT projects and contracts.
- 4. Extensive database of ICT professionals (400,00 plus) across multiple IT segments** with over 10,000 security cleared personnel at various security levels.
- 5. Proprietary AI software system, HiBase** (inhouse developed), that provides significant cost efficiencies to identify relevant talent for ICT projects and fulfill talent acquisition opportunities.
- 6. Experienced Board and Executives aligned to shareholder value creation** with founders holding 70% of shares on issue.
- 7. Positive Industry tailwinds** that will accelerate growth as HiTech is positioned at the forefront of critical ICT project delivery.

# Historic financial performance

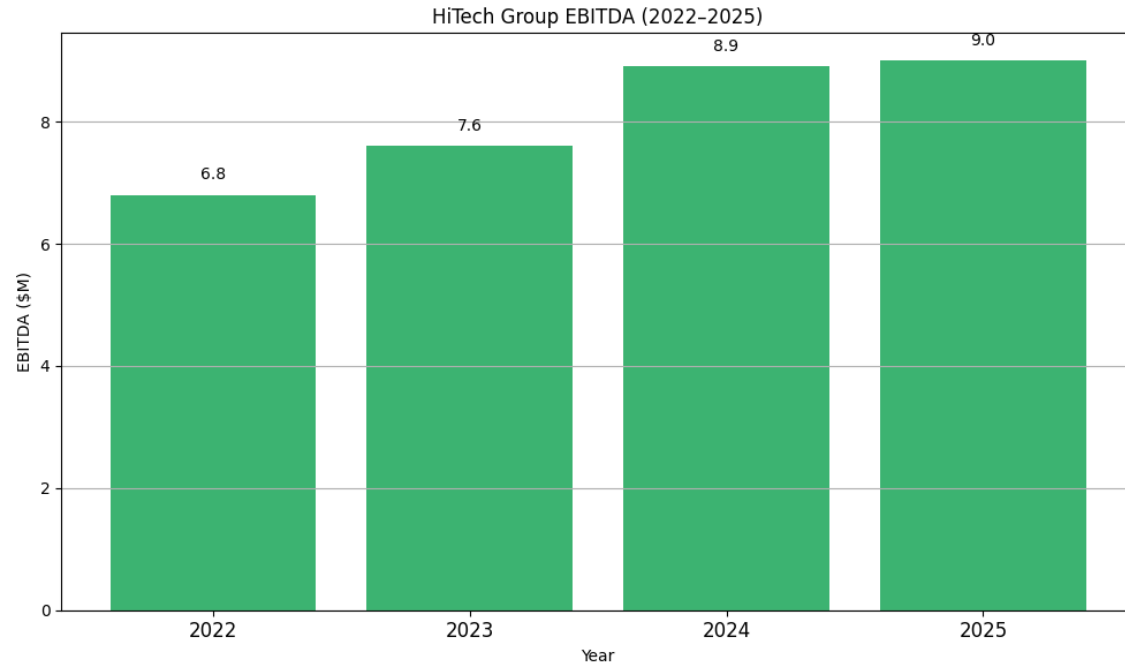


HiTech has consistently delivered strong financial performance over the past four years with EBITDA CAGR of 9.2%.

Revenue 2022 – 2025 (\$m)



EBITDA 2022 – 2025 (\$m)

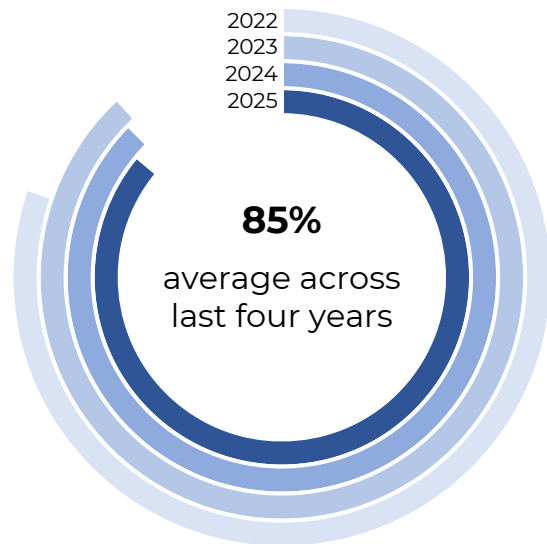


# Revenue profile

HiTech also has a diversified blue chip client base – ACT Federal Government, with a consistent revenue stream supported by diverse and active government and corporate talent supply agreements

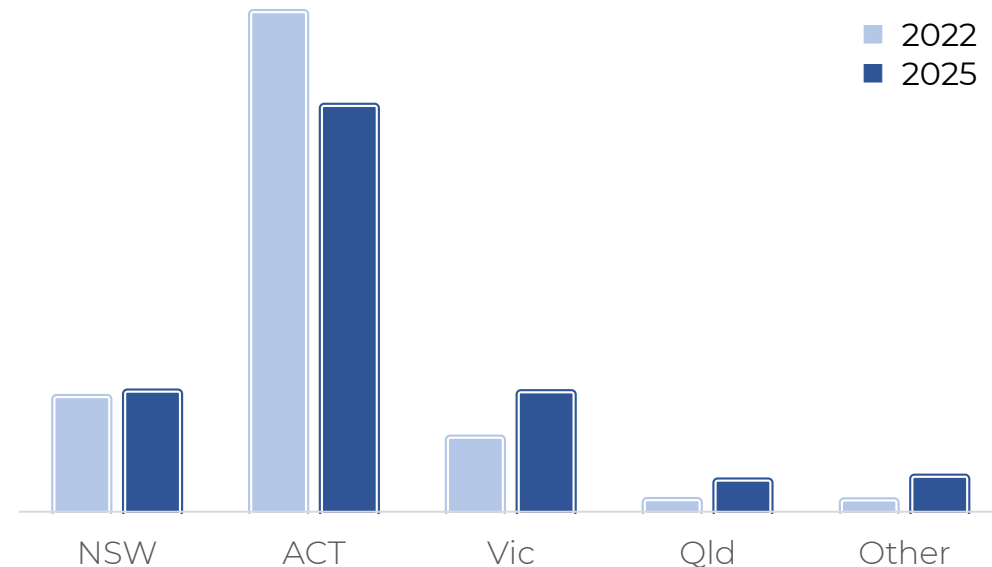
Sales represented by the Top 20 customers in each of the last four years has been relatively stable with the opportunity to broaden the service offering to these key customers.

**Top 20 customers as a percentage of total sales 2022 – 2025 (%)**



The business has increased its presence in the states relative to the ACT by gaining traction with state governments and their agencies and thereby further diversifying revenue.

**Sales by state as a percentage of total sales 2022 & 2025 (%)<sup>1</sup>**



<sup>1</sup> Contractor sales

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# HiTech Government Clients



HiTech provides services to Federal and State Government Agencies that are part of the Nation's critical infrastructure and services sector.



**Australian Government**  
**Department of Defence**  
Defence Science and  
Technology Group



**Australian Government**  
**Department of Defence**



**Australian Government**  
**Australian Signals Directorate**



**Australian Government**  
**Department of Foreign Affairs and Trade**



**Australian Government**  
**Department of Employment  
and Workplace Relations**



**Australian Government**  
**Services Australia**



**Australian Government**  
**Department of Agriculture,  
Fisheries and Forestry**



**Australian Government**  
**Geoscience Australia**



**Australian Government**  
**Department of Health  
and Aged Care**



**Australian Government**  
**Australian Digital Health Agency**

**ndia** National Disability  
Insurance Agency



**Australian Government**  
**Department of Home Affairs**

**ACSC** Australian  
Cyber Security  
Centre



**AUSTRALIAN  
CRIMINAL  
INTELLIGENCE  
COMMISSION**



**Australian Government**  
**Department of Industry,  
Science and Resources**



**ACCC**  
AUSTRALIAN COMPETITION  
& CONSUMER COMMISSION



**Australian Government**  
**Department of Climate Change, Energy,  
the Environment and Water**



**Australian Government**  
**IP Australia**

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# HiTech on Government Panels



HiTech is proud to be consistently ranked as a top supplier from over 1000+ suppliers servicing the substantial whole of government Digital Marketplace customers.

## Federal Government Panels

### ICTPA Department of Defence

- The ICTPA Panel facilitates the procurement of IT Services for the Australian Defence Force and its related agencies
- Member since 2024

### The People Panel Department of Finance (phase 1 & 2)

- The People Panel coordinates procurement involving Recruitment and Search services, Labour Hire services and Contractor Services for whole of Government
- Member since 2023

### Digital Marketplace Labour Hire & Professional Services Panel

- The BuyICT panel is a marketplace on the BUYICT.gov.au platform that allows buyers and sellers to transact Information and Communications Technology (ICT) products and services
- Member since 2016

## NSW State Government Panels

### SCM0007

- Contingent Workforce Prequalification Scheme
- Member since 2014

### SCM0020

- ICT Services scheme
- Member since 2014

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# HiTech contractor/services capabilities



HiTech has a significant number of technologists deployed on critical projects across multiple Federal and State Government agencies with broad IT skills and capabilities.



## Cyber Security services:

- ❖ Cloud and Infrastructure
- ❖ Networks
- ❖ Data
- ❖ Identity
- ❖ Detection & Prevention



## Services Technology Platform services:

- ❖ SAP
- ❖ Oracle
- ❖ Windows/Azure
- ❖ AWS
- ❖ Google Cloud



## Data & Digital Specialists:

- ❖ Data Warehouse
- ❖ Scientists
- ❖ UI/UX
- ❖ Service Design
- ❖ AI

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# HiBase and the HiTech advantage



HiTech has developed a unique operating model that provides it with a competitive, sustainable, advantage utilising our proprietary software platform – HiBase.



## Proprietary Software HiBase

HiBase is a predictive intelligence tool built by HiTech for profiling, sourcing and managing ICT talent. Inbuilt AI developed by industry experts exclusively for HiTech.



## Extensive Candidate Database

The HiBase talent pool is a comprehensive data database of over **400,000 professional** candidates for contract and permanent positions. Includes the HiTech Alumni 'hidden market'.



## Two Sector Focus

A purpose built and public sector focused HiTech Government Supply Team – **HGST**.

Corporate services talent acquisition services across ICT, Finance and Office Administration.



## Project Delivery as a service (PDaaS)

The HiTech ICT services team has developed a **'best of breed' Resource on Demand (RoD)** hyper service.

Talent and professional consulting services on demand when required on an as needed basis.

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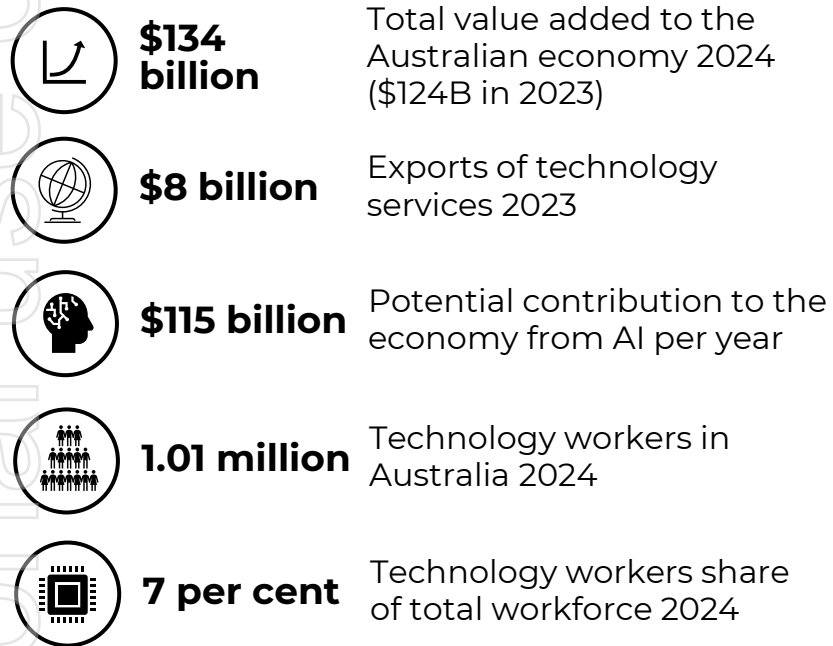
# ICT sector set to grow significantly

In FY24, Australia's tech sector contributed \$134 billion to the economy, powered by a workforce of over 1 million people, projected to grow to 1.3 million by 2030 at over 4% annually. Addressing digital skills gaps, especially in AI and cybersecurity, could unlock a \$25 billion uplift by 2035, with workers already spending nearly 40% of their time using digital skills.<sup>1</sup>

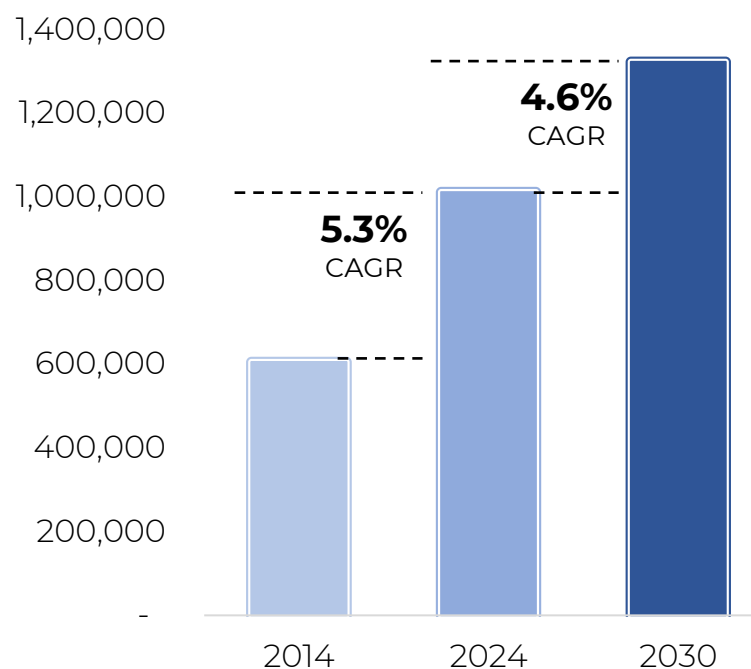
The Tech sector is an increasingly important component of the Australian economy

An additional 300,000 Tech workers are expected to be required by the end of the decade to meet demand<sup>1</sup>

## Key sector statistics<sup>1</sup>



## Technology workers in Australia 2014, 2024 & 2030<sup>1</sup> and CAGR<sup>2</sup> growth (%)



- In 2024, the technology workforce exceeded one million people
- Historic growth in the technology workforce has been more than double that of the broader workforce<sup>1</sup>
- The technology workforce is forecast to require ~1.3 million people by 2030 to meet industry demand – an increase of more than 50,000 workers per year

1. ACS Australia's Digital Pulse 2025  
2. Compound annual growth rate

# The HiTech Key Target:

## Australian Government's contribution to tech sector growth

Government demand is a key driver of Australia's tech sector growth, contributing an estimated 25–35% of workforce expansion through major digital transformation initiatives. In 2025, public sector projects, especially in cybersecurity, AI, and infrastructure are fueling the highest employment growth outlook across all industries, reinforcing the government's central role in shaping the future of the digital economy.<sup>1</sup>

1. ACS Australia's Digital Pulse 2025

# FY26 Strategic Priorities

The combination of increasing reliance on accessible technology, cyber security, AI and online digital services continues to support the unique HiTech business model of providing top quality, skilled technologists for critical projects.



## Organic Growth Pillars

- Continue to maintain the leading position of top tier supplier on the Digital Marketplace (DMP2/BuyICT)
- Win new sub panel arrangements: Invite only supplier
  - Leverage growth opportunities provided by inclusion on **ICTPA Defence panel**
  - Expand growth into **State Government** agencies provided by inclusion on important programs of work
  - Grow **Corporate sector** opportunities with a focus on growing requirement for qualified Cybersecurity talent and Infrastructure expertise
  - Leverage existing client base and deep pool of talent on database for **outcomes-based consulting contracts**



## Pursue Acquisitions

Pursue acquisitions in a highly fragmented market that satisfy the following criteria:

- Market share for scale and EPS accretive in nature
- Monetise the valuable candidate pool built over 30-year period
- Complementary offering to leverage towards its established blue chip client base
- Deliver positive returns to shareholders

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