Transformational Acquisition of Hudson Global Resources Australia and Equity Raising

September 2026

Important notice and disclaimer

IMPORTANT: You must read the following before continuing

This investor presentation (**Presentation**) is dated 14 September 2026 and has been prepared by HiTech Group Australia Limited (ABN 41 062 067 878) (**HiTech** or the **Company**). By attending an investor presentation or briefing, or accepting, accessing or reviewing this Presentation, you acknowledge and agree to the terms set out below. This Presentation has been prepared in relation to a placement of new fully paid ordinary shares in HiTech (**New Shares**) to institutional investors in certain jurisdictions (**Placement**)(**Equity Raising**).

Summary Information

This Presentation is for information purposes only and contains information in a summary form. The information in this Presentation is of a general nature and does not purport to be complete, nor does it contain all the information which a prospective investor and their professional advisers may reasonably require in evaluating a potential investment in the Company, or that would be required to be included in a prospectus, product disclosure statement or other offer document under Australian law or under the laws of any other jurisdiction. This Presentation will not be lodged with the Australian Securities and Investments Commission (ASIC) or any other foreign regulator. It should be read in conjunction with HiTech's most recent financial report and HiTech's other periodic and continuous disclosure information lodged with the Australian Securities Exchange (ASX), which is available at www.asx.com.au. The content of this Presentation is provided as at the date of this Presentation (unless otherwise stated).

Not financial product advice or offer

The information contained in this Presentation is not investment, tax, legal, accounting, financial or other advice and does not, and will not, form any part of any contract or commitment. It does not account for your particular needs and circumstances, including your investment objectives, financial situation, tax or other position. Any investment decision in relation to the Equity Raising or the Company should be made solely on the basis of your own independent enquiries.

Past Performance

Past performance, including past share price performance of HiTech and any pro forma financial information given in this Presentation, is given for illustrative purposes only and should not be relied upon as (and is not) an indication of HiTech's views on its future financial performance or condition. Past performances of HiTech cannot be relied upon as an indicator of (and provides no guidance as to) the future performance of HiTech including future share price performance. Nothing contained in this Presentation, nor any information made available to you is, or shall be relied upon as, a promise, representation, warranty or guarantee, whether as to the past, present or future.

Investment Risk

An investment in HiTech shares is subject to known and unknown risks, some of which are beyond the control of the Company and its directors. HiTech does not guarantee any particular rate of return or financial performance, nor does it guarantee any particular tax treatment. You should have regard to the risk factors outlined in this Presentation when making your investment decision.

Important notice and disclaimer

Not an offer of securities

This presentation does not constitute an offer to sell, or a solicitation of an offer to buy any securities in any jurisdiction. The distribution of this presentation and the offer of securities is restricted in jurisdictions outside Australia. See the section of this presentation captioned "International Offer Restrictions" for more information. Any failure to comply with such restrictions could constitute a violation of applicable securities laws. In particular, this presentation may not be released to US wire services or distributed in the United States. This presentation does not constitute an offer to sell, or the solicitation of an offer to buy, any securities in the United States or any jurisdiction in which such an offer would be illegal. The securities described in this presentation have not been, and will not be, registered under the US Securities Act of 1933 or the securities laws of any state or other jurisdiction of the United States. Accordingly, the securities described in this presentation may not be offered or sold in the United States except in transactions exempt from, or not subject to, the registration requirements of the US Securities Act and applicable US state securities laws.

Financial and other information

All financial information in this Presentation is in Australian dollars (AUD$ or AUD) unless otherwise stated. Any pro forma financial information of HiTech provided in this Presentation has been prepared on the basis set out, and includes certain adjustments. To the maximum extent permitted by law, HiTech and Blue Ocean Equities Pty Ltd and each of their respective officers, directors, partners, employees, agents and advisers (Limited Parties) disclaim all responsibility and liability for any information provided.

Any pro forma financial information included in this Presentation has been prepared by HiTech in accordance with the measurement and recognition principles, but not the disclosure requirements, prescribed by the Australian Accounting Standards (AAS) unless stated otherwise, and has not been subject to external audit or review. In addition, any pro forma financial information in this document does not purport to be in compliance with Article 11 of Regulation S-X of the rules and regulations of the U.S. Securities and Exchange Commission, and such information does not purport to comply with Article 3-05 of Regulation S-X. Any pro forma financial information provided in this Presentation is for illustrative purposes only and is not represented as being indicative of HiTech's views on its, nor anyone else's, future financial position and/or performance or any scale benefits, synergies or opportunities that may be realised.

Investors should be aware that certain financial measures included in this Presentation are 'non-IFRS financial information' under ASIC Regulatory Guide 230: 'Disclosing non-IFRS financial information' published by ASIC and also 'non-GAAP financial measures' within the meaning of Regulation G under the U.S. Securities Exchange Act of 1934, as amended, and are not recognised under AAS and International Financial Reporting Standards (IFRS). Such non-IFRS financial information/non-GAAP financial measures do not have a standardised meaning prescribed by AAS or IFRS. Therefore, the non-IFRS financial information may not be comparable to similarly titled measures presented by other entities and should not be construed as an alternative to other financial measures determined in accordance with AAS or IFRS. Although HiTech believes these non-IFRS financial information/non-GAAP financial measures provide useful information to investors in measuring the financial performance and condition of its business, investors must not place undue reliance on any non-IFRS financial information/non-GAAP financial measures included in this Presentation.

Certain figures, amounts, percentages, estimates, calculations of value and fractions provided in this Presentation are subject to the effect of rounding. Accordingly, the actual calculation of these figures may differ from the figures set out in this Presentation.

Important notice and disclaimer

International restrictions

The distribution of this Presentation to jurisdictions outside Australia may be restricted by law and you must observe any such restrictions. Failure to comply with these restrictions may constitute a violation of applicable securities laws. In particular, this Presentation may not be distributed or released in the United States. By accepting this Presentation, you represent and warrant that you are entitled to receive it in accordance with the above restrictions and agree to be bound by the limitations contained herein.

This Presentation is not, and does not constitute, an invitation or offer of securities for subscription, purchase or sale in any jurisdiction, including the United States, in which it would be unlawful to make such an offer. The New Shares have not been, and will not be, registered under the U.S. Securities Act of 1933, as amended (U.S. Securities Act), or under the securities laws of any state or other jurisdiction of the United States, and may not be offered or sold, directly or indirectly, in the United States, unless they have been registered under the U.S. Securities Act (which HiTech has no obligation to do or procure) or are offered or sold in a transaction exempt from, or not subject to, the registration requirements of the U.S. Securities Act and any other applicable U.S. state or federal securities laws. The New Shares will not be offered or sold to the public in the United States. Further information in relation to the international offer restrictions are in this Presentation.

Future performance and forward-looking statements

This Presentation contains certain forward-looking statements, which include, but are not limited to, words such as “expect”, “anticipate”, “estimate”, “intend”, “believe”, “guidance”, “should”, “could”, “may”, “will”, “predict”, “plan”, "propose", "likely", "target" and other similar expressions that are intended to identify forward-looking statements. Indications of, and guidance or outlook on, future earnings and financial position and performance are also forward-looking statements. Forward-looking statements are usually predictive in character, may be affected by inaccurate assumptions or unknown risks and uncertainties, or may differ materially from results ultimately achieved. As such, these statements should not be relied upon when making investment decisions.

Forward-looking statements, opinions and estimates provided in this Presentation are based on assumptions and contingencies that are subject to change without notice and involve known and unknown risks and uncertainties and other factors that are beyond the control of the Limited Parties. This includes statements about market and industry trends, which are based on interpretations of current market conditions.

Forward-looking statements are provided as a general guide only and should not be relied upon as an indication or guarantee of future performance. Actual results, performance or achievements may differ materially from those expressed or implied in such statements and any projections and assumptions on which these statements are based. These statements may assume the success of HiTech’s business strategies. The success of any of those strategies may not be realised in the period for which the forward-looking statement may have been prepared or otherwise. Investors are strongly cautioned not to place undue reliance on forward-looking statements, particularly given the current economic climate and geopolitical tensions, including ongoing conflicts in Ukraine and the Middle East. No representation or warranty, express or implied, is made as to the accuracy, likelihood of achievement or reasonableness of any forecasts, prospects, returns or statements in relation to future matters contained in this Presentation. The forward-looking statements are based on information available to HiTech as at the date of this Presentation.

Time

All references to time in this Presentation are to Australian Eastern Standard Time (AEST), unless otherwise indicated.

Investment Highlights

Longstanding, nationally recognised brand with a scalable operating platform and systems already built, acquired at an attractive entry price

Hudson

Trusted brand

Acquires a 40-year nationally recognised and trusted recruitment brand, spanning professional recruitment, ICT, business support, projects and permanent recruitment across government and private sector clients. Operating presence across NSW, QLD, VIC, SA and WA adding immediate scale and potential for future growth

~$11.5m

Cost reduction on acquisition

Significant cost reduction achieved through targeted asset acquisition and renegotiations; whilst acquiring sophisticated operating systems and infrastructure capable of supporting > $300 million in revenue.

~$150 million[1]

Day 1 Revenue

Despite significant impact of voluntary administration, ~$150 million of annualised revenue[1] represents the lower end of the range of anticipated revenue, with material organic growth anticipated against a business proven to trade above ~$260 million[2]

<1.0x

PF LTM EBITDA

Attractive entry multiple

The Acquisition has been completed at significantly below HiTech's LTM EV/EBITDA multiple and below industry averages presenting a material re-rate opportunity going forward.

Notes: 1. Annualised pro forma calculated based on fully novated contractor figures as at 11 September 2026 2. Unaudited FY26 Hudson Management Accounts

Executive summary

HiTech has successfully completed the acquisition of select assets of Hudson Global Resources for an up-front purchase price of $5.1 million[1]

Transaction overview	• HiTech has successfully completed the acquisition of the Australian operations and selected assets of Hudson Global Resources (Aust) Pty Ltd (Administrators Appointed) (**Hudson**), as announced on 11 September 2026 (**Acquisition**) • The revised consideration comprised of $5.1 million upfront purchase price, with up to $3.9 million deferred[1] – implied valuation multiples for the assets acquired of <1.0x LTM EV/EBITDA[2] • The Acquisition is an asset-only purchase through the voluntary administration process, allowing Hitech to acquire key operating assets, customer relationships, and business capabilities while limiting exposure to Hudson's historical liabilities
Background to the Administration	• Administrators appointed to Hudson on 22 April 2026 by the Directors pursuant to section 436A of the Act following the inability to reach agreement with the ATO on outstanding taxation liabilities, weak market conditions across the Australian labour markets, and c.$14.5 million of costs to remediate self-reported underpayment of on-hire wages over the six years to 2020 • Additional contributing factors included c.$4.4 million of restructuring and redundancy costs incurred over the prior two years, unrecovered funding of $4.4 million provided to the Greater Chinese business, and losses on the Sapia ai and Flexhive platform investments • Following the business entering administration, the Hudson Management team submitted a Deed of Company Administration (DOCA) proposal to acquire the business, which ultimately did not complete, presenting the opportunity for HiTech to acquire the assets
Acquisition rationale	✓ Transformational scale – combined group revenue of ~$216 million, over 3x HiTech standalone[3] ✓ Expands HiTech's footprint across NSW, ACT, QLD, SA and WA, and diversifies beyond ICT recruitment into professional services, business support, projects and permanent recruitment ✓ Combines HiTech's federal government leadership with Hudson's government and private sector client relationships ✓ Further annual cost synergies from systems consolidation and duplicated overhead have been identified ✓ Expected to be EPS accretive on a pro forma basis prior to synergies[4] ✓ Disciplined, counter-cyclical acquisition price secured through a competitive administration process

Source: Company Announcements. Hudson Global Resources (Administrators Appointed) Creditors Reports. Notes: 1. Consideration of $5.1m less $1.25m transaction deposit paid 2. LTM as at 31 July 2026 based on unaudited Hudson management accounts.3. Based on combined Hudson annualised September 2026 pro forma calculated based on anticipated final contractor novation figures and FY26A revenue reported for Hitech 4. Based on FY26 actuals for HiTech and annualised September 26 expected outturn post novation

Executive summary (cont.)

The Transaction was funded through a $10 million term loan and HiTech' cash on balance sheet. The $4 million Equity Raising along with a $15 million receivables facility will fund working capital requirements, preserving HiTech's existing cash reserves

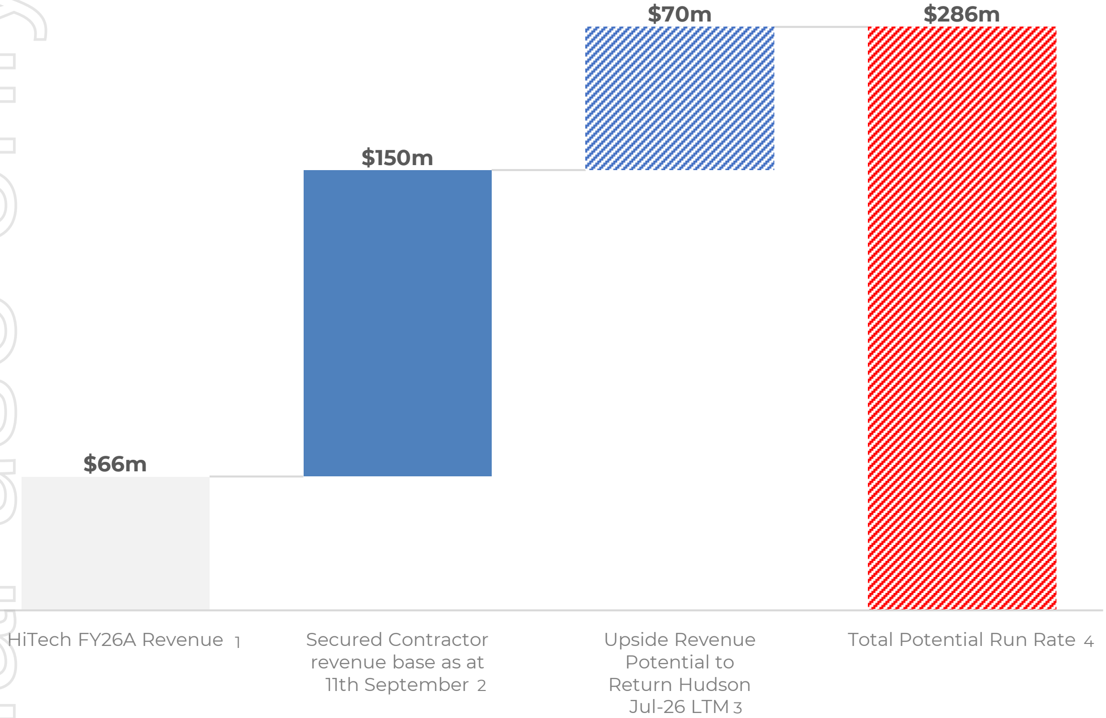
Funding	• The Acquisition, transaction costs and working capital for the group was funded through: o a $10 million term loan (**Debt Financing**); and o HiTech's own cash from balance sheet • Post acquisition funding will be used to fund group working capital requirements and provide scope for an accelerated debt repayment o a $15 million receivables finance facility funding the acquired receivables book and increased weekly contractor payroll o $4 million Equity Raising
Financial impact	• Pro forma combined group: revenue of ~$216 million[1] • Expected to be EPS accretive on a pro forma basis pre synergies • Further cost synergies have been identified, including consolidation of systems, replacement of Hudson's expensive receivables funding and duplicated corporate overhead • Resulting in a post Equity Raise net debt position of $3.5 million[2]
Timing and conditions	• Completion occurred and was announced on 11 September 2026, with customary completion conditions including ACCC approval satisfied • The Equity Raising is expected to settle on 22 September 2026 • HiTech's expanded management team, led by CEO and major shareholder Elias Hazouri, will lead the integration • HiTech has developed a disciplined integration plan focused on preserving customer, contractor and employee continuity while creating a scalable operating platform for future growth
Novation Status	• Successfully novated all transferring employees and contractors • Successfully novated all material Enterprise clients • Majority of government panel agreements were novated at completion. One is outstanding and expected to novate next week • Ongoing government novations and supplier set ups are continuing and expected to complete in the coming weeks • Transitionary arrangements are in place to ensure continuity of services to clients between completion and when novation is finalised

Notes: 1. Annualised September 2026 pro forma calculated based on anticipated final contractor novation figures, based on unaudited FY26 Hudson management accounts 2. Fully drawn term loan less surplus cash on balance sheet as at 11 September 2026

Overview of the Combined Group Opportunity

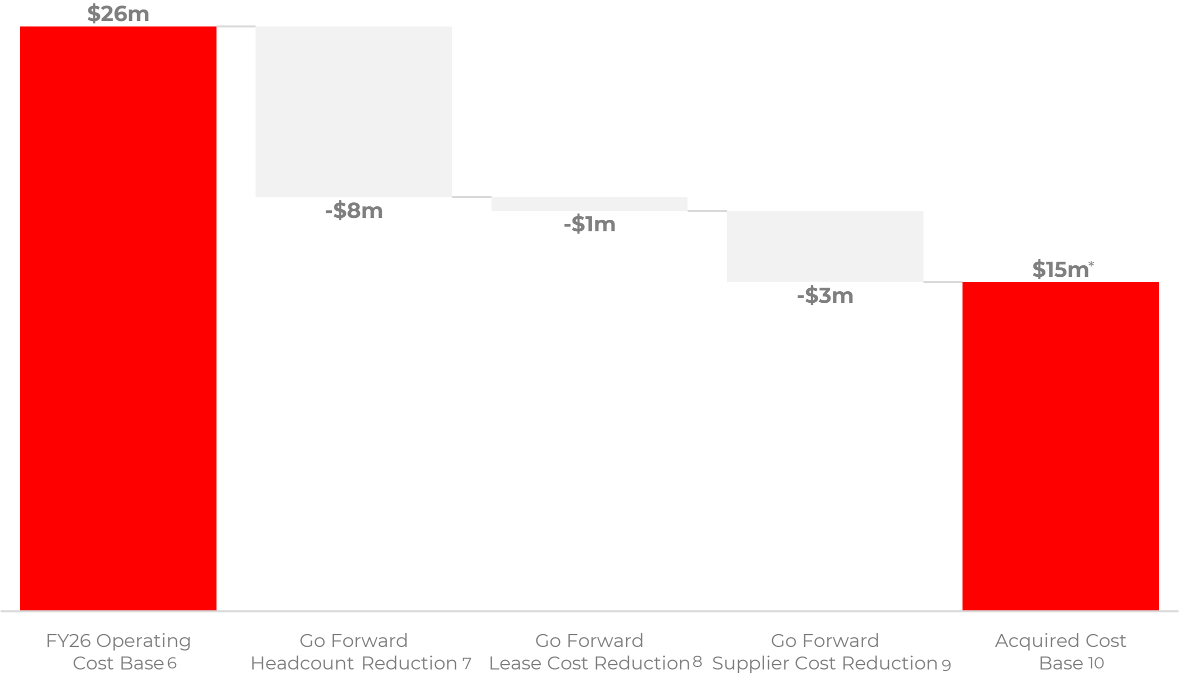
The combined group with the rationalised cost base is now a scalable platform poised for future growth

Group Revenue Opportunity



- The acquired assets generated LTM Revenue as at July-26 of ~$220m (LTM gross margin of 9.3%) [5]
- There is a clear opportunity for revenue recovery post completion, ongoing government novations and supplier set ups are continuing and expected to complete in the coming weeks
- There is significant capacity within the existing senior leadership team and consultant group to rebuild business

Optimised Hudson Cost Base

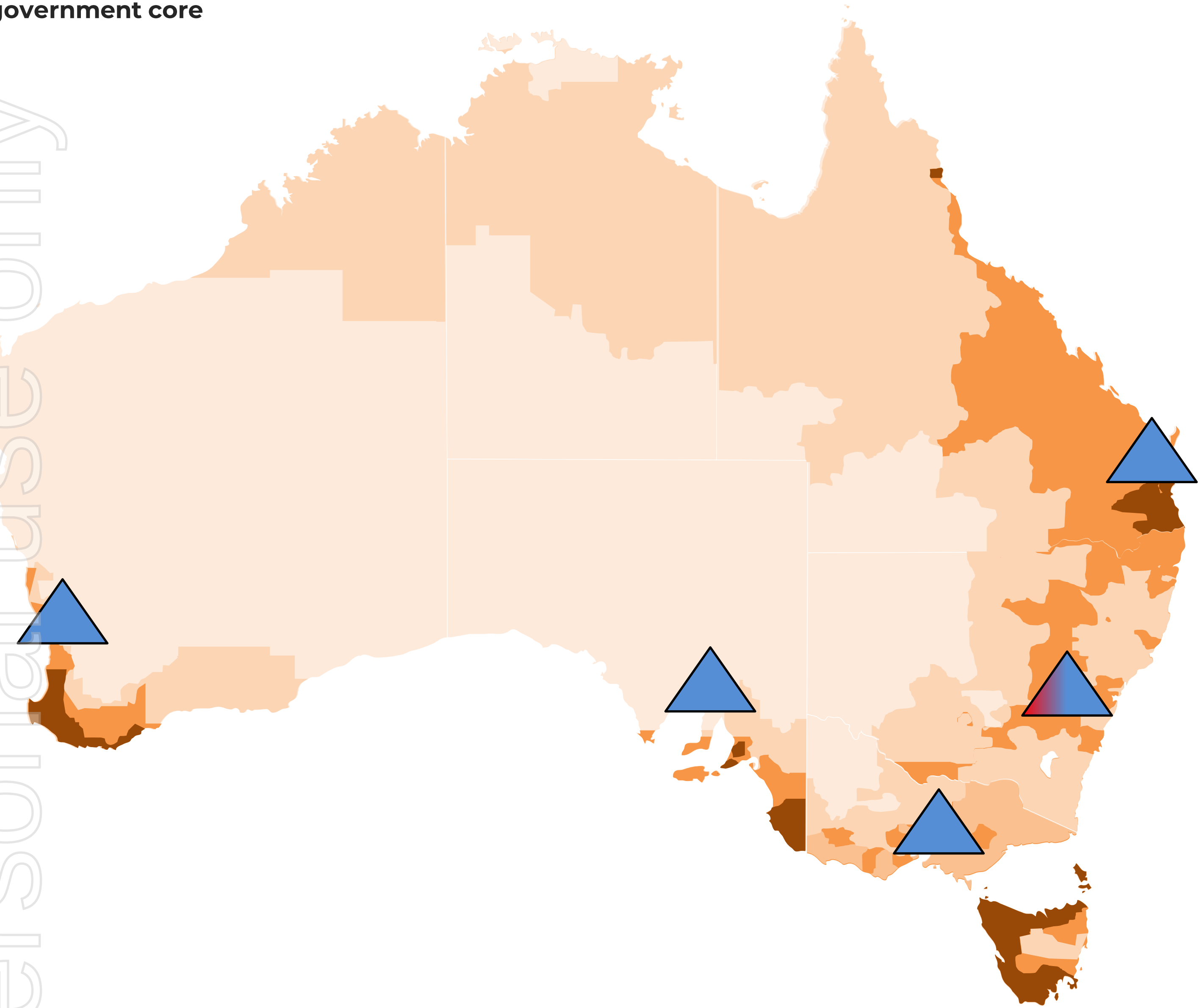


- Retained cost base focused on key Senior Leaders, revenue generating consultants and key delivery team
- Meaningful cost savings achieved through office downsizing in Melbourne and Canberra and lease negotiations in Sydney
- Back-office restructure focused on retaining core systems which are key for integration and scaling operations, with platforms extended to HiTech team
- Further synergies have been identified as part of back-office integration

Notes: 1. HiTech Revenue based on Actual FY26 Reported 2 Annualised September 2026 pro forma calculated based on anticipated final contractor novation figures 3. Difference between LTM July-26 Run rate of acquired business less $150m 4. Combines Actual HiTech revenue and revenue potential based on a full recovery to pre-VA levels for Hudson 5. LTM Jul-26 Revenue for assets acquired in the transaction which completed on 11 September 2026 6. Based on unaudited FY26 Hudson Management Accounts for the annual period to Jun-26 7. Based on annualised headcount costs, adjusted for any transitional support team on 3- and 6-months contracts which will finish during the period 8. Annualised rent costs 9. Annualised supplier costs 10. Run rate cost base for the Hudson business going forward * Rounding may not lead to totals adding up

Combined reach

The Acquisition takes HiTech from a single Sydney base to five offices nationally, opening state government and enterprise channels beyond its federal government core



Geographic reach across new revenue channels

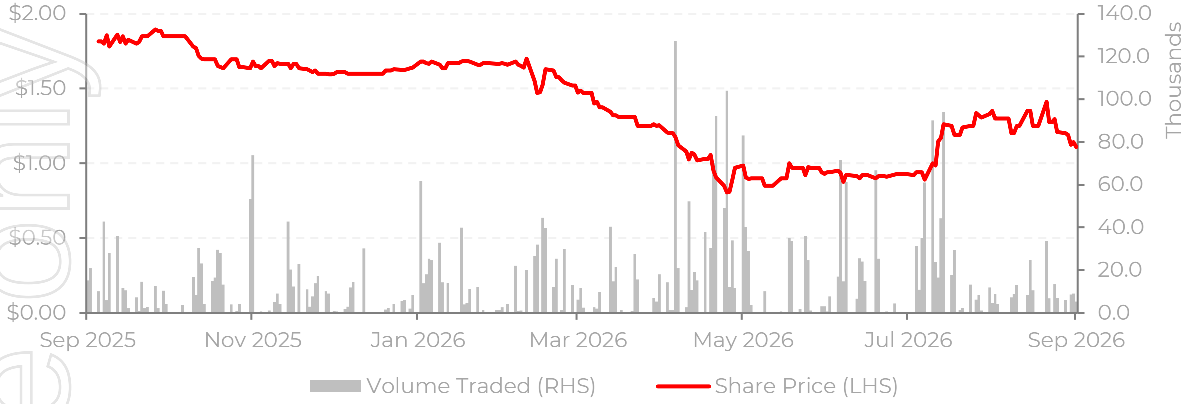
- Hudson adds Melbourne, Brisbane, Adelaide, and Perth to HiTech's Sydney base, creating a national delivery footprint
- Opens state government panels alongside HiTech's federal core, extending the public sector channel beyond Canberra
- Brings blue-chip enterprise clients across professional recruitment, business support, and projects, diversifying beyond ICT contracting
- Sydney overlap allows consolidation into one office and back office, resulting in a further cost saving for the group

Hudson

HiTech GROUP

HiTech Group - Overview

Share price performance - LTM



Capital structure

Share price (11-Sept-26)	$1.11	Market capitalisation (11-Sept-26)	$47.0m
Shares on issue (pre-Placement)	42.3m	(as at 30-Jun-26)	$10.6m
Shares on issue (post-Placement)	46.3m	Debt (as at 30-Jun-26)*	Nil
Options and Warrants	Nil	Enterprise valuation	$36.4

The Company funded the Acquisition (post 30 June 2026) through a new $10 million term loan with all in interest rate of 6.6% amortising over a 4.5-year term. In addition to this a $15 million receivables finance facility will be available from 15 September 2026 to fund the acquired receivables book and the group's higher weekly contractor payroll obligations.

Board of Directors

Ray Hazouri
Chairman

Founder and Former CEO of HiTech

More than 30 years recruitment industry experience

George Shad
Non-Executive Director

Director since 2003

Principal of Shad Partners Solicitors with extensive knowledge of the Recruitment industry

Elias Hazouri
CEO

Current CEO and Director of HiTech since inception

More than 30 years recruitment & ICT consulting industry experience

Top shareholders[1]

Shareholder	No. of Shares (m)	%
Ray Hazouri	17.8	41.99%
Elias Hazouri	8.8	20.87%
Salem Hazouri	1.9	4.68%
John Snell	0.8	1.68%
Top 20	33.7	79.66%
Hazouri Family and Directors	28.8	69.4%

Notes: 1. As at 11 September 2026

HiTech Group today

Founder-led, profitable and dividend-paying provider of specialist ICT recruitment and professional services, deeply entrenched with the Australian federal government

1993	85–90%[2]	>10 years	400,000+	$10.6m	9.70c
founded; ASX-listed since April 2000	of revenue from federal government clients	consecutive years of profitability	specialist ICT candidates on proprietary database	cash on hand, zero debt as at 30 June 26	FY26 EPS with 8.5c fully franked dividend[3]

Business model

- Placement of specialist ICT contractors and professional services teams into federal government departments and agencies, earning a margin on contracted hourly and daily rates
- Top 20 clients are federal government departments and agencies, predominantly ACT-based, including defence and national security clients
- Recurring revenue underpinned by 12–24 month contract cycles, long-standing preferred supplier arrangements and specialist capability in solution architecture, cyber security and cloud infrastructure

Strategic shift to professional services

- Transitioning from labour hire panel arrangements to outcome-based professional services and service delivery partnerships, restoring margin control outside transparent panel rate structures
- Growing defence sector exposure with several departments now engaged under service delivery arrangements
- Consistent track record of profitability and fully franked dividends across market cycles

Financial track record

	FY21	FY22	FY23	FY24	FY25	FY26
Revenue ($m)	42.1	63.0	74.4	63.6	68.2	65.6
NPAT ($m)[1]	3.6	4.4	5.4	6.0	6.6	4.1
EPS (cents)	9.3	10.7	12.9	14.3	15.1	9.7
Dividends (cps, ff)	5.0	6.0	5.0	5.0	5.0	8.5

Notes: 1. FY15–FY26; FY25 underlying NPAT of $6.6 million excludes a one-off employment cost of $0.4 million. 2. Approximate share of revenue derived from federal government departments and agencies. 3. FY26 dividends comprise a 4.5 cent interim and a 4.0 cent final dividend.

HiTech Group today - FY26 Summary

Revenue declined 3.1% to $65.6 million as federal government demand tightened; HiTech held profitability, paid 8.5 cents of fully franked dividends and reinvested in delivery, leadership and compliance capability.

$65.6m	14.4%	$5.6m	$4.1m	8.5c dividend
Revenue, down 3.1% on FY25 ($67.7m)	Gross margin (FY25: 18.7%)	EBITDA, down 35% on FY25 ($8.6m)	NPAT, 9.7c EPS (FY25: $6.4m, 15.1c)	4.5 cent interim and a 4.0 cent fully franked final dividend

Why revenue declined

- Federal government demand tightened: budget-driven caps on external labour and in-sourcing of ICT roles reduced contractor numbers across several long-running panels
- Sales revenue fell 3.1% to $65.6 million, while gross profit fell 25.5% to $9.4 million as panel refreshes and renewals were re-priced at lower rates, compressing gross margin to 14.4% (FY25: 18.7%)
- Permanent placement market effectively stalled, with perm fees of only $24k as clients froze headcount
- HiTech declined uneconomic renewals rather than buying revenue, delivering profit before tax of $5.9 million and NPAT of $4.1 million (9.70 cents per share)
- Operating cash flow rose 89% to $5.07 million, mainly as the prior year's $3.9 million receivables build reversed; cash conversion returned to 123% of NPAT

Where HiTech invested

- Delivery capability - $1.5m in recruiters and consultants to rebuild the candidate pipeline and win new panel positions
- Leadership and board - $1.8m in management and board costs, including the work behind the acquisition and equity raising now before investors
- Compliance and security clearances - $0.1m, ~3x FY25 insurance and legal spend, to service defence and national security clients
- Balance sheet strength retained - $10.6m of cash and no debt at 30 June 2026, funding 8.5 cents of fully franked dividends across the year

Margin discipline over volume: HiTech prioritised profitability over revenue growth and enters FY27 with materially greater scale from a national platform acquired at under 1.0x pro forma LTM EBITDA

Hudson is a long-established workforce solutions business

Hudson has a 40-year industry-leading history spanning professional recruitment, ICT, business support, projects and permanent recruitment across government and private sector clients

~$150m	9.3%	40 years
Annualised September revenue[1]	LTM Gross Margin[2]	Of industry-leading brand history

Business overview

- One of Australia's best-known recruitment brands, diversified across professional recruitment, ICT recruitment and contracting, business support, project services and permanent recruitment
- National footprint across NSW, ACT, QLD, SA and WA, spanning government and private sector clients
- Deep candidate database and contractor pools across software engineering, cyber security, cloud and infrastructure
- Complementary client base with limited overlap – Hudson's state government and private sector relationships extend HiTech's reach beyond its federal government core

UPPER GROUND BY HUDSON

Future upside available

- The Hudson business delivered ~$150m of annualised September revenue[1], so there is significant growth potential to return to prior performance. Ongoing government novations and supplier set ups are continuing and expected to complete in the coming weeks
- Recent performance has been impacted by the voluntary administration, with client and candidate activity disrupted, so trading normalisation post completion represents recoverable revenue rather than new growth
- Further synergy potential through rent reductions and site consolidation, role redundancies across duplicated back office functions, and supplier optimisation across job boards, technology platforms and insurance
- Combination with HiTech creates cross-selling into federal, state and private sector accounts, with a shared contractor pool and a single back office to support both brands

Hudson

Notes: 1. Annualised September 2026 pro forma calculated based on anticipated final contractor novation figures, based on unaudited Hudson management team estimates. 2. LTM as at 31 July 2026 based on unaudited Hudson management accounts.

Acquisition rationale

Transformational scale – combined group revenue of approximately $216 million[1]

Expands HiTech's footprint across NSW, ACT, QLD, SA and WA, and diversifies beyond ICT recruitment into professional services, business support, projects and permanent recruitment

Combines HiTech's federal government leadership with Hudson's government and private sector client relationships, and deepens specialist candidate and contractor pools

Identified further cost synergies from systems consolidation, removal of receivables funding and duplicated overhead

Expected to be EPS accretive on a pro forma basis pre synergies

Implied valuation multiples for the assets acquired of <1.0x LTM EV/EBITDA[2]

Asset-only acquisition through administration at a disciplined, counter-cyclical price, limiting exposure to historical liabilities

Funding structure preserves HiTech's strong balance sheet, cash reserves and fully franked dividend capacity

Notes: 1. Based on combined Hudson annualised September 2026 pro forma caculated based on anticipated final contractor novation figures and FY26A revenue reported for Hitech. 2. LTM as at 31 July 2026 based on unaudited Hudson management accounts.

Overview of the Equity Raising

Offer Overview	• HiTech Group Australia Limited (ABN 41 062 067 878) ("**HiTech**", "**HIT**", or the "**Company**") has received firm commitments to raise A$4 million via an equity raising (the **"Offer"** or "**Equity Raising**"). The Equity Raise comprises a single tranche placement to raise A$4 million via the issuance of 4 million new fully paid ordinary shares in the Company ("**New Shares**") at A$1.00 per New Share ("**Offer Price**") utilising the Company's existing placement capacity pursuant to ASX Listing Rule 7.1 ("**Placement**").
Offer Price	• Offer Price of A$1.00 per New Share, which represents a 9.9% discount to the HIT closing price of A$1.11 per share on 11 September 2026, a 13.3% discount to the 5-day volume weighted average price ("**VWAP**").
Use of Proceeds	• Proceeds from the Offer in conjunction with the Term Loan and Receivables Facility will be used to fund the acquisition of certain business assets from Hudson Global Resources (Aust) Pty Limited, including the upfront acquisition consideration, integration costs and associated working capital requirements, including payroll.
Ranking	• New Shares issued under the Offer will rank equally with existing shares on issue.
Dividend	• New Shares will not be entitled to the FY26 final dividend of 4.0 cents per share fully franked (ex-dividend 8 September 2026, payable 22 September 2026)
Lead Manager	• Blue Ocean Equities Pty Ltd has been appointed as Sole Lead Manager & Bookrunner to the Placement.
Timetable	see below

Timetable

Event	Date
Announcement of the Acquisition completion	Friday, 11 September 2026
Trading halt	Monday, 14 September 2026
Announcement of completion of the Placement, trading halt lifted	Wednesday, 16 September 2026
Settlement of New Shares issued under the Placement	Tuesday, 22 September 2026
Allotment and normal trading of New Shares	Wednesday, 23 September 2026

All dates and times are indicative and subject to change without notice. HiTech and the Lead Manager reserve the right to amend any or all of these dates and times subject to the Corporations Act, the ASX Listing Rules and other applicable laws.

Acquisition funding and terms

The Transaction is funded through a $4 million Placement, a $10 million term loan and a receivables finance facility, preserving HiTech's existing reserves

Acquisition funding

- Consideration comprised of $5.1 million upfront purchase price, with up to $3.9 million deferred[1]
- Equity raising via Placement of 4 million New Shares at $1.00 per share to raise $4 million from institutional and sophisticated investors
- A new $10 million term loan[2] funds the balance of consideration and transaction costs ("**Term Loan**")

Additional funding

- The Equity Raise will give HiTech additional headroom and the capacity make early repayments on the term loan facility if desired
- In addition to this a $15 million receivables finance facility[3] will be available from the 15th September 2026 to fund the acquired receivables book and the group's higher weekly contractor payroll obligations ("**Receivables Facility**")

Timing and conditions

- Completion occurred on 11 September 2026, following the satisfaction of customary completion conditions including ACCC approval
- Client novation's are still in progress across customer categories

Sources

	$m
HiTech cash as at Completion[4]	7.7
Term Loan	10.0
Equity Raising via Placement	4.0
Total	**21.7**

Uses

	$m
Up front consideration	5.1
Refinancing an existing facility of Hudson acquired by HiTech	8.1
Transaction Costs	2.0
Working Capital / Balance sheet flexibility	6.5
Total	**21.7**

Notes: 1. Inclusive of $1.25m transaction deposit previously paid . 2. All in interest rate of 6.6% 3. $15m facility limit with drawing capacity of 85% of the receivables book, all-in interest rate of 6.0% 3. Fully drawn term loan less surplus on balance sheet 4. HiTech at bank on the 11 September 2026

Key risks

This section describes the key risks of investing in HiTech Group Australia Limited (HiTech) together with the risks relating to participation or non-participation in the Placement. This is not an exhaustive list of risks and the risks set out below are not in order of importance. The risks set out below and other risks not specifically referred to may in the future materially adversely affect the Company's business, financial condition or results of operations. In that case, the market price of the Shares could decline, and you could lose all or part of your investment. Accordingly, no assurance or guarantee of future performance or profitability is given by HiTech in respect of the New Shares. In deciding whether to participate in the Placement, you should read this presentation in its entirety and also consider publicly available information on HiTech (including announcements to ASX). You should also consult your own professional, financial, legal and tax advisers about the risks and suitability of investing in light of your particular circumstances.

SPECIFIC RISKS OF AN INVESTMENT IN HITECH GROUP AUSTRALIA LIMITED

Government client concentration risk

Approximately 85-90% of HiTech's standalone revenue is derived from federal government departments and agencies. This high degree of client concentration means that HiTech's financial performance is materially dependent on the level of demand for external ICT contractors and professional services from the Australian federal government. Changes in government policy could adversely affect the volume and pricing of HiTech's engagements. While the Acquisition of Hudson's business is intended to diversify HiTech's client base, the combined group will continue to derive a significant proportion of its revenue from government clients.

Panel contract and preferred supplier risk

A significant portion of HiTech's revenue is generated through government panel arrangements and preferred supplier agreements. These arrangements are subject to periodic renewal, re-tender and re-pricing.

Key person and management risk

HiTech is a founder-led business. The Hazouri family, including Chairman Ray Hazouri and CEO Elias Hazouri, collectively hold approximately 69.4% of HiTech's issued shares and occupy key board and executive positions. The Company's business strategy, client relationships (including long-standing government relationships), and operational direction are closely associated with these individuals. The loss of, or any diminution in the contribution of, any key member of the founding family or the broader management team could adversely affect HiTech's business, operations, financial performance and growth prospects.

Labour market and recruitment industry cyclicality

HiTech operates in the Australian recruitment and professional services industry, which is cyclical and subject to fluctuations in general economic conditions, labour market dynamics, and client demand for temporary and contract staffing. A downturn in the Australian economy, a softening of the labour market, or a reduction in demand for ICT professionals and specialist contractors could adversely affect HiTech's revenue, margins and financial performance.

Margin compression risk

HiTech's gross margins are subject to pressure from a number of sources, including the competitive dynamics of panel arrangements, re-pricing at lower rates on renewal, the transition from labour hire to professional services models, and the relative mix of contractor and permanent placement revenue.

Controlling shareholder risk

As at the date of this Presentation, the Hazouri family and directors collectively hold approximately 69.4% of the issued shares in HiTech. This level of shareholding gives the Hazouri family effective control over resolutions requiring an ordinary majority, including the election of directors and the approval of significant transactions. The concentration of ownership may also limit the liquidity of HiTech shares on the ASX and may deter potential acquirers of HiTech, which could affect the value at which HiTech shares trade.

Key risks continued

Security clearance and regulatory compliance risk

HiTech services defence and national security clients, which requires its personnel and contractors to hold or obtain security clearances issued by the Australian Government Security Vetting Agency (AGSVA). Changes to security clearance requirements, delays in the processing or renewal of clearances, or the inability of HiTech's personnel or contractors to obtain or maintain the requisite clearance levels could restrict HiTech's ability to service existing contracts or pursue new engagements in the defence and national security sectors. More broadly, HiTech operates in regulated labour hire markets across multiple Australian jurisdictions. Changes in labour hire licensing requirements, employment law, workplace health and safety obligations, or other applicable regulatory frameworks could increase HiTech's compliance costs or restrict its ability to operate in certain markets.

Debt and leverage risk

As part of the Acquisition, HiTech has entered into a $10 million term loan amortising over seven years and a $15 million receivables finance facility to fund its expanded weekly contractor payroll. The introduction of debt and leverage increases HiTech's fixed cost base and its exposure to interest rate movements. In the event of a material decline in revenue, an interruption to cash flows, or an inability to draw on the receivables facility, HiTech's ability to service its debt obligations could be adversely affected. Breach of any financial covenants or conditions under the term loan or receivables facility could result in the facilities being called or restricted, which would have a material adverse effect on HiTech's financial position and liquidity.

Dividend risk

HiTech has paid fully franked dividends consistently across market cycles. However, the payment of future dividends is subject to the discretion of the Board and will depend on, among other things, HiTech's earnings, financial position, cash requirements (including debt service obligations), franking credit availability, and the general business environment. There can be no assurance that HiTech will continue to pay dividends at historical levels, or at all.

Technology and systems risk

HiTech's operations depend on the reliable and continuous functioning of its information technology systems, including its proprietary candidate database, contractor management platforms, and back-office systems. Any disruption to these systems, whether through hardware or software failure, cyber-attack, data breach, or human error, could adversely affect HiTech's ability to place contractors, manage payroll, and service clients. The integration of Hudson's operating systems into HiTech's existing infrastructure further heightens this risk during the transition period.

Competition risk

The Australian recruitment and professional services industry is competitive. HiTech competes with a range of national and international recruitment firms, boutique specialist providers, and the in-house recruitment capabilities of government departments and large corporate clients. Increased competition, including through aggressive pricing, new market entrants, or the in-sourcing of recruitment functions by government clients, could adversely affect HiTech's ability to win and retain engagements, attract and retain candidates and contractors, and maintain margins.

ACQUISITION SPECIFIC RISKS

Novation and supplier set-up risk

Novation of customers remains ongoing. A portion of federal and state government customers were unable to complete novation and system set-up for the new HiTech subsidiary entity prior to completion. While the Asset Sale Deed (ASD) provides mechanisms to support a transitory period, the final quantum of novated customers, and the resulting go-forward revenue and margin base, remains uncertain until this process concludes.

Contractor and customer attrition

The voluntary administration period, and the associated non-payment of entitlements and superannuation to affected employees and contractors, presents an ongoing risk of further attrition across both the contractor and customer base.

Key risks continued

ACQUISITION SPECIFIC RISKS CONTINUED

Near-term cash flow risk

During the post-completion phase, and while customer novations continue, there is a risk of unforeseen costs to maintain systems and operating continuity, set against the risk of reduced customer receipts arising from the transition of receivables to new bank accounts.

Integration and synergy realisation risk

The transition of systems from Hudson Global Resources to HiTech and the subsidiary entity is a significant undertaking, and there is a risk that systems malfunction or experience temporary disruption during this period.

Due diligence risk

Given the accelerated acquisition timeframe, there is a risk that assets novated to the Company carry unforeseen costs or liabilities not identified prior to completion.

Working capital and payroll funding risk

The cumulative effect of the risks above means any disruption to cash flow – including the management of novated accounts receivable and the Company's ability to draw against the new invoice finance facility – could affect available cash to fund near-term payroll obligations critical to the ongoing stability of the business.

Limited vendor recourse risk

As the assets were acquired from a company in voluntary administration, the Company's recourse against the vendor for breach of warranty or indemnity is materially more limited than in a standard trade sale. Liabilities emerging post-completion that fall outside the specific protections in the ASD may not be recoverable.

Licensing and accreditation risk

Continued trading on government and panel contracts, and in regulated labour hire markets, depends on the new entity holding the required licences and accreditations in each relevant jurisdiction. Delay or failure to secure or transfer these could restrict the Company's ability to trade with affected customers or in affected states.

Key management and integration capacity risk

Management attention is required concurrently across business-as-usual operations, customer and system integration, and novation execution. Constrained management capacity during this period could affect the pace or quality of integration.

Pre-completion liability crystallisation risk

Employee entitlement, workers' compensation, or other claims relating to the pre-administration period may crystallise against the Company post-completion, to the extent not excluded or otherwise allocated to the vendor under the ASD.

GENERAL RISKS

Dilution Risk

Existing shareholders who do not participate in the Placement will have their percentage shareholding in HiTech diluted. Depending on the size of a shareholder's existing holding and the number of New Shares allocated to them, a participating shareholder may still be diluted even though they participate in the Placement Investors may also have their investment diluted by future capital raisings by HiTech. HiTech may issue new securities in the future to finance acquisitions which may, under certain circumstances, dilute the value of an investor's interest.

Key risks

GENERAL RISKS CONTINUED

Liquidity Risk

HiTech shareholders who wish to sell their HiTech shares may be unable to do so at an acceptable price, or at all, if insufficient liquidity exists in the market for HiTech shares. HiTech does not guarantee the market price or liquidity of HiTech shares and there is a risk that you may lose some or all of the money you invested.

Unforeseen Risk

There may be other risks of which HiTech is unaware at the time of this Presentation which may impact HiTech, its operations and/or the valuation and performance of its shares. The key risks disclosed in this Presentation ought not to be taken as exhaustive of the risks faced by HiTech or by investors in HiTech.

Risks associated with an investment in Shares

There are general risks associated with investments in equity capital and shares in companies operating in the industries in which HiTech operates. Events may occur within or outside Australia, including in the jurisdictions where HiTech operates or plans on operating that could have an adverse effect on the global economy and fluctuations in HiTech's share price. There can be no guarantee that an active market for the Company's Shares will exist following the Placement. There may be relatively few potential buyers or sellers of HiTech Shares on the ASX at any given time.

Share market conditions may affect the value of the Company's Shares irrespective of operational performance. Share market conditions are affected by many factors such as general economic outlook, introduction of tax reform or other new legislation, currency rates, interest rates and inflation rates, commodity prices, change in investor sentiment towards particular market sectors, the demand for and supply of capital, the potential impact of short selling, global or domestic pandemics and geopolitical instability, international hostilities or war and acts or terrorism in Australia and around the world, fires, floods, earthquakes, labour strikes, civil wars or natural disasters.

Share prices may rise or fall and are subject to varied and unpredictable influences on the market for equities in general and technology stocks in particular. Neither the Company nor its Directors warrant the future performance of HiTech or any return of an investment in HiTech.

International Offer Restrictions

This presentation does not constitute an offer of New Shares of the Company in any jurisdiction in which it would be unlawful. In particular, this presentation may not be distributed to any person, and the New Shares may not be offered or sold, in any country outside Australia except to the extent permitted below. This presentation does not constitute an offer of New Shares of the Company in any jurisdiction in which it would be unlawful. In particular, this presentation may not be distributed to any person, and the New Shares may not be offered or sold, in any country outside Australia except to the extent permitted below.

New Zealand

This presentation has not been registered, filed with or approved by any New Zealand regulatory authority under the Financial Markets Conduct Act 2013 (New Zealand) (the "FMC Act"). The New Shares are not being offered or sold in New Zealand (or allotted with a view to being offered for sale in New Zealand) other than to a person who:

- is an investment business within the meaning of clause 37 of Schedule 1 of the FMC Act;
- meets the investment activity criteria specified in clause 38 of Schedule 1 of the FMC Act;
- is large within the meaning of clause 39 of Schedule 1 of the FMC Act;
- is a government agency within the meaning of clause 40 of Schedule 1 of the FMC Act; or
- is an eligible investor within the meaning of clause 41 of Schedule 1 of the FMC Act.

Hong Kong

WARNING: This presentation has not been, and will not be, registered as a prospectus under the Companies (Winding Up and Miscellaneous Provisions) Ordinance (Cap. 32) of Hong Kong, nor has it been authorised by the Securities and Futures Commission in Hong Kong pursuant to the Securities and Futures Ordinance (Cap. 571) of the Laws of Hong Kong (the "SFO"). Accordingly, this presentation may not be distributed, and the New Shares may not be offered or sold, in Hong Kong other than to "professional investors" (as defined in the SFO and any rules made under that ordinance).

No advertisement, invitation or document relating to the New Shares has been or will be issued, or has been or will be in the possession of any person for the purpose of issue, in Hong Kong or elsewhere that is directed at, or the contents of which are likely to be accessed or read by, the public of Hong Kong (except if permitted to do so under the securities laws of Hong Kong) other than with respect to New Shares that are or are intended to be disposed of only to persons outside Hong Kong or only to professional investors. No person allotted New Shares may sell, or offer to sell, such securities in circumstances that amount to an offer to the public in Hong Kong within six months following the date of issue of such securities.

The contents of this presentation have not been reviewed by any Hong Kong regulatory authority. You are advised to exercise caution in relation to the offer. If you are in doubt about any contents of this presentation, you should obtain independent professional advice.

Singapore

This presentation and any other materials relating to the New Shares have not been, and will not be, lodged or registered as a prospectus in Singapore with the Monetary Authority of Singapore. Accordingly, this presentation and any other document or materials in connection with the offer or sale, or invitation for subscription or purchase, of New Shares, may not be issued, circulated or distributed, nor may the New Shares be offered or sold, or be made the subject of an invitation for subscription or purchase, whether directly or indirectly, to persons in Singapore except pursuant to and in accordance with exemptions in Subdivision (4) Division 1, Part 13 of the Securities and Futures Act 2001 of Singapore (the "SFA") or another exemption under the SFA. This presentation has been given to you on the basis that you are an "institutional investor" or an "accredited investor" (as such terms are defined in the SFA). If you are not such an investor, please return this presentation immediately. You may not forward or circulate this presentation to any other person in Singapore. Any offer is not made to you with a view to the New Shares being subsequently offered for sale to any other party in Singapore. On-sale restrictions in Singapore may be applicable to investors who acquire New Shares. As such, investors are advised to acquaint themselves with the SFA provisions relating to resale restrictions in Singapore and comply accordingly.

International Offer Restrictions Continued

European Union (excluding Austria)

This presentation has not been, and will not be, registered with or approved by any securities regulator in the European Union. Accordingly, this presentation may not be made available, nor may the New Shares be offered for sale, in the European Union except in circumstances that do not require a prospectus under Article 1(4) of Regulation (EU) 2017/1129 of the European Parliament and the Council of the European Union (the "Prospectus Regulation").

In accordance with Article 1(4)(a) of the Prospectus Regulation, an offer of New Shares in the European Union is limited to persons who are "qualified investors" (as defined in Article 2(e) of the Prospectus Regulation).

United Kingdom

This presentation has not been delivered for approval to the Financial Conduct Authority in the United Kingdom and no prospectus (within the meaning of Regulation 21 of the Public Offers and Admissions to Trading Regulations 2024 ("POATRs")) has been published or is required to be published in respect of the New Shares. This presentation is issued on a confidential basis to "qualified investors" (within the meaning of paragraph 2 of Schedule 1 to the POATRs) in the United Kingdom. The New Shares may not be offered or sold in the United Kingdom by means of this presentation or any other document except pursuant to an exemption from the general prohibition on offers of relevant securities to the public in the United Kingdom. This presentation should not be distributed, published or reproduced, in whole or in part, nor may its contents be disclosed by recipients to any other person in the United Kingdom. Any invitation or inducement to engage in investment activity (within the meaning of section 21 of the Financial Services and Markets Act 2000, as amended ("FSMA")) received in connection with the offer or sale of the New Shares has been, and only will be, communicated or caused to be communicated in the United Kingdom in circumstances in which section 21(1) of the FSMA does not apply to the Company. In the United Kingdom, this presentation is being distributed only to, and is directed at, persons (i) who have professional experience in matters relating to investments falling within Article 19(5) (investment professionals) of the Financial Services and Markets Act 2000 (Financial Promotions) Order 2005 ("FPO"), (ii) who fall within the categories of persons referred to in Article 49(2)(a) to (d) (high net worth companies, unincorporated associations, etc.) of the FPO or (iii) to whom it may otherwise be lawfully communicated ("relevant persons"). The investment to which this presentation relates is available only to relevant persons. Any person who is not a relevant person should not act or rely on this presentation.