ignite

RECRUITMENT & TECHNOLOGY SOLUTIONS

2024

ANNUAL REPORT

igniteco.com

Ignite Limited

ABN 43 002 724 334

Registered office

Level 2, 55 Wentworth Avenue
Kingston ACT 2604

Principal place of business

Office 110, Level 26, 161 Castlereagh Street
Sydney NSW 2000
T: +61 2 9250 8000
W: www.igniteco.com
E: Investor.Relations@igniteco.com

Share registry

Computershare Investor Services Pty Limited
T: 1300 855 080
T: +61 2 9250 8000
W: www.computershare.com.au

Chairperson

Garry Sladden

Executive Director

Cameron Judson

Chief Financial Officer

Lisa Hou

Company Secretary

Ian Gilmour

Australian Securities Exchange listing

IGN

Auditors

PKF
Level 8, 1 O'Connell Street
Sydney NSW 2000

Solicitors

Hall & Wilcox
Level 18, 347 Kent Street
Sydney NSW 2000

Bankers

National Australia Bank
NAB Place, Level 3, 2 Carrington Street
Sydney NSW 2000

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RECRUITMENT & TECHNOLOGY SOLUTIONS

2024 Annual Report

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Chairperson’s Letter

Dear Shareholder

The statutory result for the Group for FY24 was a profit after income tax of $616k versus a loss after income tax of $1.549 million for the period ended 30 June 2023.

It is very pleasing to report a statutory profit of $616k, an underlying profit of $1.014 million and $2.635 million net cash received from operating activities for the full year ended 30 June 2024.

During the year, Ignite successfully completed an Accelerated Non-Renounceable Entitlement Offer[1] (Entitlement Offer) raising $3.69 million. The proceeds of the Entitlement Offer have strengthened the Group’s balance sheet; and will support organic growth in Specialist Recruitment; and the investment in Technology Solutions; and the attraction of new talent.

On 15 March 2023, Cameron Judson commenced as an Executive Director, having previously been a Non-Executive Director at Ignite. The Board is pleased that Cameron is leading the business, and with the outstanding results achieved in FY24.

Cameron, together with Andrew Morris another recruitment industry leader, have a proven track record of turnarounds and creating shareholder value. We are delighted that Lisa Hou joined the business as CFO in March 2024. Together, our new leaders have made very solid progress in FY24, rapidly improving the overall business performance and creating a high-performance culture.

Cameron and Andrew have invested considerable time with all our people, ensuring that everyone understands their part to play in the future ongoing success of the business. Accordingly, all our people now understand their individual and team’s contribution to the Group’s productivity, performance, and profit targets.

Specialist Recruitment remains our core business, serving State and Federal Government. It represents over 98% of the Group’s gross margin, and our core disciplines are Technology, Engineering and Business Support.

In addition, we operate a small Technology Solutions business. We are pleased that Amanda Milin joined the business in April 2024 as Executive General Manager, Managed Services to lead the future growth of our Technology Solutions business.

In improving each team member’s productivity and performance, and our leaders applying appropriate commercial discipline and focus, the business is well placed to grow its market share in Federal Government, where Ignite remains a Top 10 provider.

The Directors are very appreciative of all the work our people do every day, to deliver outcomes for our clients, our candidates, and our contractors.

On behalf of the Directors, I would also like to thank our shareholders for their continuing support.

Garry Sladden
Chairperson

1. Details of the accelerated pro-rata non-renounceable entitlement offer (Entitlement Offer) are available on the ASX. First announced on 23 November 2023, with results of Institutional, Retail and Shortfall rounds published on 27 November 2023, 22 December 2023 and 12 March 2024 respectively.

Executive Director's Report

Following my appointment as an Executive Director on 15 March 2023, it is very pleasing to report a statutory profit of $616k for FY24 versus a $1.549 million statutory loss in FY23.

The business delivered an underlying profit of $1.014 million and generated $2.635 million net cash received from operating activities for the full year ended 30 June 2024.

The FY24 statutory profit to underlying operating profit reconciliation is provided on page 3.

My key messages to all our people have been it is all about you our people, our clients, our candidates, our contractors, and our shareholders. It is all about adopting a growth mindset and developing One Way of Working. We are a Specialist Recruitment business in Technology, Engineering and Business Support with a small Technology Solutions business. All of you have a significant part to play in our success.

Our leaders are committed to continuing the successful turnaround of the business. We have made considerable progress in FY24, by focussing on understanding, measuring, and recognising and rewarding our people for their productivity, performance, and contribution to profit.

We have more work to do to change the current business mix, to grow our share of wallet, and improve our gross margins in our Specialist Recruitment business.

In FY24 we completed our investment in One Way of Working and implemented the organisational changes required to take advantage of ongoing innovations in the recruitment industry to improve the costs, productivity, and efficiency of the Group.

Specialist Recruitment continues to be our core business, with a primary focus on serving Federal Government clients. Our Specialist Recruitment business represents over 98% of the Group's gross margin, and our core disciplines are Technology, Engineering and Business Support.

Our leaders' focus is on ensuring all our Specialist Recruitment and Shared Services resources understand their productivity contribution and performance targets on a daily, weekly, monthly, quarterly, and annual basis. In support of the above, the business has implemented new automations and analytic tools.

We have completed a commercial review of all existing Specialist Recruitment client contracts and implemented changes to improve our average gross margin per contractor by 15.2% in FY24.

We intend to focus on growing our Technology Solutions business and are pleased Amanda Milin joined the Group in April 2024 as Executive General Manager, Managed Services to lead our team.

We launched our new employee value proposition in FY24. Pleasingly we achieved 93% participation in our recent engagement survey, and an engagement score of 89%. We have a 4.5-star rating on Glassdoor and 88% of our people would recommend Ignite to a friend.

We are continuing to invest time, energy, and resources in on the desk coaching, learning and development, leadership development, and recognition and rewards. We have developed One Way of Working regarding our processes, systems, technology, and future innovations to support our people achieve their goals.

We continue to focus on Federal Government, where Ignite remains a Top 10 provider. Client demand for contingent labour and permanent recruitment remains positive.

Our leaders focus for FY25 is on continuing to provide a great environment for our people, and developing our high-performance culture, to deliver results for our clients, our candidates, our contractors, and our shareholders.

We have made positive progress turning around the Group's financial performance in FY24. We anticipate delivering further year on year profit improvement in FY25 for our shareholders.

In closing, I would like to acknowledge and thank all our people for their energy, passion, and commitment.

Cameron Judson
Executive Director

Financial And Operational Review

Key financial metrics

The financial year reflected the following movements on the comparative period.

	2024 $000	2023 $000	Change $000	Change +/ (-) %
Continuing Operations				
Revenue	96,638	106,585	(9,947)	(9.3)
Gross profit	11,614	12,249	(635)	(5.2)
Gross profit margin	12.0%	11.5%	-	-
Employee benefits expense	(7,310)	(9,212)	1,902	(20.6)
Occupancy expense	(312)	(390)	78	(20.0)
Other expenses	(2,956)	(3,073)	117	(3.8)
Profit from continuing operations before corporate overheads and tax	5,295	4,592	703	15.3
Corporate overheads	(4,679)	(5,699)	1,020	(17.9)
Profit / (loss) for the year, net of income tax	616	(1,107)	1,723	155.6
Underlying operating profit / (loss)	1,014	(639)	1,653	258.7
Net cash from operating activities	2,635	537	2,098	390.7
Debtor finance facility	(2)	(2,008)	2,006	(99.9)
Cash	4,101	234	3,867	1,652.6
Net assets	7,664	3,486	4,178	119.9
Gearing	(115.0%)	33.7%	-	-

Financial review

The FY24 statutory profit from ordinary activities net of income tax was $616k (2023: $1.549 million loss). For FY24 the profit from continuing operations net of income tax was $616k (2023: $1.107 million loss).

The normalised operating result for FY24 was $1.014 million profit (2023: $639k loss) after adjusting for non-recurring expenditure related to costs associated with One Way of Working, and legal and professional fees regarding shareholder matters.

The FY24 statutory profit to underlying operating profit reconciliation is provided below:

	2024 FY $000	2024 H2 $000	2024 H1 $000	2023 FY $000
Statutory profit / (loss)	616	403	213	(1,549)
Loss from discontinued operations	-	-	-	442
Profit / (loss) from continuing operations	616	403	213	(1,107)
Add back				
Systems implementation costs	335	104	231	165
Legal and professional fees	63	47	16	105
Redundancy costs	-	-	-	190
Other	-	-	-	8
Underlying operating profit / (loss)	1,014	554	460	(639)

Financial And Operational Review (continued)

Financial review (continued)

Revenue from continuing operations decreased 9.3% from $106.585 million to $96.638 million in the financial year and while total gross profit decreased 5.2% from $12.249 million to $11.614 million, the gross profit margin increased 0.5%, from 11.5% to 12.0%, driven by improved margin mix with our largest clients.

The Specialist Recruitment business makes up 98.3% of revenue from continuing operations (2023: 95.3%), with the Managed Services business making up the balance.

Employee benefits expense decreased $1.902 million (20.6%). Total internal headcount on 30 June 2024 was 44 versus 52 in FY23. This reflects the continued focus on increasing productivity per headcount across the business.

Occupancy expense of $312k in FY24 represents a 20.0% decrease compared with prior year (2023: $390k).

Cash and cash equivalents on 30 June 2024 increased to $4.101 million (2023: $234k), driven mostly from net cash from operating activities of $2.635 million (2023: $537k), with an additional $1.236 million net cash from financing activities from the Entitlement Offer[2], which was offset by the repayment of the secured debtor finance facility. As of 30 June 2024, the debtor facility remains undrawn, as the Group is now generating its own operating cashflow and does not rely on the facility to fund working capital.

The Group's total assets of $13.072 million (2023: $11.842 million) consisted primarily of net trade receivables of $2.907 million (2023: $5.478 million) and accrued income of $4.334 million (2023: $4.250 million). Net trade receivables decreased 46.9% due to improved trade receivables ageing at financial year end as well as better management of the timing of invoicing and collections. The Group's total liabilities of $5.408 million (2023: $8.356 million) primarily comprised trade and other payables of $4.382 million (2023: $4.868 million). The significant decrease in liabilities is primarily due to the repayment of the secured debtor facility during FY24.

On 30 June 2024, the Group had net assets of $7.664 million (2023: $3.486 million), with the increase driven primarily by the increase in cash and cash equivalents and repayment of the debtor facility.

Specialist Recruitment

Specialist Recruitment contributed 98.3% of the Group’s revenue and 98.0% of profit before corporate overheads.

As of 30 June 2024, there were 514 active contractors (2023: 588) in Specialist Recruitment. Having completed a commercial review of all existing client contracts, we have implemented changes to improve our average gross margin per contractor by 15.2% in FY24, as compared to the prior financial year.

Managed Services

Managed Services recorded a profit before allocation of corporate overheads of $106k, an 85.9% decrease on the prior year, which was expected following the loss our largest client contract in June 2023.

Amanda Milin joined the business as Executive General Manager, Managed Services in April 2024 to grow our Managed Services business in FY25.

Shared Services

Corporate overheads decreased $1.020 million (17.9%) against the prior year, driven by employee headcount decreasing to 16 as of 30 June 2024 (2023: 18) as well as efficiencies from the One Way of Working project and interest savings from paying off the debtor facility. This reflects the continued focus on increasing productivity across the Group.

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2. Details of the accelerated pro-rata non-renounceable entitlement offer (Entitlement Offer) are available on the ASX. First announced on 23 November 2023, with results of Institutional, Retail and Shortfall rounds published on 27 November 2023, 22 December 2023 and 12 March 2024 respectively.

Financial And Operational Review (continued)

Debtor Finance Facility

The Group has a secured debtor finance facility provided by ScotPac Business Finance expiring on 20 February 2026 (the "Facility") to support its working capital requirements. The Facility was paid off in December 2023 and remains undrawn as of 30 June 2024. The maximum Facility amount is the lower of 85% of approved trade receivables or $15 million and is subject to certain drawdown and reporting conditions. The Group no longer relies on the secured debtor finance facility to fund its working capital as it has significantly improved its cash management, particularly in the second half of the financial year.

FY25 Outlook

Our leaders have made positive progress turning around the Group's financial performance in FY24. Management anticipates delivering further year on year profit improvement in FY25 for our shareholders.

Business Strategies, Prospects and Risks

The primary areas of focus for the Group are to:

- Increase the number of active contingent labour contractors in Specialist Recruitment, with Federal Government, to achieve gross profit growth.
- Increase the number of permanent placements in Technology, Engineering, and Business Support.
- Ensure all our Specialist Recruitment resources understand their productivity contribution and performance targets on a daily, weekly, monthly, quarterly, and annual basis.
- Grow Managed Services, increasing the pipeline of Technology Solutions opportunities to grow gross profit contribution.
- Grow our share of wallet in Federal Government and continue to improve our gross margins.
- Continue to focus on understanding, measuring, and rewarding people for their productivity, performance, and contribution to profit; and
- Continue to invest time, energy and resources in learning and development, leadership development, recognition, and rewards.

The future financial performance of the Group is at risk from the following factors:

- There is a high reliance on revenue and gross profit from the Federal Government. A significant reduction in the volume of contingent labour provided to Federal Government could materially impact the Group's revenue and gross profit.
- There is a high reliance on experienced account managers who manage the Group's clients and contingent labour contractors. The loss of these experienced account managers may adversely impact the Group's revenue and gross profit.
- There is a reliance on several third-party SaaS platforms that support the Group's daily operations and as such loss of access to, or compromise in relation to those systems, may adversely impact the Group's operations.
- The seasonally adjusted unemployment rate of 4.2% for July 2024 continues to point to a shortage of appropriately skilled and / or qualified candidates in the market. This may impact the Group's ability to source contingent labour and make permanent placements for its clients, with the potential to impact the Group's ability to grow revenue and gross profit; and
- The June 2024 annual consumer price index of 3.8% and higher for longer official cash rates may dampen business confidence, and lead to less client demand for contingent labour and permanent placements.

Directors' Report

Directors

The Directors of the Company at any time during or since the end of the financial year are:
Garry Sladden
Jennifer Elliott
Cameron Judson (appointed as Executive Director 15 March 2023)

Principal activities

The principal activities of the Group during the financial year were the provision of contingent labour and permanent placement services ("Specialist Recruitment") and Managed Services. The Group operates nationally through 2 offices in Australia as well as in New Zealand and employs approximately 44 permanent staff. There have been no changes in the principal activities of the Group during the year.

Review of operations

The profit attributable to equity holders of the Company for the financial year was $616k (2023: $1,549k loss). The Chairperson's Letter, Executive Director's Report and Financial and Operational Review form part of the Directors' Report for the financial year ended 30 June 2024.

Dividends

No dividends were paid or declared during the financial year.

Significant changes in state of affairs

There were no significant changes in the state of affairs of the Group during the financial year.

Events subsequent to the reporting date

After the reporting date, and as of the date of this report, there has been no material impact on the Group's financial performance from these events.

No other matters or circumstances have arisen since the end of the financial year that 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 subsequent financial years.

Future developments

The Group is pursuing a strategy centred on the provision of Specialist Recruitment and Managed Services in Australia.

Environmental issues

The Group's operations are regulated by relevant Commonwealth and State legislation in Australia and legislation in New Zealand. The nature of the Group's business does not give rise to any significant environmental issues.

Directors’ Report (continued)
Information on the Directors

Garry Sladden *Independent Non-Executive Director*

Garry is a business and strategic adviser who has a diversified business background in the areas of real estate, private equity, business operations, banking and finance, and equity raising. He was General Manager Operations at Consolidated Press Holdings for six years.

During the last three years Garry has not been a director of any other listed company. Garry is currently Chairperson of Star Car Wash Cafe Holdings Pty Ltd.

Garry is Chairperson of the Board and a member of the Board Audit, Risk and Compliance Committee and Chairperson of the Board Remuneration and Nomination Committee.

Jennifer Elliott *Independent Non-Executive Director*

Jennifer has broad experience across senior executive roles in financial services, with a particular focus on strategic planning, risk and compliance, joint ventures in Asia and global human resources. During a 20-year career with Moody's Corporation, Jennifer held a variety of analytic and management roles, including over five years as head of Moody's Investors Service Asian business, and several years as Chief Human Resources Officer for Moody's Corporation.

She holds a Master of Asian Business Studies from SOAS, University of London, and arts and law degrees from the University of Sydney. During the last three years Jennifer has not been a director of any other listed company. Jennifer currently sits on several boards as an independent non-executive director, including not-for-profit entities.

Jennifer is Chairperson of the Board Audit, Risk and Compliance Committee and a member of the Board Remuneration and Nomination Committee.

Cameron Judson *Executive Director*

Cameron is a board member and executive with over 30 years leadership experience across a range of industries, including transport and logistics, security services, recruitment, human capital, professional services, intellectual property, real estate, human services, and education.

Cameron was most recently Chief Executive Officer and Managing Director of Angus Knight Group. He was previously Chief Executive Officer of McGrath Limited (ASX: MEA), and prior to that Chief Executive Officer and Managing Director of Chandler Macleod Group Limited (ASX: CMG) from 2012 to 2015, which at that time was Australia's second largest staffing company. In his earlier career, Cameron held senior executive roles at UTC Fire & Security and TNT Express.

During the last three years Cameron has been a director of listed companies QANTM IP Limited (ASX: QIP) and Limeade (ASX: LME). Cameron holds a Bachelor of Arts from the University of NSW and a Master of Business Administration from the Australian Graduate School of Management. Cameron is a member of the Board Audit, Risk and Compliance Committee and a member of the Board Remuneration and Nomination Committee.

Directors' Report (continued)

Directors' interests in shares and options

At the date of this report, the particulars of shares and options in which each Director has a relevant interest either directly or indirectly are disclosed in the Remuneration Report on page 10.

Company Secretary

IAN GILMOUR FGIA, FCG (CS), FAICD

Ian is an experienced company secretary and is currently director and company secretary of Gilmour & Co Pty Ltd, a provider of company secretarial services. He is also company secretary of Barker College Council. Ian was formerly director and company secretary of AQRB Pty Ltd (formerly Audit Quality Review Board Ltd) and company secretary of PEXA Group Limited (ASX: PXA), Optalert Holdings Pty Limited, Sydney Institute of Marine Science and Goodman Fielder Limited (ASX: GFF). He has also provided company secretarial services to several other ASX listed companies.

Audited remuneration report

The remuneration report is set out under the following headings:

- Director remuneration
- Principles used to determine the nature and amount of key management personnel remuneration.
- Details of Directors' and key management personnel remuneration
- Short-term incentive
- Long-term incentive
- Employment contracts
- Option holdings
- Shareholdings

The information provided under these headings includes remuneration disclosures that are required under the Corporations Act 2001. These disclosures have been transferred from the financial report and have been audited.

Director remuneration

The policy of the Board of Directors of the Company (the "Board") is to remunerate Directors at market rates for comparable companies. Such remuneration is provided in recognition of the time, commitment and responsibilities assumed by Directors. The Board Remuneration and Nomination Committee determines payments to Directors and reviews their remuneration annually, based on market practice, duties, and accountability. Independent external advice is sought when required.

The maximum aggregate amount of fees that can be paid to non-executive Directors is $500,000 per annum as approved by shareholders at the 2005 Annual General Meeting. Fees for Directors are not linked to the performance of the Group. Directors do not receive options or any form of equity as remuneration. Directors are entitled to statutory superannuation and do not receive any other retirement benefits.

Principles used to determine the nature and amount of key management personnel remuneration

Executive remuneration principles

The Board Remuneration and Nomination Committee's Charter includes setting the terms and conditions by which executive remuneration is determined.

The Board Remuneration and Nomination Committee received professional advice from independent external consultants in the prior financial year on executive remuneration.

Principles used to determine the nature and amount of key management personnel remuneration (continued)

Executive remuneration principles (continued)

All executives receive a base salary and statutory superannuation and are eligible for fringe benefits as well as performance-based and service-based incentives.

The Board Remuneration and Nomination Committee reviews executive remuneration annually, by reference to the Group's performance, executive performance, comparable information from industry and other relative listed companies.

The Group's executive remuneration practices have been designed to align executive and shareholder interests and objectives. The Board believes these practices to be appropriate and effective in attracting and executives to manage and operate the business.

The performance of executives is measured against criteria agreed annually. The criteria are based on the financial performance of the Group. Bonuses are linked to the achievement of agreed financial and non-financial performance criteria. The Board may, however, exercise its discretion in relation to approving, bonuses, and options, and can review the Board Remuneration and Nomination Committee's recommendations.

In considering the Group's performance and impact on shareholder wealth, the Board Remuneration and Nomination Committee has regard to the following information in respect of the current financial year and prior four financial years for ordinary activities:

	2024	2023	2022	2021	2020
	$000	$000	$000	$000	$000
Profit / (loss) attributable to the Owners of the Company	616	(1,549)	(285)	2,415	(6,272)
	$	$	$	$	$
Share price at the beginning of the year	0.05	0.09	0.06	0.02	0.04
Share price at the end of the year	0.09	0.05	0.09	0.06	0.02
Return on capital employed	-	-	-	-	-
	Cents	Cents	Cents	Cents	Cents
Basic earnings / (loss) per share	0.48	(1.61)	(0.32)	2.70	(7.00)
Diluted earnings / (loss) per share	0.47	(1.61)	(0.32)	2.70	(7.00)

Directors’ Report (continued)

Details of Directors’ and key management personnel remuneration

The fees and other remuneration paid to Directors constitute 100% fixed remuneration. Directors are not entitled to any performance-based or service-based remuneration. The remuneration of Directors of the Group is as follows:

	Short-term Employment Benefits			Post-employment Benefits		Long-term Employment Benefits	
	Fees $	Other $	Non-Monetary Benefits $	Superannuation $	Termination Benefits $	Share Based Payments $	Total Remuneration $
Directors							
Garry Sladden							
2024	97,662	-	-	10,743	-	-	108,405
2023	98,104	-	-	10,301	-	-	108,405
Jennifer Elliott							
2024	52,703	-	-	5,797	-	-	58,500
2023	52,941	-	-	5,559	-	-	58,500
Fred van der Tang[1]							
2024	-	-	-	-	-	-	-
2023	22,059	-	-	2,316	-	-	24,375
Cameron Judson[2]							
2024	466,000	-	-	-	-	-	466,000
2023	198,875	-	-	-	-	-	198,875
Total							
2024	616,365	-	-	16,540	-	-	632,905
2023	371,979	-	-	18,176	-	-	390,155

1. Fred van der Tang retired as a Director on 22 November 2022.
2. Cameron Judson was appointed as a Director on 3 March 2022.

The remuneration of key management personnel of the Group is as follows:

	Short-term Employment Benefits			Post-employment Benefits		Long-term Employment Benefits	
	Salary $	Bonus $	Non-Monetary Benefits $	Superannuation $	Termination Benefits $	Share Based Payments $	Total Remuneration $
Key management personnel							
Timothy Moran[1]							
2024	-	-	-	-	-	-	-
2023	262,500	100,000	-	28,157	108,883	-	499,540
Mahendra Tharmarajah[2]							
2024	-	-	-	-	-	-	-
2023	68,798	50,000	-	6,990	87,914	-	213,702
Diego Agosti[3]							
2024	250,026	19,888	-	25,024	-	-	294,938
2023	204,999	-	-	21,525	-	-	226,524
Lisa Hou[4]							
2024	58,378	-	-	6,422	-	-	64,800
2023	-	-	-	-	-	-	-
Total							
2024	308,404	19,888	-	31,446	-	-	359,738
2023	536,297	150,000	-	56,672	196,797	-	939,766

1. Timothy Moran resigned as Chief Executive Officer on 31 March 2023.
2. Mahendra Tharmarajah resigned as Chief Financial Officer on 6 September 2022.
3. Diego Agosti was appointed as Finance Director on 6 September 2022. Diego Agosti resigned as Finance Director on 14 March 2024.
4. Lisa Hou was appointed Chief Financial Officer on 18 March 2024.

Directors’ Report (continued)

Details of Directors’ and key management personnel remuneration (continued)

The relative proportion of key management personnel remuneration that is fixed, performance-based and service-based is as follows:

	Performance-based Remuneration				Service-based Remuneration		
	Fixed Remuneration %[1]	Performance-based Remuneration %[1]	% Vested in Year[2]	% Forfeited in Year	Service-based Remuneration %	% Vested in Year[2]	% Forfeited in Year
Key management personnel							
Timothy Moran[3]							
2024	-	-	-	-	-	-	-
2023	80	20	100	-	-	-	-
Mahendra Tharmarajah[4]							
2024	-	-	-	-	-	-	-
2023	77	23	50	50	-	-	-
Diego Agosti[5]							
2024	93	7	100	-	-	33	67
2023	100	-	-	-	-	-	-
Lisa Hou[6]							
2024	100	-	-	-	-	-	-
2023	-	-	-	-	-	-	-

1. The proportions are based on the entitlements of each key management person during the financial year.
2. Vesting percentages are based on actual remuneration payable in the financial year.
3. Timothy Moran resigned as Chief Executive Officer on 31 March 2023.
4. Mahendra Tharmarajah resigned as Chief Financial Officer on 6 September 2022.
5. Diego Agosti was appointed as Finance Director on 6 September 2022. Diego Agosti resigned as Finance Director on 14 March 2024.
6. Lisa Hou was appointed Chief Financial Officer on 18 March 2024.

The remuneration of key management personnel contains a performance-based remuneration component related to achievement of agreed financial and non-financial performance criteria. Performance linked compensation includes both short-term and long-term incentives designed to reward key management personnel for meeting or exceeding financial and non-financial objectives.

The short-term incentive is a cash bonus, and the long-term incentive is provided as options per the rules of the Company’s Equity Incentive Plan.

Short-term incentive

The objective of the short-term incentive is to reward key management personnel for their contribution to the achievement of the Group’s annual financial and non-financial objectives. At the end of the financial year, the Board Remuneration and Nomination Committee reviews the actual financial and non-financial performance of the Group against the targets set at the beginning of the financial year. In determining whether a financial target has been achieved, the Company uses audited financial information.

Long-term incentive

The objective of the long-term incentive is to reward key management personnel for their contribution to the creation of shareholder value over the long-term. Options are granted under the Company’s Equity Incentive Plan.

The goal is to increase congruence of goals between executives and those of the Group and shareholders. Options only vest where the performance and tenure hurdles are met.

Employment contracts

It is the Group’s policy that service contracts for key management personnel are on-going until terminated by either party. Remuneration and other terms of employment for the key management personnel are formalised in contracts of employment. Each of these contracts of employment specify the remuneration terms including the fixed and performance-based remuneration components providing for cash bonuses, options, and other benefits. There are no specified lengths of service included within the contracts of employment. The contracts of employment of the key management personnel may be terminated by either party with three months’ notice.

Directors’ Report (continued)

Option holdings

Ignite Limited granted a total of 3,625,000 share options to 8 employees on 20 October 2023. The options had an exercise price of $0.08 and as of grant date, the share price was $0.05. As of 30 June 2024, 333,333 options have lapsed leaving a total of 3,291,667 options with 1,208,346 options vested.

In November 2023, the Company announced an Entitlement Offer[3]. Under the Entitlement Offer, eligible shareholders were invited to subscribe for 1 fully paid ordinary share (new share) for every existing fully paid ordinary share in the Company, at an issue price of $0.05 per new share, which was a discount to the then market price.

As a result, to ensure equitable treatment for all security holders, the Board resolved to adjust the exercise price of the options on issue in accordance with ASX Listing Rule 6.22 from $0.08 to $0.07625 per option.

Options over ordinary shares on issue pursuant to the Company’s Equity Incentive Plan are as follows:

	No.
Options outstanding on 1 July 2023	-
Options granted in FY24	3,625,000
Options forfeited in FY24	(333,333)
Options exercised in FY24	-
Options expired in FY24	-
Options outstanding on 30 June 2024	3,291,667
Options exercisable on 30 June 2024	1,208,346
Fair value at grant date	$0.05

Shareholdings

	Balance 30 June 2023	Movement	Balance 30 June 2024[1]
Directors			
Garry Sladden	387,171	387,171	774,342
Jennifer Elliott	250,000	250,000	500,000
Cameron Judson	-	8,000,000	8,000,000
Key management personnel			
Lisa Hou	-	-	-
Diego Agosti	-	200,000	200,000

1. Represents balance as at balance sheet date or at date when ceased being key management personnel.

No shares were issued during the year to key management personnel pursuant to the exercise of options over ordinary shares.

Shareholdings are unchanged as at the date of this report.

End of Audited Remuneration Report

3. Details of the accelerated pro-rata non-renounceable entitlement offer (Entitlement Offer) are available on the ASX. First announced on 23 November 2023, with results of Institutional, Retail and Shortfall rounds published on 27 November 2023, 22 December 2023 and 12 March 2024 respectively.

Directors' Report (continued)

Meetings of Directors and Board committees

During the financial year, the following meetings of Directors, the Board Audit, Risk and Compliance Committee and the Board Remuneration and Nomination Committee were held with attendances as indicated.

	Meetings of the Directors		Meetings of the Board Audit, Risk and Compliance Committee		Meetings of the Board Remuneration and Nomination Committee	
	Meetings Held	Meetings Attended	Meetings Held	Meetings Attended	Meetings Held	Meetings Attended
Directors						
Garry Sladden	19	19	4	4	2	2
Jennifer Elliott	19	19	4	4	2	2
Cameron Judson	18	18	4	4	2	2

Indemnifying officers

The Company has entered deeds of indemnity, insurance, and access with each of the Directors and the Company Secretary. The form of these deeds was approved by shareholders at the 2001 Annual General Meeting. The indemnity will only indemnify a Director and the Company Secretary to the extent permitted by the law and the Company's Constitution.

During the year, the Company paid a premium to insure the Directors and the Company Secretary listed in this report against liabilities for the costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of non-executive officers of the Company. The terms of the policy prohibit disclosure of the premium paid.

Directors' benefits

No Director has received or become entitled to receive, during or since the end of the financial year, a benefit because of a contract made by the Company, a controlled entity or a related body corporate with a Director, a firm of which a Director is a member or an entity in which a Director has a substantial financial interest other than as disclosed in the Remuneration Report.

This statement excludes a benefit included in total of emoluments received or due and receivable by Directors and shown in the Company's consolidated financial statements, or the fixed salary of a full-time employee of the Company, a controlled entity, or a related body corporate.

Proceedings on behalf of the Company

No person has applied for leave of the Court under section 237 of the Corporations Act 2001 to bring proceedings on behalf of the Company, or to intervene in any proceeding to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or part of those proceedings.

No proceedings have been brought or intervened in on behalf of the Company with leave of the Court under section 237 of the Corporations Act 2001.

Directors' Report (continued)

Non-audit services

The Board, in accordance with advice from the Board Audit, Risk and Compliance Committee, are satisfied that the provision of non-audit services during the year is compatible with the general standard of independence for auditors imposed by the Corporations Act 2001. The Board are satisfied that the services disclosed in Note 22 of the Consolidated Financial Statements did not compromise the external auditor's independence for the following reasons:

- The nature and scope of all non-audit services are reviewed and approved by the Board Audit, Risk and Compliance Committee prior to commencement to ensure they do not adversely affect the integrity and objectivity of the auditor; and
- The nature of the services provided do not compromise the general principles relating to auditor independence as set out in the APES 110 Code of Ethics for Professional Accountants.

Refer to Note 22 for amounts paid or payable during the financial year to the external auditors in respect of non-audit services.

Auditor's independence declaration

The lead auditor's independence declaration for the year ended 30 June 2024 is set out on page 15 of the Directors' Report.

Rounding of amounts

The Company is a company of the kind referred to in ASIC Corporations (Rounding in Financials / Directors' Reports) Instrument 2016/191, dated 24 March 2016, and in accordance with that Corporations Instrument amounts in the Directors' Report and the consolidated financial statements are rounded off to the nearest thousand dollars or in certain cases to the nearest dollar, unless otherwise indicated.
Signed in accordance with a resolution of the Board of Directors.

Garry Sladden
Chairperson

Dated at Sydney this 20th day of August 2024.

PKF(NS) Audit & Assurance Limited Partnership
ABN 91 850 861 839
755 Hunter Street, Newcastle West NSW 2302
Level 8, 1 O'Connell Street, Sydney NSW 2000

Newcastle T: +61 2 4962 2688 F: +61 2 4962 3245
Sydney T: +61 2 8346 6000 F: +61 2 8346 6099
info@pkf.com.au
www.pkf.com.au

Auditor's Independence Declaration under Section 307C of the Corporations Act 2001 to the Directors of Ignite Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there have been:

(i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and

(ii) no contraventions of any applicable code of professional conduct in relation to the audit.

PKF

PKF

P.Pearman.

PAUL PEARMAN
PARTNER

20 AUGUST 2024
SYDNEY, NSW

Corporate Governance Statement

This statement sets out the material governance principles and processes of the Company and the Group. The Board has followed recommendations established in the Australian Securities Exchange (“ASX”) Corporate Governance Principles and Recommendations, Fourth Edition (the “ASX Recommendations”).

The Directors have resolved to consider and apply these ASX Recommendations unless it is determined that, in the circumstances of the Group, there is a sound reason in the interests of shareholders not to do so. Features of the Group's corporate governance regime is summarised below. Details of the Group's corporate governance codes, charters and policies are available on the Group's website under Investor Information - Corporate Governance (www.igniteco.com/investors) (the “Website”).

Principle 1 – Lay solid foundations for management and oversight

The role of the Board is to approve the strategic direction of the Group, guide and monitor management and the business in achieving its strategic plans and oversee good governance practice. The Board aims to protect and enhance the interests of its shareholders, while considering the interests of other stakeholders, including customers, contractors, candidates, vendors, employees, and the wider community.

The responsibilities and accountabilities of the Board have been framed in a Board Charter, which reflects its governance principles. The Board Charter is available on the Group's Website.

During the financial year, the Board met 19 times. Meetings are held at regular intervals throughout the financial year supplemented by additional meetings as required in the conduct of the Board's responsibilities.

The Board operates on the principle that all significant matters are dealt with by the full Board and has specifically reserved the following matters for its decisions:

- Strategy and planning
- Staffing
- Remuneration
- Capital management and financial reporting
- Performance monitoring
- Risk management
- Audit, risk and compliance
- Board processes and policies

To assist in its deliberations, the Board has established two main committees, which, apart from routine matters, act primarily in a review or advisory capacity on the matters set out in their respective charters. These are the Board Audit, Risk and Compliance Committee (“Audit Committee”) and the Board Remuneration and Nomination Committee (“Remuneration Committee”). The charters of each Committee are summarised in this report. Other committees may be established to address specific issues as may be required from time to time.

Chairperson’s Responsibilities

The Chairperson's responsibilities are expressly identified in the Board Charter. The Chairperson is responsible for ensuring that the Board receives timely, clear, and relevant information to facilitate the efficient organisation and conduct of the Board's duties with respect to strategic direction, governance and monitoring the performance of management. The Chairperson is also responsible for ensuring that procedures to assess the performance of the Board and the Directors are operating, facilitating Board discussion and effective contribution of all Directors, and overseeing representations to and communications with the shareholders.

Director Selection

It is the role of the Remuneration Committee to identify suitable candidates to complement the existing Board and to make recommendations to the Board on their appointment. The Board considers the appointment or retirement of Directors annually under succession planning principles having regard to the size of the Group and to the appropriate skills and experience of Directors. Skills and experience regarded as important are detailed in the Board Skills Matrix.

Corporate Governance Statement (continued)
Principle 1 – Lay solid foundations for management and oversight (continued)

Director Selection (continued)

Before appointing a Director, the Company undertakes comprehensive due diligence including employment, character reference, criminal history, bankruptcy, and disqualified company director investigations.

Directors' Performance Review

The Board surveys the Directors regarding the performance of the Chairperson, the Directors, the Board, and its committees and discusses the results.

Company Secretary

The Company Secretary is appointed by the Board and is accountable to the Board, through the Chairperson, on all governance matters. Biographical details showing the relevant skills, experience and expertise held by the Company Secretary are included in the Directors' Report.

Role of the Executive Director

The responsibility for implementing the approved business plans and for the day-to-day operations of the Group is delegated to the Executive Director who, with the management team, is accountable to the Board. The Board approves the Delegation of Authority that sets out the authority limits for the Executive Director and the management team.

Performance Based Remuneration

Across the Group, there is a robust performance management discipline teamed with competitive reward and incentive programs. As part of the management team's remuneration packages there is a performance-based component, related to Key Performance Indicators ("KPIs"). The intention of this program is to facilitate congruence of goals between management and those of the business and shareholders. The KPIs are set annually, in consultation with management to ensure their commitment to achieving those goals. The measures are specifically tailored to the areas of each manager's involvement within the business and over which they have control. Performance reviews have been carried out in accordance with policy during the financial year.

Diversity Policy

The Group understands that a diverse workforce is one that recognises and embraces the varied skills and perspectives that people bring to the organisation through their differences.

The Group values the differences between people and the contribution these differences make to its business. The Group recognises its talented and diverse workforce is a key competitive advantage and that its business success reflects the quality and skills of its people. As such the Group is committed to seeking out and retaining the best people to ensure business growth and performance.

The Group is committed to ensuring that all stakeholders, including customers, contractors, candidates, vendors, employees, and the wider community are treated with respect and dignity. It strives to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the Group, regardless of their differences.

The Board understands the importance of maintaining a diversity policy. The values are set out in the Group's diversity policy, which is available on the Group's Website.

As part of monitoring its diversity policy, the Board measures its gender diversity noting the respective proportions of men and women on the Board, in key management roles and within broader management.

Corporate Governance Statement (continued)
Principle 1 – Lay solid foundations for management and oversight (continued)

Diversity Policy (continued)

However, the Board has determined not to set measurable objectives for achieving gender diversity for the near future.

	30 June 2024		30 June 2023	
Gender Diversity	Female (%)	Male (%)	Female (%)	Male (%)
Board of Directors	33%	67%	33%	67%
Key management personnel	100%	-	-	100%
Management	67%	33%	67%	33%
Group	72%	28%	57%	43%

Principle 2 – Structure the Board to be effective and add value

The Board comprises three Directors. The Board considers this number appropriate in the present circumstances of the Company. The Board Charter requires that there be a majority of Directors who are independent and non-executive. Most Directors in office are independent and non-executive. One-third of the Board is required to retire at each Annual General Meeting and may stand for re-election. The Director(s) to retire shall be those who have been longest in office since their last election. A Director appointed to fill a casual vacancy or as an additional Director only holds office until the next Annual General Meeting, when they must retire, and seek re-election by shareholders at the meeting.

Biographical details showing the relevant skills, experience and expertise of each Director are included in the Information on Directors section of the Directors' Report. The Board comprises the following Directors at the date of this report:

Name	Position	Appointed
Garry Sladden	Chairperson of the Board and Independent Non-executive Director	September 2013
Jennifer Elliott	Independent Non-executive Director	May 2014
Cameron Judson[1]	Executive Director	March 2023

1. Cameron Judson was appointed as a Director on 3 March 2022. Following the resignation of Timothy Moran as Chief Executive Officer, Cameron Judson was appointed as Executive Director 15 March 2023.

Directors' Independence

The Board has established a policy on Directors' independence. An "independent non-executive Director" is independent of management, free of any significant business or other relationships that could materially interfere with, or could be perceived to materially interfere with, the exercise of their unfettered and independent judgment, and otherwise meets the criteria for independence set out in the ASX Recommendations.

Directors are independent if they meet the following criteria:

- they are not a substantial (5% or greater) shareholder of the Company or an officer of a substantial shareholder of the Company.
- they have not been employed in an executive capacity in the last three years by the Company or a subsidiary of the Company.
- they have not been employed as a principal of a material professional advisor to the Company or a subsidiary of the Company during the past three years.
- they are not a material supplier or customer of the Company or a subsidiary of the Company.
- they have no material contractual relationship with the Company or a subsidiary of the Company (other than as a Director of the Company); and
- they are free from any interest, business or personal, which could, or could be perceived to materially interfere with their ability to act in the best interests of the Group.

In determining whether a material relationship exists with a third party such as a supplier, professional advisor or customer, the Board considers that relationship to be material if it meets the following criteria:

Corporate Governance Statement (continued)
Principle 2 – Structure the Board to be effective and add value (continued)

Directors' Independence (continued)

- the customer accounts for more than 5% of the Group's consolidated gross revenue per annum;
- the Group accounts for more than 5% of the supplier's consolidated revenue;
- the total value of any contract or relationship between the Group and the Director (other than as a Director of the Company) exceeds $200,000.

Independent Professional Advice

Each Director has the right to seek independent professional advice at the Company's expense. The consent of the Board is required prior to obtaining such advice and the concerned Director does not participate in the Board's consideration of its consent.

Induction of New Directors and Ongoing Development

New Directors are provided with a formal letter of appointment which sets out the key terms and conditions of appointment, including their duties and responsibilities, required time commitment, requirement to disclose notifiable interests or other interests and matters affecting independence.

New Directors participate in an induction program designed to introduce the Director to all aspects of the Group's business and corporate strategies, as well as incorporating information in relation to areas in which the Director will particularly be involved. The new Director will meet with the Chairperson and each Director, the Executive Director and management to gain an insight into the values and culture of the Group.

On an ongoing basis, Directors are provided with presentations and briefings on matters impacting the strategy and operations of the Group.

Board Skills Matrix

The Board skills matrix is set out below:

Strategic Areas	Skills
Strong capital management and appropriate oversight of financial controls and risk	• Risk management • Finance and accounting • Shareholder and investor relations • Capital management
Understanding of employment industry	• Employment / recruitment industry experience • Information technology • Digital marketing
Other areas	• Strategy • Executive experience • Corporate governance experience • Diversity and inclusion

Board Remuneration and Nomination Committee

The Remuneration Committee operates under a Charter approved by the Board. The Charter is available on the Group's Website. The Remuneration Committee's objective is to assist the Board in the consideration of personnel and remuneration issues within the Group. The Remuneration Committee ordinarily comprises a minimum of three Directors, a majority of whom are independent Non-executive Directors.

Corporate Governance Statement (continued)
Principle 2 – Structure the Board to be effective and add value (continued)

Board Remuneration and Nomination Committee (continued)

The members of the Remuneration Committee during the year were:

Name	Position
Garry Sladden[1]	Chairperson of the Remuneration Committee and Independent Non-executive Director
Jennifer Elliott	Independent Non-executive Director
Cameron Judson[2]	Executive Director

1. Garry was appointed Chairperson following Fred van der Tang's retirement on 22 November 2022.
2. Cameron Judson was appointed as a Director on 3 March 2022. Following the resignation of Timothy Moran as Chief Executive Officer, Cameron Judson was appointed as Executive Director 15 March 2023.

The qualifications of Remuneration Committee members as at the date of this report are set out in the Information on the Directors section of the Directors' Report.

The Remuneration Committee, which is accountable to the Board, is required by its Charter to meet at least twice per year. Details of the number of meetings of the Remuneration Committee held during the year, and the attendees at those meetings, are set out in the Meetings of Directors and Board Committees section of the Directors' Report.

The responsibilities of the Remuneration Committee are delegated by the Board and include:

- recommending the structure and constituency of the Board such that it has the effective composition, size, and commitment to properly discharge its responsibilities and duties;
- ensuring appropriate Board succession planning, including identification, induction, and training of new Directors as required;
- performance assessment in relation to the Board and individual Directors;
- assisting the Chairperson in relation to the efficacy of Board processes;
- recommending Chairperson and Non-executive Director remuneration;
- recommending remuneration framework and levels for the Executive Director and management;
- assisting the Chairperson in relation to performance goals for, and assessment of, the Executive Director and management;
- policies and procedures for the management team for culture, learning and development, recruitment, remuneration, and succession planning; and
- policies on superannuation arrangements for the Group.

For details on the amount of remuneration, and all monetary and non-monetary components for the Directors and key management personnel who were not Directors during the year refer to the Audited Remuneration Report section of the Directors' Report. In relation to the payment of bonuses, granting of options, and other incentive payments, discretion is exercised by the Board having regard to the overall performance of the Group and the performance of the individual during the period.

There is no scheme to provide retirement benefits to Non-executive Directors, other than statutory superannuation

Principle 3 – Instil a culture of acting lawfully, ethically, and responsibly

Code of Conduct / Ethical Business Behaviour

The Board recognises the need to observe the highest standards of corporate practice and business conduct. The Board has adopted a Code of Conduct (the "Code") applicable to all Directors, management, and employees. The Code directs standards of behaviour and interpersonal dealings. Within the letter and spirit of the Code, the Directors, management, and all employees are expected to act lawfully, in a professional manner, and with the utmost integrity and objectivity in their dealings with all stakeholders, including customers, contractors, candidates, vendors, competitors, the wider community and each other, striving at all times to enhance the reputation and performance of the Group.

Corporate Governance Statement (continued)
Principle 3 – Instil a culture of acting lawfully, ethically, and responsibly (continued)

Code of Conduct / Ethical Business Behaviour (continued)

The Code is available on the Group's Website.

In addition, the Group has implemented a whistle-blower policy, empowering employees to report instances of workplace misconduct. The procedures are protective of the interests and concerns of employees who are genuinely exposed to such instances.

Share Ownership and Dealings

Details of shareholdings in the Company of Directors and key management personnel are set out in the Directors' Report.

Securities Trading Policy

Directors, management, and employees are subject to the Corporations Act 2001, which restricts trading in securities in the Company if they are in possession of inside information. The Board has adopted a formal policy for securities trading which is available on the Group's Website. Directors, key management personnel and specified employees of the Group are not permitted to undertake any trading in securities in the Company outside designated trading windows without written permission. Directors, key management personnel and specified employees of the Group are further prohibited from trading in securities in the Company at any time whilst in possession of inside information including information relating to the Group, which is not generally available but would, if the information were generally available, be likely to have a material effect on the price or value of securities in the Company.

Principle 4 – Safeguard the integrity of corporate reports

Board Audit, Risk and Compliance Committee

The Audit Committee operates under a Charter approved by the Board. The Charter is available on the Group's Website. The Audit Committee's objectives are to assist the Board in safeguarding integrity in financial reporting; making timely and balanced disclosure to shareholders, and potential shareholders in accordance with the principles of continuous disclosure; recognising and managing risk; and overseeing the Company's process for monitoring compliance with laws and regulations and the code of conduct. The Audit Committee ordinarily comprises a minimum of three Directors, a majority of whom are independent Non-executive Directors. The members of the Audit Committee during the year were:

Name	Position
Jennifer Elliott	Chairperson of the Audit Committee and Independent Non-executive Director
Garry Sladden	Independent Non-executive Director
Cameron Judson[1]	Executive Director

1. Cameron Judson was appointed as a Director on 3 March 2022. Following the resignation of Timothy Moran as Chief Executive Officer, Cameron Judson was appointed as Executive Director 15 March 2023.

The qualifications of Audit Committee members as at the date of this report are set out in the Information on Directors section of the Directors' Report.

The Audit Committee, which is accountable to the Board, is required by its Charter to meet at least twice per year. Details of the number of meetings of the Audit Committee held during the year, and the attendees at those meetings, are set out in the Meetings of Directors and Board Committees section of the Directors' Report.

The responsibilities of the Audit Committee are delegated by the Board and include:

- monitoring the integrity of statutory reporting and reviewing, with recommendations, the policies, and disclosures inherent in the half-year and full-year financial statements;
- reviewing and approving financial policies and procedures to ensure the effectiveness of financial management and reporting, the completeness of compliance obligations, and adherence with continuous disclosure requirements;
- monitoring and appropriately advising the Board in relation to related party transactions;

Corporate Governance Statement (continued)
Principle 4 – Safeguard the integrity of corporate reports (continued)

Board Audit, Risk and Compliance Committee (continued)

- monitoring and assessing the Group's internal control frameworks and risk management strategies and processes, including recommending the insurance strategy;
- overseeing the scope, cost, and performance of external audit, and directing the strategies and scope of internal audit; and
- recommending the appointment, and monitoring the independence, of external auditors.

External Auditors

The Group's policy is to appoint external auditors who are independent and who demonstrate that independence.

An analysis of fees paid to the external auditors, including a breakdown of fees for non-audit services, is provided in Note 22 to the Consolidated Financial Statements. The external auditors provide an annual declaration of their independence to the Board and explain the basis upon which non-audit services do not impair their independence.

The external auditor will attend the Annual General Meeting and will be available to answer shareholder questions about the conduct of the audit and preparation and content of the Independent Auditor's Report.

Financial Reporting

The Executive Director and CFO have stated, in writing, to the Board that the Group's Consolidated Financial Statements for the year ended 30 June 2024 present a true and fair view in all material respects of the Group's financial position and its operations for the year, and that they are in accordance, in all material respects, with all relevant accounting standards. The Executive Director and CFO have further stated to the Board, in writing, that the Group's records have been properly maintained under law, that the Consolidated Financial Statements are underpinned by sound systems of risk management and internal compliance and control which are operating effectively in all material respects, and that there are no post 30 June 2024 events which would materially impact the effectiveness of those systems.

In order to verify the integrity of periodic financial reports released to the market that are not audited or reviewed by the external auditor, the CFO states, in writing, to the Board that the Group's financial records have been properly maintained under law and that the annual financial statements are underpinned by sound systems of risk management and internal compliance and control which are operating effectively in all material respects.

Principle 5 – Make timely and balanced disclosure

The Group's practice, as reflected in the Communication and the Continuous Disclosure Policies that are available on the Group's Website, is to release all price-sensitive information in a timely manner and in accordance with practices directed by the ASX Listing Rules. For disclosure purposes, price-sensitive information is taken to be information that a reasonable person would expect to have a material effect on the price of the Company's securities.

All material information issued to the ASX, published half-year and annual reports, half-year and full-year results and presentation material provided to investors or analysts, are provided to, and approved by, the Board prior to release, presentation, or disclosure, and are first made available via the ASX Market Announcements Platform.

The Company Secretary is the primary person responsible for communication with ASX.

The Executive Director is the authorised spokesperson who can communicate on behalf of the Group with shareholders, the media, and the investment community.

Corporate Governance Statement (continued)

Principle 6 – Respect the rights of shareholders

The rights of shareholders are detailed in the Company's Constitution. Those rights include electing members of the Board. In addition, shareholders have the right to vote on important matters that have an impact on the Company. All substantive resolutions at a meeting of shareholders are decided by a poll rather than by a show of hands. To allow shareholders to effectively exercise these rights, the Board is committed to improving the communication to shareholders of high quality, relevant and useful information in a timely manner, through:

- ASX announcements.
- Company publications including half-year and annual reports.
- The Annual General Meeting; and
- The Group's Website.

Shareholders are encouraged to make their views known to the Company and to directly raise matters of concern. Shareholders are encouraged to attend the Annual General Meeting and use this opportunity to ask questions. The Annual General Meeting will remain the main opportunity each year for shareholders to question the Board and management and make their views known.

The Company encourages two-way communication with shareholders and to this end has set up electronic communications facility via its website (www.igniteco.com/investors/).

Shareholders have the option to receive communications from, and send communications to, the Company and its security registry Computershare Investor Services Pty Limited electronically (www.igniteco.com/investors/).

Principle 7 – Recognise and manage risk

The Board has a Risk Management Framework that formalises the approach to management of material business risks. The policy has been implemented through a top down and bottom-up approach to identifying, assessing, monitoring, and managing key risks across the Group.

The Board is responsible for approving strategies and policies in relation to the identification of and management of risk and compliance. The Board oversees the effective management of risk and compliance, including delegation to the Audit Committee and to management. The Audit Committee reports to the Board on the effectiveness of the Risk Management Framework that is in place and all material business risks.

The external audit function also reviews the Group's risk assessment and risk management.

The Group monitors its exposure to all material business risks including economic, social, governance and environmental risks. The Group has no material exposure to environment and social risks, other than in the normal course of business.

Internal Audit

The Board and the Audit Committee are yet to implement an internal audit function.

In the absence of an internal audit function, management regularly review the Group's risk management and internal control processes to ensure that they meet the evolving needs of the business.

Workplace Health and Safety

The Group recognises the importance of workplace health and safety issues and is committed to achieving the highest standards. The Audit Committee facilitates the systematic identification of issues relevant to all workers under the Group's responsibility and ensures effective management of them through the Work, Health, and Safety Policy.

Corporate Governance Statement (continued)
Principle 8 – Remunerate fairly and responsibly

The Remuneration Committee's Charter includes setting out the terms and conditions by which the Executive Director and management remuneration is determined. The Remuneration Committee seeks professional advice from independent external consultants where required. All management receive a base salary and statutory superannuation and are eligible for fringe benefits as well as performance-based and service-based incentives. The Remuneration Committee reviews management remuneration annually, as requested by the Executive Director, by reference to the Group's performance, individual performance and comparable information from industry sectors and other listed companies in similar industries.

The Group recognises the importance of ensuring that any recommendations given in relation to the remuneration of key management personnel provided by remuneration consultants are provided independently of those to whom the recommendations relate.

Management may be invited to participate in the Company's Equity Incentive Plan, subject to the rules of the Plan. Pursuant to Section 5.3 of the Plan participants must not hedge the value of, or enter a derivative arrangement in respect of, unvested or vested options.

Consolidated Financial Statements
Consolidated Statement of Profit or Loss and Other Comprehensive Income
For the year ended 30 June 2024

	Note	2024 $000	2023 $000
Revenue	5, 6	96,638	106,585
Contingent labour costs		(85,024)	(94,336)
Gross profit		11,614	12,249
Other income		3	4
Employee benefits expense		(7,310)	(9,212)
Depreciation and amortisation expense	7	(336)	(393)
Occupancy expense		(312)	(390)
Other expenses	7	(2,956)	(3,073)
Profit / (loss) from continuing operations		703	(815)
Finance income		79	5
Finance expense		(166)	(297)
Profit / (loss) from continuing operations before income tax		616	(1,107)
Income tax expense	8	-	-
Profit / (loss) from continuing operations, net of income tax		616	(1,107)
Discontinued operations			
Loss from discontinued operations, net of income tax	9	-	(442)
Profit / (loss) from ordinary activities attributable to the Owners of the Company		616	(1,549)
Other comprehensive loss			
Items that may be subsequently reclassified to profit or loss:			
Foreign currency translation differences for foreign operations		(2)	23
Income tax on other comprehensive income		-	-
Other comprehensive loss for the year, net of income tax		(2)	23
Total comprehensive profit / (loss) for the year attributable to the Owners of the Company		614	(1,526)

Consolidated Statement of Profit or Loss and Other Comprehensive Income
For the year ended 30 June 2024 (continued)

		2024	2023
		Cents	Cents
Ordinary activities			
Basic (loss) / earnings per share	20 (c)	0.48	(1.61)
Diluted (loss) / earnings per share	20 (c)	0.47	(1.61)
Net tangible assets[1] per share	20 (c)	4.70	3.63
Continuing operations			
Basic (loss) / earnings per share	20 (c)	0.48	(1.15)
Diluted (loss) / earnings per share	20 (c)	0.47	(1.15)
Net tangible assets[1] per share	20 (c)	4.70	4.31
Discontinued operations			
Basic loss per share	20 (c)	-	(0.46)
Diluted loss per share	20 (c)	-	(0.46)
Net tangible assets[1] per share	20 (c)	-	(0.68)

1. Net tangible assets include right-of-use assets.

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

Consolidated Statement of Financial Position
As of 30 June 2024

	Note	2024 $000	2023 $000
Current assets			
Cash and cash equivalents	10	4,101	234
Trade and other receivables	11	8,712	11,012
Total current assets		12,813	11,246
Non-current assets			
Plant and equipment	12	31	53
Right-of-use assets	13	228	543
Total non-current assets		259	596
Total assets		13,072	11,842
Current liabilities			
Trade and other payables	14	4,382	4,868
Debtor finance facility	15	2	2,008
Lease liabilities	13	230	321
Provisions	16	734	764
Total current liabilities		5,348	7,961
Non-current liabilities			
Lease liabilities	13	21	252
Provisions	16	39	143
Total non-current liabilities		60	395
Total liabilities		5,408	8,356
Net assets		7,664	3,486
Equity			
Contributed equity	18	37,051	83,541
Reserves	19	508	(106)
Accumulated losses		(29,895)	(79,949)
Total equity		7,664	3,486

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

Consolidated Statement of Changes in Equity
As of 30 June 2024

	Contributed Equity $000	Reserves $000	Accumulated Losses $000	Total $000
Current year				
Balance as of 1 July 2023	83,541	(106)	(79,949)	3,486
Profit for the period attributable to the Profit reserve[1]	-	616	-	616
Other comprehensive income for the year				
Foreign currency translation differences for foreign operations	-	(2)	-	(2)
Total comprehensive income for the year attributable to the Owners of the Company	-	614	-	614
Issue of ordinary shares[2]	3,564	-	-	3,564
Reduction of share capital[3]	(50,054)	-	50,054	-
Total Transactions with the Owners of the Company	(46,490)	-	50,054	3,564
Balance as of 30 June 2024	37,051	508	(29,895)	7,664
Prior year				
Balance as of 1 July 2022	83,541	(129)	(78,400)	5,012
Loss for the year attributable to the Owners of the Company	-	-	(1,549)	(1,549)
Other comprehensive expense for the year				
Foreign currency translation differences for foreign operations	-	23	-	23
Total comprehensive loss for the year attributable to the Owners of the Company	-	23	(1,549)	(1,526)
Balance as of 30 June 2023	83,541	(106)	(79,949)	3,486

1. On 20 August 2024, the Directors resolved that the profits for the period were appropriated to a Profit Reserve.
2. Details of the accelerated pro-rata non-renounceable entitlement offer (Entitlement Offer) are available on the ASX. First announced on 23 November 2023, with results of Institutional, Retail and Shortfall rounds published on 27 November 2023, 22 December 2023 and 12 March 2024, respectively.
3. On 31 December 2023, Ignite Limited reduced its share capital by $50.05m in accordance with section 258F of the Corporations Act 2001, reducing accumulated losses deemed to be of a permanent nature by the same amount. There is no impact on shareholders from the capital reduction as no shares have been cancelled or rights varied, and there is no change in the net asset position of the Company. There is also no impact on the availability of the Company's tax losses from this capital reduction.

The Consolidated Statement of Changes in Equity should be read in conjunction with the accompanying notes to the Consolidated Financial Statements.

Consolidated Statement of Cash Flows
For the year ended 30 June 2024

	Note	2024 $000	2023 $000
Cash flows from operating activities			
Receipts from customers		109,166	120,010
Payments to suppliers and employees		(100,332)	(111,916)
Interest received		79	5
Interest and other borrowing costs paid		(166)	(297)
Government grants and subsidies		-	2
Goods and services tax paid		(6,112)	(7,267)
Net cash from operating activities	21(a)	2,635	537
Cash flows from / (used in) investing activities			
Purchase of plant and equipment		2	(3)
Net cash from / (used in) investing activities		2	(3)
Cash flows from / (used in) financing activities			
Net proceeds from issue of share capital		3,564	-
Net (repayment of) / proceeds from debtor finance facility	21(b)	(2,006)	(312)
Payment of lease liabilities	21(b)	(322)	(362)
Net cash from / (used in) financing activities		1,236	(674)
Net increase / (decrease) in cash held		3,873	(140)
Cash and cash equivalents at the beginning of the year		234	367
Effect of exchange rates on cash holdings in foreign currencies		(6)	7
Cash and cash equivalents at the end of the year	10	4,101	234

The Consolidated Statement of Cash Flows should be read in conjunction with the accompanying notes to the Consolidated Financial Statements.

Note 1 Reporting Entity

The Company is a for-profit company limited by shares, incorporated, and domiciled in Australia. The consolidated financial statements represent the Group as at and for the financial year ended 30 June 2024.

The registered office of the Company is located at Level 2, 55 Wentworth Avenue, Kingston, ACT 2604, and its principal place of business is Office 110, Level 26, 161 Castlereagh Street, Sydney, NSW 2000.

Note 2 Basis of Preparation

The consolidated financial statements are general purpose financial statements prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the Corporations Act 2001. The consolidated financial statements comply with the International Financial Reporting Standards ("IFRS") and interpretations adopted by the International Accounting Standards Board ("IASB").

The consolidated financial statements have been prepared under the historical cost convention. All amounts are presented in Australian dollars, unless otherwise noted.

The consolidated financial statements were authorised for issue by the Directors on 20 August 2024.

Going concern

The Directors have prepared the consolidated financial statements on a going concern basis, which assumes continuity of normal business activities and the realisation of assets and the discharge of liabilities in the ordinary course of business.

The consolidated statement of profit or loss and other comprehensive income for the year ended 30 June 2024 reflects a profit from ordinary activities net of income tax of $616k (30 June 2023: loss of $1,549k) and the consolidated statement of cash flows reflects net cash from operating activities of $2,635k (30 June 2023: $537k). Both showing a marked improvement from FY23. As of 30 June 2024, the consolidated statement of financial position reflects net assets of $7,664k (30 June 2023: $3,486k).

AASB 101 Presentation of Financial Statements requires Directors to determine the Group's ability to continue as a going concern for the purposes of preparing the consolidated financial statements.

To assist in determining the Group's ability to continue as a going concern the Directors have prepared base case 15-month profit and loss and cash flow forecasts for the period July 2024 to September 2025. The Directors expect the Group to maintain positive net assets on 30 September 2025.

The 15-month profit and loss forecast indicate a profit from operating activities while the cash flow forecast indicates continued net positive funds from operating activities over that period, without the need to draw on the available debtor finance facility.

The Directors note that the key assumptions in the cash flow forecast are revenue and days sales outstanding ("DSO"), which drive profitability and cash flow. The Directors further note that contingent labour costs move in line with revenue, so any increase or decrease in revenue results in contingent labour costs moving in the same direction and at the same rate, unless there is a significant improvement or deterioration in the underlying customer margin, which is infrequent. The downside sensitivity of each key assumption has been examined individually.

The Directors are confident in the Group's ability to achieve the aforementioned and have, therefore, concluded that it is appropriate to adopt, and have adopted, the going concern basis in preparing the consolidated financial statements. The Directors are of the view that the Group will be able to pay its debts as and when they become due from net cash from operating activities and funds from the debtor finance facility.

The consolidated financial statements do not include adjustments relating to the recoverability and classification of recorded asset amounts nor to the amounts and classification of liabilities that might be necessary should the Group not continue as a going concern.

Note 3 Material Accounting Policies

a) Revenue

Revenue is recognised for the major business activities and service lines as follows:

Specialist Recruitment

Specialist recruitment consists of two main revenue streams:

Contingent Labour

Contingent labour revenue comprises the sourcing, engagement, and placement of temporary contractors. The sourcing, identification, submission, and acceptance of temporary contractors for specified roles at the customer are not considered to be distinct performance obligations from the temporary contractor being engaged by the Group for an agreed period and deployed at the customer and are, therefore, accounted for as a single performance obligation. As explained in Note 3(g), management has made a significant judgement to determine that the Group acts as principal in providing the contingent labour services to customers over the duration of the contract.

Consideration received can be variable in nature, based on the duration of the contract arrangement and the labour rate, which may vary based on contractor tenure. The variable consideration is included in the transaction price at the Group's best estimate, using either an expected value or most likely outcome, whichever provides the best estimate and is included in revenue to the extent that it is highly probable that there will be no significant reversal of the cumulative amount of revenue when any pricing uncertainty is resolved.

Revenues are recognised over a period as the services of the temporary contractor are provided to the customer. Services provided but not yet billed are recognised as accrued revenue.

Permanent Recruitment

Permanent recruitment revenue is recognised once the sourcing and placement are completed and the full-time, part-time, or fixed-term candidate commences employment with the customer. The sourcing, identification, submission, and acceptance of candidates for specified roles at the customer are not considered to be distinct performance obligations from the customer employing the candidate and are, therefore, accounted for as a single performance obligation. Unlike contingent labour services, the Group does not act as principal in providing the ongoing employment services, and as such has no remaining performance obligations once the customer has employed the candidate.

Consideration received can be variable in nature, based on the customer accepting and employing the candidate. The variable consideration is included in the transaction price at the Group's best estimate, based on the most likely outcome determined from the likelihood of customer acceptance, and is included in revenue to the extent that it is highly probable that there will be no significant reversal of the cumulative amount of revenue when any pricing uncertainty is resolved.

Revenues are recognised at a point in time upon customer acceptance and employment of the candidate. Services provided but not yet billed are recognised as accrued revenue.

b) Financial instruments

Classification

Share Capital

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of ordinary shares and options are recognised as a deduction from equity, net of any tax effects.

Recognition and Derecognition

Regular purchases and sales of financial assets are recognised or derecognised on trade-date being the date on which the Group commits to purchase or derecognise the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group has transferred all the risks and rewards of ownership.

c) Trade receivables

Trade receivables and contract assets (accrued revenue) are recognised initially at fair value and subsequently at carrying value less any loss allowance. Trade receivables are due for settlement within 30

Note 3 Material Accounting Policies (continued)

c) Trade receivables (continued)

to 90 days depending on customer trading terms and debtors are grouped based on shared credit risk characteristics and the days past due.

The expected credit losses on trade receivables are estimated using a provision matrix by reference to past default experience of each group of debtors, adjusted for factors that are specific to a debtor and an assessment of both the current as well as the forecast direction of economic conditions at the reporting date.

Age of trade receivables	Current	1 - 30 days	30 - 60 days	60 - 90 days	> 90 days
Historical loss rate	0.03%	0.07%	0.15%	0.20%	0.70%

The Group has recognised a credit loss allowance at the reporting date of $1k (2023: $2k) as the provision matrix calculation indicated an expected credit loss against trade receivables. Further details are provided in Notes 4(b) and 11.

d) Employee benefits

Employment

Provision is made for the liability for employee benefits arising from services rendered by employees up to the reporting date. Short-term employee benefits expected to be settled within one year together with entitlements arising from wages, salaries and annual leave have been measured as the amounts expected to be paid when the liability is settled plus related on-costs. Other long-term employee benefits payable and long service leave expected to be settled in more than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the Group on behalf of employees to defined contribution superannuation funds and are charged as expenses when incurred.

e) Leases

A contract is, or contains, a lease if the contract conveys a right to control the use of an identified asset for a period in exchange for consideration. The Group leases office premises and office equipment for fixed periods of 1 month to 3 years.

The Group as Lessee

The Group assesses whether a contract is, or contains, a lease at inception of the contract, and recognises a right-of-use asset and a corresponding lease liability with respect to each lease contract in which it is the lessee, except for short-term leases and leases of low value assets. The Group also applies the practical expedient excluding initial direct costs in the measurement of the right-of-use asset at the date of initial application.

Extension and Termination Options

Certain leases for office premises include extension and termination options that are used to maximise operational flexibility in managing the assets used in the Group's operations. All the extension and termination options held are exercisable only by the Group and not by the relevant lessor. In determining the lease term, the Group considers all facts and circumstances that create an economic incentive to exercise an extension option, or not to exercise a termination option. Extension options are only included in the lease term if the lease is certain to be extended and not terminated.

Short-term Leases

For leases with a term of less than twelve months in which it is the lessee, the Group applies the practical expedient that allows companies to recognise the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which the economic benefits from the leased assets are consumed.

Right-of-Use Asset

The right-of-use asset comprises the initial measurement of the corresponding lease liability and lease payments made at or before the commencement date, less any lease incentives received and any initial direct costs. It is subsequently measured at cost less accumulated depreciation and impairment losses.

Note 3 Material Accounting Policies (continued)

e) Leases (continued)

Lease Liability

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the interest rate implicit in the lease. If this interest rate cannot be readily determined, the Group uses its incremental borrowing rate.

Contracts may contain both lease and non-lease components. The Group has elected to adopt the practical expedient that permits a lessee not to separate lease and non-lease components of a lease and instead account for them as a single lease arrangement.

f) Discontinued Operations

A discontinued operation is a component of the Group that has been disposed of or is classified as held for sale and that represents a separate major line of business or geographical area of operations, is part of a single coordinated plan to dispose of such a line of business or area of operations, or is a subsidiary acquired exclusively with a view to resale. The results of discontinued operations are presented separately on the face of the consolidated statement of profit or loss and other comprehensive income.

g) Critical accounting estimates and judgements

The preparation of these consolidated financial statements requires the Directors to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities, income, and expense. Actual results may differ from these estimates.

In preparing these consolidated financial statements, the significant judgements made by the Directors in applying the Group's accounting policies and the key sources of estimation uncertainty are described below.

Revenue Recognition

The main area of judgement in revenue recognition relates to the recognition of contingent labour arrangements where the Group acts on a principal (gross) basis rather than an agent (net) basis.

The factors considered by the Directors, on a contract by contact basis, when concluding the Group is acting as principal rather than agent are as follows:

- The customer has a direct relationship with the Group;
- The Group has the primary responsibility for providing the services to the customer and engages and contracts directly with the contractor; and
- The Group has latitude in establishing the rates directly or indirectly with all parties.

h) Rounding of amounts

The Company has applied the relief available under ASIC Corporations (Rounding in Financials/ Directors' Reports) Instrument 2016/191 dated 24 March 2016, and in accordance with that Corporations Instrument, amounts in the financial report have been rounded to the nearest thousand dollars or in certain cases to the nearest dollar, unless otherwise indicated. Auditor's, Directors', and executive remuneration has been rounded to the nearest dollar

Note 4 Financial Risk Management

The Board of Directors of the Company (the "Board") has a formally constituted Board Audit, Risk and Compliance Committee (the "Committee"), which operates under a charter approved by the Board. The Committee's objectives are to assist the Board in safeguarding integrity in financial reporting, making timely and balanced disclosure to shareholders and potential shareholders in accordance with the principles of continuous disclosure, and recognising and managing risk.

In meeting these objectives, the Committee is responsible for, among other matters, identifying, monitoring, and assessing the Group's internal control framework and risk management strategies and processes in relation to specific risks categorised as financial, economic, operational, compliance, intellectual capital, security, and human capital.

Note 4 Financial Risk Management (continued)

The risks of the Group are periodically assessed and the Committee, with management, agree on risk mitigation strategies, including monitoring and reporting.

Regarding financial risk, the Group has identified potential exposure to:

- Market risk (including foreign exchange risk, foreign currency risk and interest rate risk);
- Credit risk; and
- Liquidity risk.

The Group uses a variety of methods to measure these financial risks including sensitivity analysis for market risks, ageing analysis and pre-trade credit assessment for credit risks and cash flow forecasting and debtor finance facility monitoring for liquidity risks. The Group holds the following financial instruments:

		Consolidated	
		2024	**2023**
	Note	$000	$000
Financial assets measured at amortised cost			
Cash and cash equivalents	10	4,101	234
Trade receivables (net of loss allowance)	11	2,907	5,478
Accrued revenue	11	4,334	4,250
Other receivables	11	674	517
Term deposits	11	242	242
Total financial assets		12,258	10,721
Financial liabilities measured at amortised cost			
Trade payables	14	2,600	2,912
Other payables	14	189	177
Lease liabilities	13	251	573
Debtor finance facility	15	2	2,008
Total financial liabilities		3,042	5,670

a) Market Risk

Foreign Exchange Risk

The Group operates internationally and is primarily exposed to foreign exchange risk arising from foreign currency exposures to the New Zealand dollar ("NZD").

Foreign Currency Risk

To limit the exposure to foreign currency risk, the Group's foreign controlled entities' transactions are carried out in their local currency such that cash inflows and outflows are offset to minimise the impact of foreign currency translation. The Group does not undertake any hedging activities with respect to day-to-day foreign currency exposures. The Group's exposure to foreign currency risk based on notional amounts follows:

	2024	**2023**
	NZD	NZD
	$000	$000
Cash and cash equivalents	3	250
Trade and other receivables	-	179
Trade and other payables	(1)	(8)
Net exposure on consolidated statement of financial position	2	421

The following foreign exchange rates applied during the financial year:

	Average Rate		Year End Spot Rate	
	2024	2023	2024	2023
NZD	1.081	1.095	1.093	1.088

Note 4 Financial Risk Management (continued)

a) Market Risk (continued)

Currency Sensitivity on Group

The following table details the Group's sensitivity to a 10% increase and a 10% decrease in the relevant foreign currency against the Australian dollar. A 10% sensitivity represents management's assessment of the possible movement in foreign exchange rates.

Impact of a 10% increase in foreign currency against consolidated balances:	NZD $000
30 June 2024	
Net current financial assets	-
Impact on net profit / (loss) from ordinary activities after income tax	3
30 June 2023	
Net current financial assets	39
Impact on net profit / (loss) from ordinary activities after income tax	(4)

Impact of a 10% decrease in foreign currency against consolidated balances:	NZD $000
30 June 2024	
Net current financial assets	-
Impact on net profit / (loss) from ordinary activities after income tax	(3)
30 June 2023	
Net current financial assets	(39)
Impact on net profit / (loss) from ordinary activities after income tax	4

Cash Flow and Fair Value Interest Rate Risk

The Group's policy is to utilise its debtor finance facility to accommodate its working capital requirements that vary with its pay and bill cycles whilst minimising its interest costs. At the reporting date the Group had the following variable rate borrowings:

	Weighted Average Interest Rate		Balance	
	2024 %	2023 %	2024 $000	2023 $000
Debtor finance facility (Note 15)	5.3	8.8	2	2,008

Group Sensitivity

	1% Increase in Weighted Average Interest Rate		1% Decrease in Weighted Average Interest Rate	
	2024 $000	2023 $000	2024 $000	2023 $000
Impact on net profit / (loss) from ordinary activities after income tax	(8)	(12)	8	12

Price Risk

The Group does not hold any investments in equities or commodities and is therefore not subject to price risk for any recognised financial assets.

Note 4 Financial Risk Management (continued)

b) Credit risk

Credit risk is managed on a Group basis. Credit risk arises from credit exposures to customer trade receivables. Independent credit assessments are used for all new customers and only those with a minimal risk of default rating are accepted.

Compliance to credit limits is monitored internally by the Group's management. Trade receivable ageing reports are submitted regularly to the Board for review. The Group maintains standard credit terms in its terms and conditions. Some preferred supplier agreements dictate longer payment terms; however, the credit risk remains unaffected.

The carrying value of trade receivables less loss allowance is considered a reasonable approximation of fair value due to their short-term nature.

The Group has recognised a credit loss allowance at the reporting date of $1k (2023: $2k) as the provision matrix calculation indicated an expected credit loss against trade receivables. Further details are provided in Notes 3(c) and 11.

Trade Receivables

The following table demonstrates the Group's trade receivables at the reporting date aged from their due dates:

	Trade Receivables Aged from Due Date					
	Current $000	1-30 Days $000	31-60 Days $000	61-90 Days $000	90+ Days $000	Total $000
30 June 2024						
Trade receivables	2,563	345	-	-	-	2,908
	88%	12%	0%	0%	0%	100%
30 June 2023						
Trade receivables	4,605	774	52	7	42	5,480
	84%	14%	1%	0%	1%	100%

c) Liquidity risk

The Group manages liquidity risk by monitoring weekly cash flows and ensuring that adequate finance facilities are maintained. The Group maintains cash and cash equivalents and its debtor finance facility to meet its liquidity requirements and raises equity as and when required. Funding for long-term liquidity needs is secured by having adequate finance facilities in place.

Compliance with the debtor finance facility obligations is monitored as part of the cash flow management process. Refer to Note 15 for a summary of the debtor finance facility at the reporting date.

Customers based in Australia account for 100% (2023: 98%) of trade receivables. The amount due from the largest customer on 30 June 2024 was $285k (2023: $400k).

The carrying value of trade and other payables is considered a reasonable approximation of fair value due to their short-term nature. Trade payables are settled within six months.

Note 5 Disaggregation of Revenue

The Group derives its revenue from the transfer of services over time and at a point in time through the following service lines and geographic regions. This is consistent with the revenue information that is disclosed for each reportable segment under AASB 8 Segment Reporting as disclosed in Note 6. Revenue information for continuing operations for the financial year is as follows:

	Consolidated	
	2024	**2023**
	$000	$000
Timing of revenue recognition - over time		
Contingent labour Australia and New Zealand	94,064	100,135
Managed services Australia and New Zealand	1,653	5,036
	95,717	105,171
Timing of revenue recognition - at a point in time		
Permanent recruitment Australia	921	1,414
Total revenue	96,638	106,585

Note 6 Segment Reporting

The Group is organised around two operating segments across two geographic regions, which are both labour related. These segments are Specialist Recruitment and Managed Services in Australia and New Zealand. Segment information for continuing operations for the financial year is as follows:

a) Segments

The Group determines and presents operating segments based on the information that is provided internally to the Board who are the Group's chief operating decision maker.

An operating segment is a component of the Group that engages in business activities from which it may earn revenues and incur expenses, including revenues and expenses that relate to transactions with any of the Group's other components. All operating segment results are reviewed regularly by the Board to assess the performance of each segment and make decisions about the allocation of resources.

	Specialist Recruitment		Managed Services		Corporate		Consolidated	
	2024	2023	2024	2023	2024	2023	2024	2023
	$000	$000	$000	$000	$000	$000	$000	$000
Revenue	94,985	101,549	1,653	5,036	-	-	96,638	106,585
Profit before tax	5,189	3,840	106	752	-	-	5,295	4,592
Less: Corporate overheads							(4,679)	(5,699)
Consolidated profit / (loss) before income tax							616	(1,107)

	Australia		New Zealand		Consolidated	
	2024	2023	2024	2023	2023	2023
	$000	$000	$000	$000	$000	$000
Revenue	96,654	106,137	(16)	448	96,638	106,585
Finance income	79	5	-	-	79	5
Total income	96,733	106,142	(16)	448	96,717	106,590
Non-current assets	259	596	-	-	259	596

b) Segment accounting policies

Segment information is prepared in accordance with the accounting policies of the Group as disclosed in Note 6(a) and accounting standard AASB 8 Segment Reporting. During the financial year, there were no changes in segment accounting policies that had a material effect on the segment information.

Note 6 Segment Reporting (continued)

c) Income

The Group derived income from the provision of contingent labour and permanent recruitment services and managed services for government and non-government entities in Australia.

d) Inter-segment transactions

The pricing of inter-segment transactions is on the same basis as prices charged on transactions with parties outside the Group. Such transactions are eliminated on consolidation, except for margin earned on transactions where the services will be provided outside the Group.

e) Information about major customers

Included in revenue arising from Specialist Recruitment in Australia of $94,985k (2023: $101,549k) are revenues of approximately $32,147k (2023: $31,773k) which arose from sales to the Group's four (2023: four) largest customers. The largest customer contributed $13,347k (2023: $11,632k), the second largest customer $7,771k (2023: $8,589k), the third largest customer accounted for $5,554k (2023: $6,031k) and the fourth largest customer accounted for $5,476k (2023: $5,521k). No other single customer contributed 5% or more to the Group's revenue during the financial year.

Note 7 Expenses

The details of expenses for continuing operations during the financial year are set out below:

	Consolidated	
	2024	**2023**
	$000	$000
Depreciation and amortisation expense		
Furniture, fixtures, and equipment	21	22
Property right-of-use assets	286	328
Equipment right-of-use assets	29	43
Total depreciation and amortisation expense	336	393
Other expenses		
Loss allowance	(2)	(29)
Consultancy fees	521	318
Professional fees	166	207
Facilities expenses	51	62
Insurances	655	626
Marketing and advertising	365	541
Software licences and subscription services	862	1,014
Other operating overheads	338	334
Total other expenses	2,956	3,073
Payments to defined contribution superannuation plans	562	784

Note 8 Income Tax Expense

	Consolidated	
	2024	**2023**
	$000	$000
Profit / (loss) before tax from continuing operations	616	(1,107)
The prima facie tax (expense) / benefit on profit / (loss) before income tax for continuing operations is reconciled as follows:		
Prima facie tax (expense) / benefit on profit / (loss) before income tax at 30%	(185)	332
Add tax effect of:		
Non-deductible expenses	(36)	(28)
Current year losses for which no deferred tax asset is recognised	-	(304)
Prior year tax losses utilised in the current year	221	-
Total income tax benefit / (expense)	-	-

Note 9 Disposal of Subsidiaries

a) Results of discontinued operations

	2024	**2023**
	$000	$000
Revenue	-	675
Contingent labour costs	-	(358)
Gross profit	-	317
Employee benefits expense	-	(648)
Depreciation and amortisation expense	-	(3)
Other expenses	-	(108)
Loss from discontinued operations	-	(442)
Finance income	-	-
Finance cost	-	-
Loss from discontinued operations before income tax	-	(442)
Income tax benefit	-	-
Loss from discontinued operations, net of income tax benefit	-	(442)
Loss on disposal of discontinued operations	-	-
Income tax on disposal of discontinued operations	-	-
Loss, net of income tax benefit	-	(442)

b) Disposal of discontinued operations

No consideration received for the disposal of the discontinued operations.

c) Cash flows used in discontinued operations

	2024	**2023**
	$000	$000
Net cash used in operating activities	-	(394)
Net cash used in investing activities	-	-
Net cash from financing activities	-	394
Net increase in cash for the period	-	-

Note 10 Cash and Cash Equivalents

	Consolidated	
	2024	**2023**
	$000	$000
Cash at bank and on hand	4,101	234

Note 11 Trade and Other Receivables

	Consolidated	
	2024	**2023**
	$000	$000
Trade receivables	2,908	5,480
Loss allowance	(1)	(2)
Net trade receivables	2,907	5,478
Accrued revenue	4,334	4,250
Prepayments	555	525
Other receivables	674	517
Term deposits	242	242
Total trade and other receivables	8,712	11,012

All trade and other receivables are current and are non-interest bearing. The net carrying value of trade and other receivables is considered a reasonable approximation of fair value due to their short-term nature. Term deposits refer to those amounts required to secure the bank guarantees in respect of leases disclosed at Note 13. Refer to the disclosure in Note 4 regarding financial risk management.

Movement in expected credit losses

	Consolidated	
	2024	**2023**
	$000	$000
Balance at the beginning of the year	2	32
Expected credit loss released and recognised during the year	(1)	(30)
Balance at the end of the year	1	2

The Group has recognised a credit loss allowance at the reporting date of $1k (2023: $2k) as the provision matrix calculation indicated an expected credit loss against trade receivables. Further details are provided in Notes 3(c) and 4(b).

The amount of the credit loss allowance is recognised in the consolidated statement of profit or loss and other comprehensive income. When a trade receivable for which a loss allowance has been recognised becomes uncollectable in a subsequent period, it is written-off against the loss allowance. Subsequent recoveries of amounts previously written-off are credited in the consolidated statement of profit or loss and other comprehensive income.

The Group writes-off a trade receivable when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery, including when the debtor has been placed into liquidation or has entered bankruptcy proceedings, or when the trade receivable is over two years past due, whichever occurs earlier. None of the trade receivables that have been written-off are subject to enforcement activities.

Note 11 Trade and Other Receivables (continued)

Movement in expected credit losses (continued)

a) Past due but not written-off

At the reporting date, trade receivables of $345k (2023: $875k) were past due but not impaired. The ageing analysis of these past due but not impaired trade receivables is as follows:

	Past Due but Not Impaired Trade Receivables Aged from Due Date				
	1-30 Days	31-60 Days	61-90 Days	90+ Days	Total
	$000	$000	$000	$000	$000
30 June 2024					
Trade receivables	345	-	-	-	345
30 June 2023					
Trade receivables	774	52	7	42	875

Note 12 Plant and Equipment

	Consolidated	
	2024	**2023**
	$000	$000
Furniture, fixtures, and equipment, at cost	181	182
Accumulated depreciation	(150)	(129)
Furniture, fixtures and equipment, net book value	31	53
Leasehold improvements, at cost	425	425
Accumulated depreciation	(425)	(425)
Leasehold improvements, net book value	-	-
Total plant and equipment, net book value	31	53

Movements in carrying amounts

	Furniture, Fixtures and Equipment	Leasehold Improvements	Total
	2024	**2024**	**2024**
	$000	$000	$000
Balance at the beginning of the year	53	-	53
Additions	2	-	2
Disposals	(5)	-	(5)
Accumulated depreciation on disposed assets	2	-	2
Depreciation expense	(21)	-	(21)
Balance at the end of the year	31	-	31
	2023	**2023**	**2023**
	$000	$000	$000
Balance at the beginning of the year	71	-	71
Additions	5	-	5
Disposals	-	-	-
Accumulated depreciation on disposed assets	-	-	-
Depreciation expense	(23)	-	(23)
Balance at the end of the year	53	-	53

Note 13 Leases

a) Amounts recognised in the consolidated statement of financial position

Right-of-use Assets

	Consolidated	
	2024	**2023**
	$000	$000
Property right-of-use assets, at cost	721	823
Accumulated depreciation	(541)	(357)
Property right-of-use assets, net book value	180	466
Equipment right-of-use assets, at cost	116	116
Accumulated depreciation	(68)	(39)
Equipment right-of-use assets, net book value	48	77
Total right-of-use assets, net book value	228	543

Movements in carrying amounts

	Property	Equipment	Total
	2024	**2024**	**2024**
	$000	$000	$000
Balance at the beginning of the year	466	77	543
Additions	-	-	-
Disposals	(102)	-	(102)
Accumulated depreciation on disposed assets	102	-	102
Depreciation expense	(286)	(29)	(315)
Balance at the end of the year	180	48	228
	2023	**2023**	**2023**
	$000	$000	$000
Balance at the beginning of the year	694	120	814
Additions	102	-	102
Disposals	(296)	(74)	(370)
Accumulated depreciation on disposed assets	296	74	370
Depreciation expense	(330)	(43)	(373)
Balance at the end of the year	466	77	543

Lease Liabilities

	Consolidated	
	2024	**2023**
	$000	$000
Maturity analysis - contractual undiscounted cash flows		
Less than six months	153	184
Six months to one year	85	163
One to five years	22	260
Total undiscounted lease liabilities	260	607
Lease liabilities included in the consolidated statement of financial position		
Current	230	321
Non-current	21	252
Total lease liabilities	251	573

Note 13 Leases (continued)

b) Amounts recognised in the consolidated statement of profit or loss and other comprehensive income for continuing operations

	Consolidated	
	2024	**2023**
	$000	$000
Depreciation expense on right-of-use assets	315	373
Interest expense on lease liabilities	26	46
Expense relating to short-term leases	312	390
Total amount recognised in profit or loss	653	809

c) Amounts recognised in the consolidated statement of cash flows for continuing operations

	Consolidated	
	2024	**2023**
	$000	$000
Total cash outflow for leases	659	798

d) Qualitative information on leases

See Note 3(e).

Note 14 Trade and Other Payables

All trade and other payables are non-interest bearing. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to their short-term nature. Trade payables are normally settled within six months.

	Consolidated	
	2024	**2023**
	$000	$000
Current		
Trade payables	2,600	2,912
Statutory payables	1,593	1,779
Other payables	189	177
Total trade and other payables	4,382	4,868

Note 15 Debtor Finance Facility

The Group relies on a secured debtor finance facility provided by ScotPac Business Finance expiring on 20 February 2026 (the "Facility") to meet its working capital requirements. Under this Facility, the Group draws down funds for working capital and customers make payments directly to the lender to reduce the Facility draw down. This results in cash inflows and outflows that are treated as financing cash flows. The Facility is secured by a fixed and floating charge over the Company's assets.

The maximum Facility amount is the lower of 85% of approved trade receivables or $15,000k and is subject to certain drawdown and reporting conditions. At the reporting date the total available Facility was $38k (2023: $4,324k) and the applicable interest rate was 10.36% (2023: 9.94%).

	Consolidated	
	2024	**2023**
	$000	$000
Available debtor finance facility	38	4,324
Undrawn debtor finance facility	(36)	(2,316)
Amount drawn down	2	2,008

Note 16 Provisions

	Consolidated	
	2024	**2023**
	$000	$000
Current		
Employee benefits	638	734
Recruitment services under guarantee	-	30
Make good on leased premises	96	-
Total current provisions	734	764
Non-current		
Employee benefits	39	47
Make good on leased premises	-	96
Total non-current provisions	39	143
Total provisions	773	907

Movements in provisions

Movements in provisions, other than employee benefits, during the financial year are set out below.

	Recruitment Services Under Guarantee	**Make Good on Leased Premises**	**Total**
	2024	**2024**	**2024**
	$000	$000	$000
Balance at the beginning of the year	30	96	126
Additional provision recognised	-	-	-
Amounts released	(30)	-	(30)
Amounts derecognised on disposal	-	-	-
Balance at the end of the year	-	96	96
	2023	**2023**	**2023**
	$000	$000	$000
Balance at the beginning of the year	30	96	126
Additional provision recognised	-	-	-
Amounts released	-	-	-
Amounts derecognised on disposal	-	-	-
Balance at the end of the year	30	96	126

Note 17 Deferred Tax Assets

There are unrecognised deferred income tax assets in relation to Australian tax losses on revenue account of $26,899k (2023: $27,448k). Unrecognised deferred income tax assets are reassessed at each reporting date and will be recognised to the extent that the Directors consider it probable that future taxable profit will allow the deferred income tax asset to be realised.

During the financial year the Company generated a profit from continuing operations before income tax of $616k. Therefore, the Directors have determined not to recognise the deferred income tax assets in relation to Australian tax losses on revenue account at the reporting date.

Note 18 Contributed Equity

The Company does not have authorised capital or par value in respect of its listed ordinary shares. All issued ordinary shares are fully paid and rank equally with regards to the Company's residual assets.

The holders of ordinary shares are entitled to receive dividends as declared from time to time and are entitled to one vote per share at meetings of the Company.

	Consolidated	
	2024	**2023**
	$000	$000
Paid up share capital at the beginning of the year	83,541	83,541
Shares issued - accelerated non-renounceable entitlement offer	3,680	-
Cost of shares issued - accelerated non-renounceable entitlement offer	(116)	-
Reduction of share capital[1]	(50,054)	-
Paid up share capital at the end of the year	37,051	83,541
	No.	No.
Issued Shares at the beginning of the year	89,582,175	89,582,175
Shares issued - accelerated non-renounceable entitlement offer[2]	73,604,914	-
Issued Shares at the end of the year	163,187,089	89,582,175

1. On 31 December 2023, Ignite Limited reduced its share capital by $50.05m in accordance with section 258F of the Corporations Act 2001, reducing accumulated losses deemed to be of a permanent nature by the same amount. There is no impact on shareholders from the capital reduction as no shares have been cancelled or rights varied, and there is no change in the net asset position of the Company. There is also no impact on the availability of the Company's tax losses from this capital reduction
2. Details of the accelerated non-renounceable entitlement offer (Entitlement Offer) are available on the ASX.

a) Capital risk management

The Company's objective when managing capital is to safeguard the ability to continue as a going concern, so that the Company can continue to provide returns for shareholders, benefits for other stakeholders and to maintain an optimal capital structure to minimise the cost of capital. To maintain or adjust the capital structure, the Company may adjust the dividends paid to shareholders, return capital to shareholders, issue new shares or sell assets to reduce debt. The Company monitors capital based on its gearing ratio. This ratio is calculated as net debt divided by total capital. Total capital is calculated as "equity" shown in the balance sheet plus debt.

		Consolidated	
		2024	**2023**
	Note	$000	$000
Cash and cash equivalents	10	4,101	234
Debtor finance facility	15	(2)	(2,008)
Net cash / (debt)		4,099	(1,774)
Total equity		(7,664)	(3,486)
Total capital		(3,565)	(5,260)
Gearing ratio		(115.0%)	33.7%

Note 19 Reserves

	Consolidated	
	2024	**2023**
	$000	$000
Balance at the beginning of the year	(106)	(129)
Profit reserve attributable to equity holders[1]	616	-
Net movement	(2)	23
Balance at the end of the year	508	(106)

1. On 20 August 2024, the Directors resolved that the profits for the period were appropriated to a Profit Reserve.

Note 19 Reserves (continued)

Foreign currency translation reserve

The foreign currency translation reserve records exchange differences arising on translation of foreign controlled entities. The reserve is recognised in the consolidated statement of profit or loss and other comprehensive income when the net investment is disposed.

Movements in reserves

	Profit Reserve	Foreign Currency Translation Reserve	Equity Remuneration Reserve	Total
	2024	**2024**	**2024**	**2024**
	$000	$000	$000	$000
Balance at the beginning of the year	-	(107)	1	(106)
Profit reserve attributable to equity holders	616	-	-	616
Foreign currency translation differences for foreign operations	-	(2)	-	(2)
Balance at the end of the year	616	(109)	1	508
	2023	**2023**	**2023**	**2023**
	$000	$000	$000	$000
Balance at the beginning of the year	-	(130)	1	(129)
Foreign currency translation differences for foreign operations	-	23	-	23
Balance at the end of the year	-	(107)	1	(106)

Note 20 Dividends and Per Share Information

a) Dividends

No dividends were paid or declared during the financial year, or in the comparative period.

b) Franking account balance

	2024 $000	2023 $000
Franking credits available to the Company	15,679	15,679

c) Per share information

	Consolidated	
	2024 Cents	**2023** Cents
Ordinary activities		
Basic earnings / (loss) per share	0.48	(1.61)
Diluted earnings / (loss) share	0.47	(1.61)
Net tangible assets[1] per share	4.70	3.63
Continuing operations		
Basic earnings / (loss) per share	0.48	(1.15)
Diluted earnings / (loss) per share	0.47	(1.15)
Net tangible assets[1] per share	4.70	4.31
Discontinued operations		
Basic loss per share	-	(0.46)
Diluted loss per share	-	(0.46)
Net tangible assets[1] per share	-	(0.68)

1. Net tangible assets include right-of-use assets.

Note 20 Dividends and Per Share Information (continued)

d) Weighted average number of shares used as the denominator

	Consolidated	
	2024	2023
	No.	No.
Weighted average number of ordinary shares outstanding during the year used in the calculation of basic loss per share	128,136,968	96,134,169
Weighted average number of ordinary shares and potential ordinary shares used as the denominator in calculating diluted loss per share	131,428,635	96,134,169

e) Reconciliation of profit / (loss) earnings per share

	Consolidated	
	2024	2023
	$000	$000
Ordinary activities		
Profit / (loss) after tax used in calculating basic earnings / (loss) per share	616	(1,549)
Profit / (loss) after tax used in calculating diluted earnings / (loss) per share	616	(1,549)
Net tangible assets	7,664	3,486
Continuing operations		
Profit / (loss) after tax used in calculating basic earnings / (loss) per share	616	(1,107)
Profit / (loss) after tax used in calculating diluted earnings / (loss) per share	616	(1,107)
Net tangible assets	7,664	4,137
Discontinued operations		
Loss after tax used in calculating basic loss per share	-	(442)
Loss after tax used in calculating diluted loss per share	-	(442)
Net tangible assets	-	(651)

Note 21 Cash Flow Information

a) Reconciliation of profit / (loss) from ordinary activities after income tax to cash flows from operating activities

	Consolidated	
	2024	2023
	$000	$000
Profit / (loss) from ordinary activities after income tax	616	(1,549)
Adjustments for:		
Depreciation and amortisation expense	336	396
Gain on disposal of fixed assets	(2)	(2)
Net exchange differences	5	16
Changes in assets and liabilities:		
Decrease in trade and other debtors and accrued revenue	2,330	1,840
Increase in prepayments	(30)	(40)
Decrease in trade creditors and accruals	(486)	(6)
Decrease in provisions	(134)	(118)
Net cash from operating activities	2,635	537

Note 21 Cash Flow Information (continued)

b) Changes in liabilities arising from financing activities

	Debtor Finance Facility	Lease Liabilities	Total
	2024	2024	2024
	$000	$000	$000
Balance at the beginning of the year	2,008	573	2,581
Initial recognition of lease liabilities	-	-	-
Net cash used in financing activities	(2,006)	(322)	(2,328)
Balance at the end of the year	2	251	253
	2023	2023	2023
	$000	$000	$000
Balance at the beginning of the year	2,320	833	3,153
Initial recognition of lease liabilities	-	102	102
Net cash from / (used in) financing activities	(312)	(362)	(674)
Balance at the end of the year	2,008	573	2,581

Note 22 Remuneration of Auditors

During the financial year, the following fees were paid or were payable for services provided by the auditors of the Company and their related practices and to auditors of controlled entities:

	Consolidated	
	2024	2023
	$	$
Audit services		
Auditors of the Company	105,667	100,519
Taxation services		
Auditors of the Company	27,600	12,000
Network firm of the auditors of the Company	5,862	5,709
Total	33,462	17,709

Note 23 Subsidiaries

The consolidated financial statements incorporate the assets, liabilities, and results of the following controlled entities in accordance with the accounting policy described in Note 3(a). The Company does not have any holdings in joint ventures or associates.

Subsidiary	Principal Activity	Country of Incorporation	Class of Shares	Equity Holding % 2024	Equity Holding % 2023
Ignite New Zealand Holdings Limited	Holding	New Zealand	Ordinary	100	100
Ignite IT Services Limited	Operating	New Zealand	Ordinary	100	100

Note 24 Related Party Disclosures

a) Parent entity

The ultimate parent entity and ultimate controlling entity within the Group is Ignite Limited.

b) Subsidiaries

Interests in subsidiaries are set out in Note 23.

Note 24 Related Party Disclosures (continued)

c) Terms and conditions

All transactions between related parties were made on normal commercial terms and conditions. There are no fixed terms for the repayment of loans between entities within the Group.

d) Directors and key management personnel

The aggregate compensation provided to Directors and key management personnel of the Group is set out below:

	2024 $	2023 $
Short-term employment benefits	912,118	1,058,273
Post-employment benefits	47,986	74,848
Termination benefits	-	196,797
Total	960,104	1,329,918

Note 25 Parent Entity Disclosure

a) Statement of profit or loss and other comprehensive income for the year ended 30 June 2024

	2024 $000	2023 $000
Revenue	96,654	106,137
Contingent labour costs	(85,023)	(93,949)
Gross profit	11,631	12,188
Other income	3	4
Employee benefits expense	(7,310)	(9,212)
Depreciation and amortisation expense	(336)	(393)
Occupancy expense	(312)	(390)
Other expenses	(2,946)	(3,057)
Profit / (loss) from ordinary activities before net finance expense	730	(860)
Finance income	79	5
Finance expense	(166)	(297)
Profit / (loss) from ordinary activities before income tax	643	(1,152)
Income tax expense	-	-
Total comprehensive profit / (loss) for the year	643	(1,152)
Discontinued operation		
Loss from discontinued operation, net of income tax	-	(442)
Profit / (loss) from ordinary activities attributable to the Owners of the Company	643	(1,594)
Accumulated losses at the beginning of the year	(80,638)	(79,044)
Reduction in share capital	50,054	-
Loss after income tax	-	(1,594)
Accumulated losses at the end of the year	(30,584)	(80,638)

1. On 31 December 2023, Ignite Limited reduced its share capital by $50.05m in accordance with section 258F of the Corporations Act 2001, reducing accumulated losses deemed to be of a permanent nature by the same amount. There is no impact on shareholders from the capital reduction as no shares have been cancelled or rights varied, and there is no change in the net asset position of the Company. There is also no impact on the availability of the Company's tax losses from this capital reduction

Note 25 Parent Entity Disclosure (continued)

b) Statement of financial position as of 30 June 2024

	2024 $000	2023 $000
Assets		
Current assets	12,262	10,660
Non-current assets	259	596
Total assets	12,521	11,256
Liabilities		
Current liabilities	5,347	7,954
Non-current liabilities	60	395
Total liabilities	5,407	8,349
Equity		
Contributed equity	37,051	83,541
Reserves	647	4
Accumulated losses	(30,584)	(80,638)
Total equity	7,114	2,907

c) Parent entity contingencies

The Company has no material contingent liabilities to disclose at the reporting date (2023: $Nil).

The Company has no capital commitments for the acquisition of property, plant, and equipment at the reporting date (2023: $Nil).

d) Parent entity guarantees.

Bank guarantees have been provided on behalf of the Company to third parties in relation to the leases disclosed at Note 13. In the event of default, the issuing bank has security from the Company for the value of the bank guarantees.

Note 26 Contingent Liabilities

The Group has no material contingent liabilities to disclose at the reporting date (2023: $Nil).

Note 27 Events Subsequent to the Reporting Date

After the reporting date, and as of the date of this report, there has been no material impact on the Group's financial performance from these events.

No other matters or circumstances have arisen since the end of the financial year that 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 subsequent financial years.

Consolidated Entity Disclosure Statement

As required by the Corporations Act 2001 (section 295(3A)(a)), the below list relates to entities that have been consolidated in the consolidated financial statements on 30 June 2024:

Entity	Body corporate, Partnership or Trust	Share capital held by the Company	Country of Incorporation	Australian resident or foreign tax resident	Jurisdiction of foreign tax resident
Ignite Limited	Body Corporate	N/A	Australia	Australian	Australia
Ignite New Zealand Holdings Limited	Body Corporate	100%	New Zealand	Foreign	New Zealand
Ignite IT Services Limited	Body Corporate	100%	New Zealand	Foreign	New Zealand

Directors' Declaration

The Directors of the Company declare that:

1. In the opinion of the Directors of the Company:

   (a) the consolidated financial statements and notes that are contained in pages 24 to 50 and the remuneration report in the Directors' Report, set out on pages 8 to 12, are in accordance with the Corporations Act 2001, including:

      (i) giving a true and fair view of the Group's financial position as of 30 June 2024 and of its performance for the financial year ended on that date; and

      (ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001; and

   (b) there are reasonable grounds to believe that the Group will be able to pay its debts as and when they become due and payable.

2. The Directors have been given the declarations required by Section 295A of the Corporations Act 2001 from the Executive Director and Chief Financial Officer for the financial year ended 30 June 2024.

3. The Directors draw attention to Note 2 to the consolidated financial statements, which include a statement of compliance with International Financial Reporting Standards.

4. The consolidated entity disclosure statement presented on page 50 is in accordance with the Corporations Act 2001 and is true and correct as of 30 June 2024.

Signed in accordance with a resolution of the Board of Directors made pursuant to Section 295(5) of the Corporations Act 2001.

Garry Sladden
Chairperson

Dated at Sydney this 20th day of August 2024.

PKF(NS) Audit & Assurance Limited Partnership
ABN 91 850 861 839
755 Hunter Street, Newcastle West NSW 2302
Level 8, 1 O'Connell Street, Sydney NSW 2000

Newcastle T: +61 2 4962 2688 F: +61 2 4962 3245
Sydney T: +61 2 8346 6000 F: +61 2 8346 6099
info@pkf.com.au
www.pkf.com.au

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF IGNITE LIMITED

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report of Ignite Limited (the Company) and its subsidiaries (the Group), which comprises the consolidated statement of financial position as at 30 June 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 year then ended, notes comprising material accounting policy information and other explanatory information, the consolidated entity disclosure statement, and the directors' declaration of the Group and the consolidated entity comprising the Company and the entities it controlled at the year end or from time to time during the financial year.

In our opinion, the financial report of the Group is in accordance with the *Corporations Act 2001*, including:

i) Giving a true and fair view of the consolidated entity's financial position as at 30 June 2024 and of its performance for the year ended on that date; and

ii) Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the consolidated entity 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 our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report of the current period. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. In addition to the matter described in the Material Uncertainty Related to Going Concern section, we have determined the matter described below to be the key audit matter to be communicated in our report. For the matter below, our description of how our audit addressed the matter is provided in that context.

1. Revenue from contracts with customers

Why significant	How our audit addressed the key audit matter
For the year ended 30 June 2024, revenue from continuing operations amounted to $96,638,000 as disclosed in Note 5 of the financial report. The Group's accounting policy in respect of revenue is outlined in Note 3(a) and the significant judgement required in calculating revenue is described in Note 3(g). Accordingly, given the nature of the judgement in the accounting for revenue from contracts with customers, we have determined this to be a key audit matter.	Our work included, but was not limited to, the following procedures: • Obtaining an understanding of, and testing selected key controls for their operating effectiveness; • Reviewing significant contracts to understand their terms and conditions and their impact on revenue recognition; • Using data analytics techniques on revenue schedules to provide enhanced insights and identify potential exceptions and anomalies for further investigation; • Testing a sample of revenue items from across all revenue streams to ensure accuracy and completeness of recognition in accordance with accounting standards; • Testing revenue cut-off testing to ensure the recognition of revenue in the appropriate periods; and • Assessing the appropriateness of the related disclosures in Notes 5 and 6.

Other Information

Other information is financial and non-financial information in the annual report of the Group which is provided in addition to the Financial Report and the Auditor's Report. The directors are responsible for Other Information in the annual report.

The Other Information we obtained prior to the date of this Auditor's Report was the Chairperson's Letter, the Executive Director's Report, the Financial and Operational Review, the Directors' report, the Corporate Governance Statement, and Additional Information.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, the auditor does not and will not express an audit opinion or any form of assurance conclusion thereon, with the exception of the Remuneration Report.

Other Information (continued)

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We are required to report if we conclude that there is a material misstatement of this Other Information in the Financial Report and based on the work we have performed on the Other Information that we obtained prior the date of this Auditor's Report we have nothing to report.

Directors' Responsibilities for the Financial Report

The directors of the Company are responsible for the preparation of:

a) the financial report (other than the consolidated entity disclosure statement) that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001*; and
b) the consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001*, and

for such internal control as the directors determine is necessary to enable the preparation of:

i) the financial report (other than the consolidated entity disclosure statement) that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and
ii) the consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the consolidated entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the consolidated entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue and auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individual or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the consolidated entity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and other related disclosures made by the directors.

Auditor’s Responsibilities for the Audit of the Financial Report (continued)

- Conclude on the appropriateness of the directors’ use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the consolidated entity’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the consolidated entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the consolidated entity to express an opinion on the group financial report. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the directors, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor’s report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on the Remuneration Report

Opinion

We have audited the Remuneration Report included in the directors' report for the year ended 30 June 2024.

In our opinion, the Remuneration Report of Ignite Limited for the year ended 30 June 2024, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The Directors of the Group are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

PKF

PKF

P. Pearman

PAUL PEARMAN
PARTNER

20 AUGUST 2024
SYDNEY, NSW

Additional Information

The following information is required by ASX.

a) Classes of securities and voting rights

There are two classes of equity securities, being ordinary shares and options. The ordinary shares are quoted on ASX, while the options are unlisted. The number of Ordinary Shares on issue is 163,187,089.

The voting rights in respect of the ordinary shares are established by the Company's Constitution which reads as follows:

Clause 5.12: "On a show of hands every Eligible Member present has one vote. On a poll every Eligible Member has one vote for each fully paid up share the Eligible Member holds."

There is currently no on-market share buy-back.

No securities on issue are currently subject to voluntary escrow.

b) Shareholders and option holders

As of 26 July 2024, the number of shareholders holding less than marketable parcels was 294 and the details and distribution of holders of ordinary shares and holders of options was as follows.

Range of Shareholdings	Holders of Employee Options	Holders of Ordinary Shares	% of Ordinary Shares
1-1,000		45	0.01
1,001-5,000		64	0.11
5,001-10,000		135	0.68
10,001-100,000		288	5.10
100,001 and over	8	68	94.10
	8	600	100.0

Option Holders	Number
Options on issue	3,291,667

c) Substantial shareholders

As of 26 July 2024, the names of the substantial shareholders listed in the Company's register were as follows.

Shareholder	Number of Ordinary Shares
Gold Tiger Equities Pty Ltd	46,000,000
Sandon Capital Pty Ltd	21,989,580
Octavium Capital Investment Pty Ltd	21,689,865
Graham Newman Pty Ltd	17,715,000
Timothy Joseph Moran	8,320,000

d) Twenty largest shareholders

As of 26 July 2024, the names of the twenty largest shareholders according to the Company's share registry were as follows.

Rank	Shareholder	Number of Ordinary Shares	%
1	GOLD TIGER EQUITIES PTY LTD	46,000,000	28.19
2	GRAHAM NEWMAN PTY LTD	18,045,000	11.06
3	OC20181 PTY LTD <OC20181 A/C>	17,716,108	10.86
4	ONE MANAGED INVT FUNDS LTD <SANDON CAPITAL INV LTD A/C>	15,183,668	9.30
5	MR TIMOTHY JOSEPH MORAN	8,320,000	5.10
6	ONE FUND SERVICES LTD <SANDON CAPITAL ACTIVIST A/C>	6,805,912	4.17
7	C&T JUDSON PTY LIMITED <C&T JUDSON FAMILY A/C>	5,100,000	3.13
8	SUPER SMART INVESTMENTS PTY LTD <BARRY & NAOMI KING S/F A/C>	4,000,000	2.45
9	C&T JUDSON PTY LIMITED <C&T JUDSON SUPERFUND A/C>	2,900,000	1.78
10	OC20181 PTY LTD <OC20181 A/C>	2,608,336	1.60
11	MR NICHOLAS MICHAEL KEPHALA + MRS VIRGINIA LOUISE WALLACE <BERKSHIRE SUPERFUND A/C>	2,000,000	1.23
12	B&C REDMAN PTY LIMITED <THE B&C REDMAN FAMILY A/C>	1,794,754	1.10
13	NETWEALTH INVESTMENTS LIMITED <WRAP SERVICES A/C>	1,502,840	0.92
14	OC20181 PTY LTD <OC20181 A/C>	1,365,421	0.84
15	MR IAN WALLACE EDWARDS + MRS JOSEPHINE EDWARDS	1,083,072	0.66
16	LITO NOMINEES PTY LTD <MORRIS FAMILY A/C>	1,078,538	0.66
17	LECKFORD PTY LTD	1,000,501	0.61
18	MR PETER GEOFFREY HOLLICK + MS HELEN THERESE PATTISON <MACDY NO 5 SUPER FUND A/C>	1,000,000	0.61
18	MR STUART ANDREW WILLIAMSON	1,000,000	0.61
20	MR CHRISTOPHER ANDREW GRUMMET	961,612	0.59
		139,465,762	**85.46**

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2024

ANNUAL REPORT

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