Kinatico

Annual Report 2026

The momentum continues
from strategy to fluid execution

Contents

Acknowledgement of Country

Kinatico acknowledges the Traditional Owners of the land on which we work throughout Australia and New Zealand and recognises Aboriginal and Torres Strait Islander peoples' continuing connection to land, place, waters and community.

We recognise the unique role of Māori as Tangata Whenua and embrace Te Tiriti o Waitangi.

We pay our respects to cultures, country and elders past, present and emerging.

About Us

What We Do

We turn workplace compliance from a headache into a strategic advantage. Automating the tedious with AI powered solutions that enable businesses to shift from chasing compliance to knowing they are covered.

Why It Matters

Compliance becomes a strategic asset, not a cost centre.

Businesses get visibility into risks before they become problems, reducing compliance related incidents, getting back what they can't buy – Time.

How We are Different

We focus on the people who need to meet the compliance requirements.

Connecting disparate data sources, giving workers an app to easily complete their obligations and feeding results back in real-time with actionable insights.

Kinatico
Compliance Reimagined

The Meaning behind our Name

KINectic D**AT**a **I**nsights **CO**mpliance

What drives us

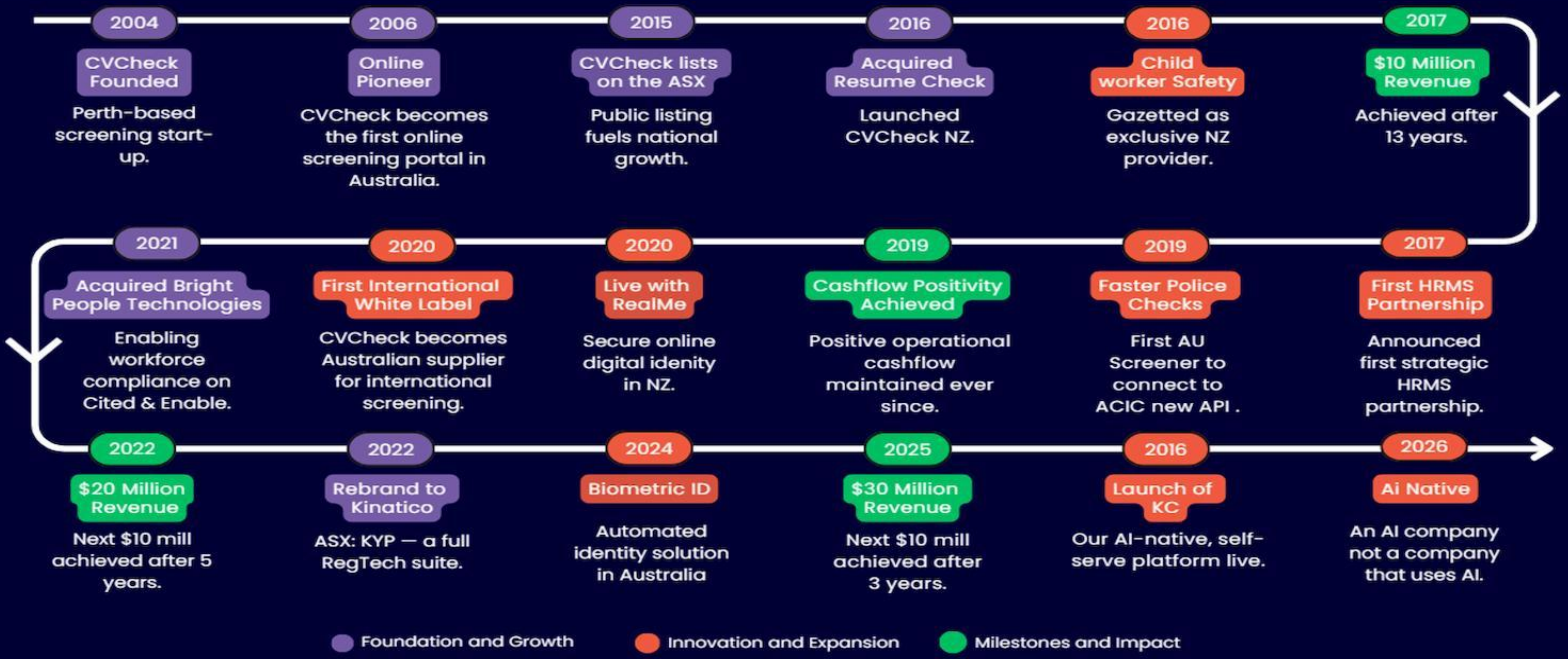
Our **purpose** is powering insights for better, safer workplaces..

Our **mission** is that our technology helps your organisation to know your people. Simply. While you focus on opportunities, we connect you to insights that lift your capability and mitigate your risk.

Our **vision** is a world where data is trusted and organisations are freed to focus on opportunities.

Our Story

Building on two decades of trust taking us from a humble screening platform to a world-class AI-native workforce compliance platform.



Built on trust

Our Product Suite

Kinatico Compliance

The intelligent workforce compliance platform — AI-native, built to scale.

Kinatico CVCheck

Employment screening & verification, developed with AI.

Proven by credentials

Certifications and Accreditations

Giving back to our People & the Community

Community at Kinatico isn't a separate initiative it's built into the values that guide how we work.

The privacy of data is our highest priority shapes every product decision we make, long before regulation requires it.

Our team's strength comes from everyone's individuality sits behind a genuinely diverse, multi-generational workforce.

Gaps are opportunities to make a difference is why we give back to the communities we operate in and **deliver the good, strive for the great** is the standard we hold ourselves to everyday.

Our Community Partners

The Salvation Army Perth

At Christmas time, our team turns the traditional Secret Santa on its head with the gift becoming something the recipient would have wanted as a child. Making this a fun meaningful event as very gift collected then goes straight to the Salvation Army Perth's Christmas appeal to help make the season a little brighter for local families doing it tough. It's a small, personal tradition that's added up to real support for our community and a great cause we will keep supporting

Containers For Change

Our Perth office runs an ongoing Containers for Change program, recycling eligible containers rather than sending them to landfill. It's a simple habit, but one we've kept up consistently, reflecting the same values we ask our customers to hold their own compliance to.

TADWA — Technology for Ageing & Disability

Kinatico donated 28 decommissioned laptops to TADWA this year, securely wiped and given a second life supporting elderly Western Australians and people living with disability. It's a small, practical way of turning old hardware into something that keeps someone else connected.

Chairman's letter

Ivan Gustavino,
Non-executive Chairman

Dear Shareholders,

I am pleased to present to you the 2026 Annual Report of Kinatico Limited ('Kinatico' or 'the Group').

Six years ago, the board of this Company set out a strategic vision to transform the Company from a provider with a single, point-in-time pre-employment screening platform servicing the ANZ region to an aggregator of SaaS solutions in the global compliance market. In the intervening years, we have recruited Michael Ivanchenko as CEO to deliver on that vision, rebranded the Company as Kinatico Ltd, and delivered transformation and consistent growth in revenue and profitability. Last year, I announced on this page that the Group had committed to, built, and delivered, our new SaaS compliance management solution (branded Kinatico Compliance).

In FY26, Kinatico has, by leveraging the benefits of AI, accelerated our journey towards the strategic vision set by the board.

We are once again delighted to report excellent results with net profit after tax ($2.0m), SaaS revenue growth (up 37.5%) , free cash flow (up 84.9%) and improved operating leverage as a result. At the same time, the Company has achieved record levels of staff engagement amidst a global backdrop of uncertainty over disruption by AI. These are not isolated improvements. They are the compound result of consistent execution against a clearly defined growth strategy.

Kinatico Compliance, funded entirely from operating cashflow, without diluting shareholders, without borrowing, and without compromising profitability, is in market. It is winning customers across both the SMB and enterprise segments simultaneously, and it has materially expanded the addressable market opportunity in front of this business.

The Board enters FY2027 with strong conviction. The new platform is live and generating revenue. The regulatory environment is creating demand. The team is executing. Our balance sheet provides the flexibility to pursue growth on our own terms.

On behalf of the Board, I thank our shareholders for their continued confidence, and I extend my gratitude to Michael Ivanchenko and the entire Kinatico team for an outstanding year.

Yours sincerely,

Ivan Gustavino

Non-executive Chairman

5th August 2026

Chief Executive Officer's Report

Michael Ivanchenko
CEO

Fellow Shareholders,

Six years ago, we set out to transform Kinatico into a SaaS-first compliance company: first with Cited™, and then with Kinatico Compliance, our AI-native compliance platform. FY26 is the year that work stopped being a plan and started showing up in the numbers, and the year the two forces that will shape our next chapter, regulation and artificial intelligence, both moved decisively in our favour.

The clearest evidence is in the shape of our revenue. SaaS revenue grew 37.5% to $20.5 million and, for the first time, became the majority of what we earn, 58.4% of Group revenue, in a business that only a few years ago was almost entirely transactional. But the number I would point you to is not the growth itself; it is what happened beneath it. Group revenue rose 9.4%, yet EBITDA grew to $5.6 million, a margin of 15.9% (up from 13.5%), and net profit after tax rose 78.5% to $2.0 million. Profit growing many times faster than revenue is what operating leverage looks like, and it is the surest sign that the platform we spent years building is now doing the work.

We delivered this in our fourth consecutive year of increasing profit, while still investing heavily in the platform; and we funded every dollar of it ourselves. No capital raised, no dilution, no debt. We generated $1.6 million of net cash over the year, the strongest cash generation in our history, and closed with $11.8 million in the bank. For a business investing to grow, that combination of rising profit, real cash generation and complete self-funding is the achievement I am most proud of.

Why the market needs us more each year.

Two forces are reshaping the world our customers live in, and they pull against each other. The obligations placed on organisations to verify, monitor and prove the compliance of their people, keep rising. At the same time, the pressure on those same organisations to be leaner and more productive has never been greater. Compliance normally sits at the collision point: a growing burden that slows good people down. That is the problem we exist to solve. Kinatico gives an organisation instant, reliable visibility of who is compliant and who is not, without pulling workers away from the job they are there to do. Visibility without friction is our advantage, and it becomes more valuable every time the rules get harder.

The rules are getting harder. From 1 July 2026, the second tranche of Australia's anti-money-laundering and counter-terrorism-financing regime brings an estimated 80,000 organisations into scope for the first time: lawyers, accountants, real-estate agents and others.

Alongside it sit tightening modern-slavery, work, health and safety, and payday-superannuation obligations.

Each is a wave of new demand for precisely what we do, and each arrives as our platform reaches maturity.

CEO Report

We are becoming an AI organisation.

Let me be direct about where Kinatico stands, because it is the question every technology investor is asking. We are not an organisation that uses AI; we are becoming an AI organisation.

AI rewards businesses that own their data and exposes those that merely pass it along. Much of the technology sector is discovering, uncomfortably, that it sits in the second group. We sit firmly in the first. We originate compliance outcomes on more than seventeen years of proprietary data: the verification, the result, and the continuous monitoring that follows a worker over time. We are a source of truth, not a reseller of someone else's. That is why AI compounds our advantage rather than threatening it: we are not a business at risk of being disrupted by AI; we are one of the businesses doing the disrupting.

We are already putting that to work. IRIS, our AI document extraction engine, reads and understands identity and credential documents in moments, turning hours of manual onboarding into minutes, and making it as practical to serve a five-person business as a 5,000-person one. Vera, our verification automation agent, went live at the end of the year; it takes on verification work that until now required people, and it is where much of our next phase of operating leverage will come from. Vera is the foundation, not the finish: we are building on it with a customer-support agent and further agents to follow; becoming an organisation where AI does more of the routine work, our people do more of the thinking, and each new capability widens our margins as it arrives.

A strategy, proven on two fronts.

FY26 also answered a question we had been asking ourselves: could a single platform serve both the largest enterprises and the smallest businesses? This year the answer became yes, and we have the evidence.

At the enterprise end, we signed Civeo a global workforce housing and accommodation specialist with others in advanced negotiation. These are demanding, multi-stakeholder organisations, and winning them proves our platform stands up to real enterprise scale. At the other end, since we opened free, self-service sign-up in March, small and medium organisations have come to us in numbers and from every direction — dozens of new customers spanning financial services, healthcare, real estate, professional services, education, transport, construction, mining and more, with no single industry dominating. That breadth is the point: it tells us the appeal is horizontal, not confined to one niche. That breadth is geographic as well: our New Zealand business grew 33.1% in top-line revenue with 182.9% growth in SaaS revenue, year on year.

One platform. Two very different customers. Both onboarding successfully. Our dual-track strategy, enterprise alongside digital self-service, served from the same product is no longer a plan; it is working. Behind the enterprise wins sits a qualified pipeline that grew through the year. It is a leading indicator of demand, not yet revenue, but a clear line of sight to it. And what ties the whole platform together is a simple idea we call Follow Me Compliance: verification that travels with the worker across roles, sites and time, so that staying compliant becomes something continuous and effortless rather than a moment-in-time scramble.

Kinatico CVCheck remains the leading brand for pre-employment screening and verification in Australia and New Zealand, and it plays two roles for us. It provides a reliable, recurring revenue base; and, more importantly, it is one of our most powerful customer-acquisition channels bringing organisations to us for a single point-in-time need and introducing them to the ongoing compliance platform that keeps them with us. And once they are with us, they tend to grow: SaaS revenue growth from retained customers is 22.0% (FY25: 21.9%) shows existing customers expanding their use of Kinatico year on year. Screening is the front door, not the foundation.

Underpinning the whole platform is trust: Australian data sovereignty and our ISO 27001 information-security accreditation, both increasingly demanded by the organisations we serve, soon to be joined by ISO 42001, the international standard for responsible AI, which formalises the governance we have built into our systems from the outset. The platform's reach now extends well beyond the individual worker. Our supply-chain compliance capability lets an organisation see the compliance status of its suppliers and subcontractors, not only its own people. Organisations can also distribute policies, incident reports and checklists, require and record their acceptance, and track adherence over time — tying each activity back to the mitigations in their risk matrix, so they can verify that the controls they committed to have actually been carried out. Most systems record an intention to manage risk; ours proves the risk was managed.

Taken together, it means we can serve an organisation's every compliance need, from pre-employment screening and verification, through ongoing monitoring and adherence, to the complex demands of large, distributed organisations operating across multiple jurisdictions and reaching right down their supply chain; all in one platform, supercharged with AI.

CEO Report

What lies ahead.

Kinatico Compliance has widened the market we can serve from a few hundred large enterprises to, in effect, the whole economy, from a serviceable opportunity of roughly $200–250 million to something closer to $1.2 billion in Australia alone, as self-service brings many smaller organisations within reach for the first time. Around 10,000 organisations already rely on us each year; that base is both a foundation of recurring revenue and a runway of customers to grow with.

We do not provide formal guidance. But I can tell you what we expect of ourselves. As the pipeline we have built converts, we expect SaaS growth to re-accelerate. As our AI agents take on more of the work, we expect the operating leverage you saw this year to continue. And a debt-free balance sheet and growing cash position give us something many of our peers lack right now: the freedom to pursue growth on our own terms — further investment in the platform, extension into adjacent compliance needs and new markets, and selective acquisitions. These are options we intend to use deliberately, not by default, and from a position of strength — never because we are forced to raise capital to chase them. The forward-looking statements in this section should be read alongside the safe-harbour notice set out elsewhere in this Annual Report.

On our share price.

I would be doing you a disservice if I did not address it. Over the year our share price rose from 18c, reached 38c and closed at 16c on 30 June 2026. The decline sat within a broader re-rating of software and technology stocks globally, driven by macroeconomic uncertainty and by real questions about how AI will reshape the sector, questions I addressed earlier in this report. For Kinatico the answer is straightforward: we do not run on someone else's data, and we are not funding AI at the expense of our own growth, we are capturing it, building it into the core of our platform, and using it to widen our margins. Revenue, profit, margins, cash and recurring revenue all moved in the right direction this year, and by more than we expected. The macro environment has weighed on our share price; it is in no way a reflection of our actual performance, our underlying value, or our confidence in what comes next.

Our people.

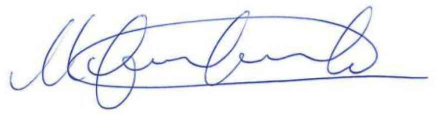
None of this happens without them. In a year when AI-driven uncertainty pushed workforce engagement to record lows across the technology sector, engagement at Kinatico rose 18 points to 74. I regard that as one of the most important measures in this report. It tells me our team sees AI as something we build and lead, not something that happens to us, and that confidence is exactly what turns a strategy into results. It is showing up in how much more each of us is able to produce.

We have done the work. The platform is built, the market is expanding, and the regulation expanding it is now law. AI is working for us, not against us. And a proven two-track model gives us more ways to grow than ever before. We are a business ready to accelerate, and I have rarely been more confident about where we are headed.

Finally, my thanks go to our executive team and to every one of our people. The results in this report are theirs. Through a demanding year they stayed committed and kept delivering, and it is their effort and contribution, day in and day out, that turn our strategy into performance. I am grateful for all of it.

My thanks, too, to our Board for their guidance and support through a pivotal year.

Thank you for your continued support.



Michael Ivanchenko
CEO

People, Culture & AI

People-led AI Partnership.

Expertise + Experience + AI = Kinatico's Market Advantage

Odelia Sarre

Chief Operating and AI Officer

AI As Our Operating System

We did not add AI to our business. We are building our business with AI. In FY2026 we ran two tracks simultaneously — making our operations leaner and our products smarter — on the same architecture, at the same time. Development velocity continues to increase. Our verification delivery team now focuses on the work that requires human judgment because structured, repeatable activity is handled. That shift — volume through the architecture, expertise applied to the exceptions — is the mechanism behind how we have scaled our operations while increasing revenue per employee. A full year of building our business with AI alongside our institutional knowledge, proprietary data, and a team that knows how to work alongside it has become a competitive advantage not easily replicated.

Two tracks: inward efficiency and outward intelligence, built on the same architecture.

FY2026 AI Milestones

AI recommends. People decide. Always. — more than twelve months of building Kinatico and its products and services with AI

Claude as Primary LLM

Claude selected and deployed as Kinatico's primary LLM across every function, including our development teams.

AI-Accelerated Development

AI fully embedded in our end-to-end product development process, lifting feature development velocity by 50% and continuously increasing.

AI Leadership Established

Dedicated executive ownership of AI decided through expanded remit of the Chief People Officer now formalised as Chief Operating and AI Officer.

Responsible AI Principles Operationalised

Kinatico's Responsible AI Framework and Principles determined, designed and operationalised throughout the organisation.

Kinatico Compliance Launched

AI-native SaaS platform launched October 2025 — built with AI at its architectural core, not bolted on as a feature.

AI Culture Embedded

Our AI Culture survey returned scores above 80 across four factors, with 79% of our people confident identifying AI risk.

Virtual Verification Officers Live 24/7

Virtual Verification Officers now servicing customers 24/7, increasing customer satisfaction and returning capacity to Kinatico staff to work on higher value activity.

ISO 42001 Underway

Certification against the international AI management system standard is underway. Our objective is to be certified, not just to state it.

A Compounding AI Moat

22 years of proprietary compliance data, >18 months of production AI experience, and ISO-aligned governance — a position new entrants cannot replicate quickly.

Responsible AI Culture

Our culture moved before the technology did. That matters because the biggest risk in AI adoption is not the technology — it is the people. Operationalising our Responsible AI Principles through our people saw our recent AI Culture survey return scores above 80 across four factors: AI Culture and Adoption, AI Vision and Governance, AI Impact and Value Creation, AI Enablement and Capability with 79% of our people being confident in identifying the risks when using AI tools. Our people do not just use AI — they understand it, believe in it, and are shaping how we use it.

AI recommends. People decide. Always. That principle is not a policy. It is how every AI output at Kinatico works — a recommendation, a confidence score, an audit trail, and a human accountable for the decision. ISO 42001 certification is underway. Our objective is to be certified, not just stated.

Amplify People Power

- AI recommends, People Decide

Privacy by Design

- Appropriately accessing, using and protecting data

Sustainable Value Creation

- Responsible innovation, competitive advantage

Transparent and Fair Intelligence

- Every decision traceable, inclusive and comprehensive

Accountable AI Governance

- Clear ownership, measurable performance

Our People — Diverse, Capable, Committed

Employee engagement rose 18 points this year —to 74 now 3 points above global engagement benchmarks. That movement, through a year of real transformation, tells us our people are not enduring change. They are leading it. Our internal mobility rate of 21% demonstrates our ability to develop and retain high-performing talent, retaining deep organisational knowledge while minimising recruitment costs. When we did recruit externally, time to fill decreased by 33.3% on the previous year. NPAT per employee improved 105%.

21%
Internal mobility – capability built from within

+18
Employee engagement now 3 points above global benchmarks

+105%
NPAT per employee on previous year

Inclusion on purpose delivers a diverse team reflective of the customers we serve and the communities we work in.

Our workforce spans 48% female, 23% native language other than English, 12% neurodiverse, 8% LGBTQIA+, 7% differently abled, and 3% First Nations representation.

That breadth is not incidental. It makes us better at what we do. When our people thrive, our customers feel it.

Financial Highlights

Growth in revenue. Material step up in Profitability. Stronger, debt free balance sheet.

Jason Margach

Chief Financial and Corporate Development Officer

Kinatico delivered another landmark year, with Group revenue of $35.2 million, up 9.4% on FY25 ($32.1 million). A defining achievement of the year was the structural shift in revenue composition. SaaS revenue grew 37.5% to $20.5 million and now represents 58.4% of Group revenue (FY25: 46.5%), confirming Kinatico's transformation into a recurring-revenue, SaaS-led compliance technology group.

EBITDA grew to $5.6 million (FY25: $4.3 million), with EBITDA margin expanding to 15.9% (FY25: 13.5%), and NPAT grew 78.5% to $2.0 million (FY25: $1.1 million). Profit growth continued to outpace revenue growth, evidence of the operating leverage built into the SaaS model and continued disciplined approach to cost efficiency. Total operating expense is now 50.2% of revenue (FY25 51.3%).

Cash generation remained strong, with operating cash flow of $6.3 million (FY25: $5.3 million), a conversion rate well ahead of reported NPAT, reflecting the favourable working-capital profile of subscription revenue. Net cash increased $1.6 million (after foreign exchange effects) over the year (FY25: $0.5 million (after foreign exchange effects)). The balance sheet closed the year in a strong position with net assets of $29.8 million (FY25: $27.2 million) and cash of $11.8 million ($10.2 million).

Capital expenditure was $3.7 million (FY25: $3.7 million). Ongoing development on Kinatico Compliance, was funded entirely from operating cash flows without the need for debt or equity raised.

SaaS Revenue
37.5% ↑
(FY25: $14.9m)

Free Cash Flow
84.9% ↑
On pcp

NPAT Growth
78.5% ↑
(FY25: $1.1m)

Existing Customer SaaS
22.0%
(FY25: 21.9%)

EBITDA Margin
15.9%
(FY25: 13.5%)

NPAT Margin
5.7%
(FY25: 3.5%)

Financial Highlights

Growth

SaaS revenue up 37.5% to $20.5m
Total revenue up 9.4% to $35.2m

Profitability

NPAT up 78.5% , EBITDA up 28.2%

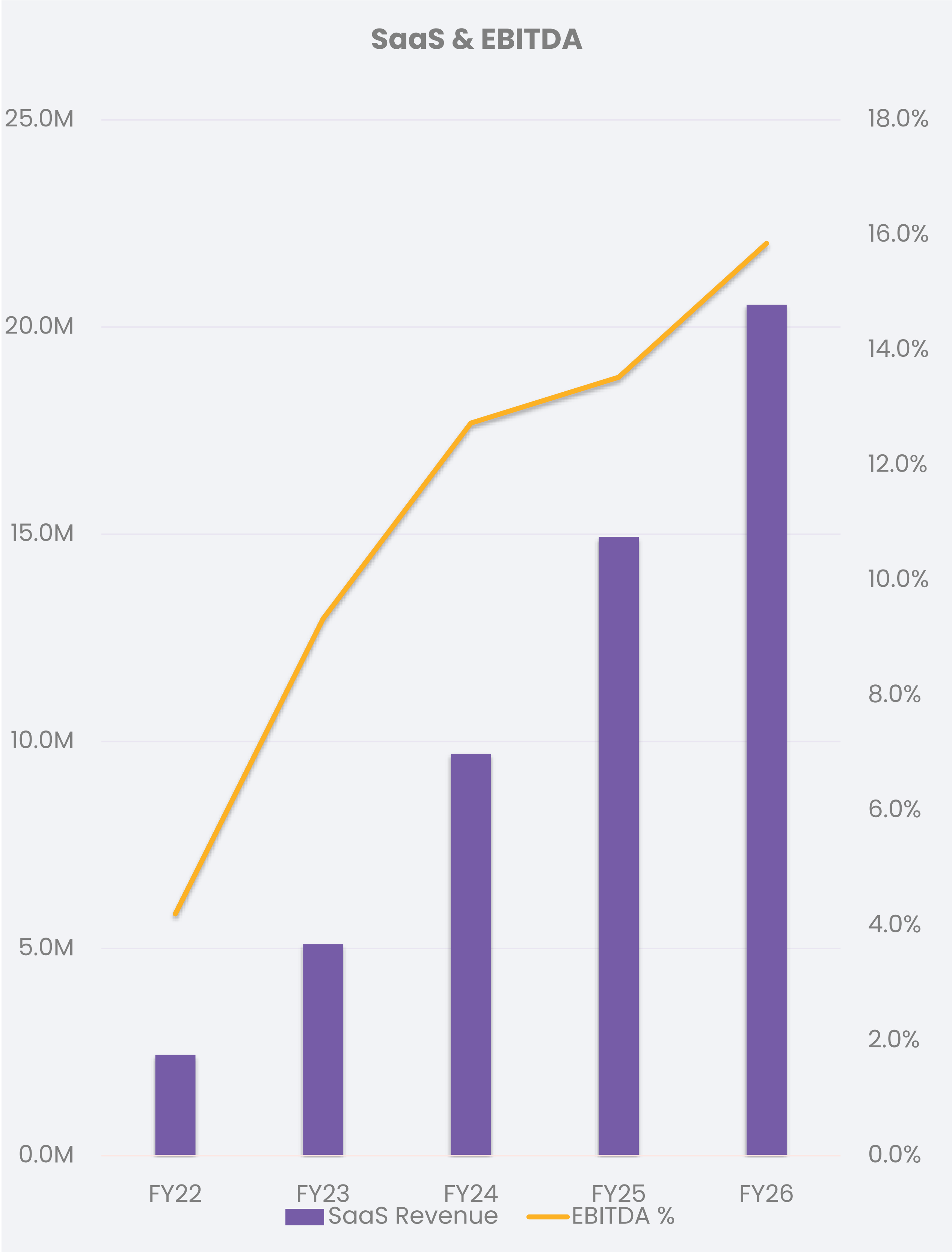
Strength

Net assets up 9.6% to $29.8m
Cash up 15.8% to $11.8m

	2026	2025	Growth on last year	2024	2023	2022
Revenue – SaaS	$20.5m	$14.9m	37.5%	$9.7m	$5.1m	$2.4m
Total Revenue	$35.2m	$32.1m	9.4%	$28.7m	$27.7m	$26.4m
SaaS % of Rev	**58.4%**	46.5%	11.9pp	33.8%	18.4%	9.2%
SaaS CAGR	53.2%	57.3%	(4.1)pp	58.5%	44.8%	-
EBITDA	$5.6m	$4.3m	28.2%	$3.7m	$2.6m	$1.1m
EBITDA Margin	**15.9%**	13.5%	2.4 pp	12.7%	9.3%	4.2%
NPAT	**$2.0m**	$1.1m	78.5%	$0.8m	$0.2m	($1.5)m
NPAT Margin	5.7%	3.5%	2.2 pp	2.7%	0.9%	(5.7)%
Rule of 40	25.3	25.4	(0.1)p	16.4	14.4	-
Earning Per Share	0.48c	0.27c	78.2%	0.19c	0.06c	(0.35)c
Cash, Cash Equivalents	$11.8m	$10.2m	15.8%	$9.8m	$9.6m	$11.9m
Net Assets	$29.8m	$27.2m	9.6%	$25.7m	$24.9m	$25.4m
Operating Cashflow	**$6.3m**	$5.3m	19.4%	$4.2m	$3.6m	$3.1m
Investing Cashflow	($3.8)m	($3.9)m	(3.1)%	($3.2)m	($4.0)m	($3.5)m
Free Cashflow	**$2.5m**	$1.4m	84.9%	$1.0m	($0.3)m	($0.1)m

Profit is growing faster than revenue, a compounding cash-based profitability story

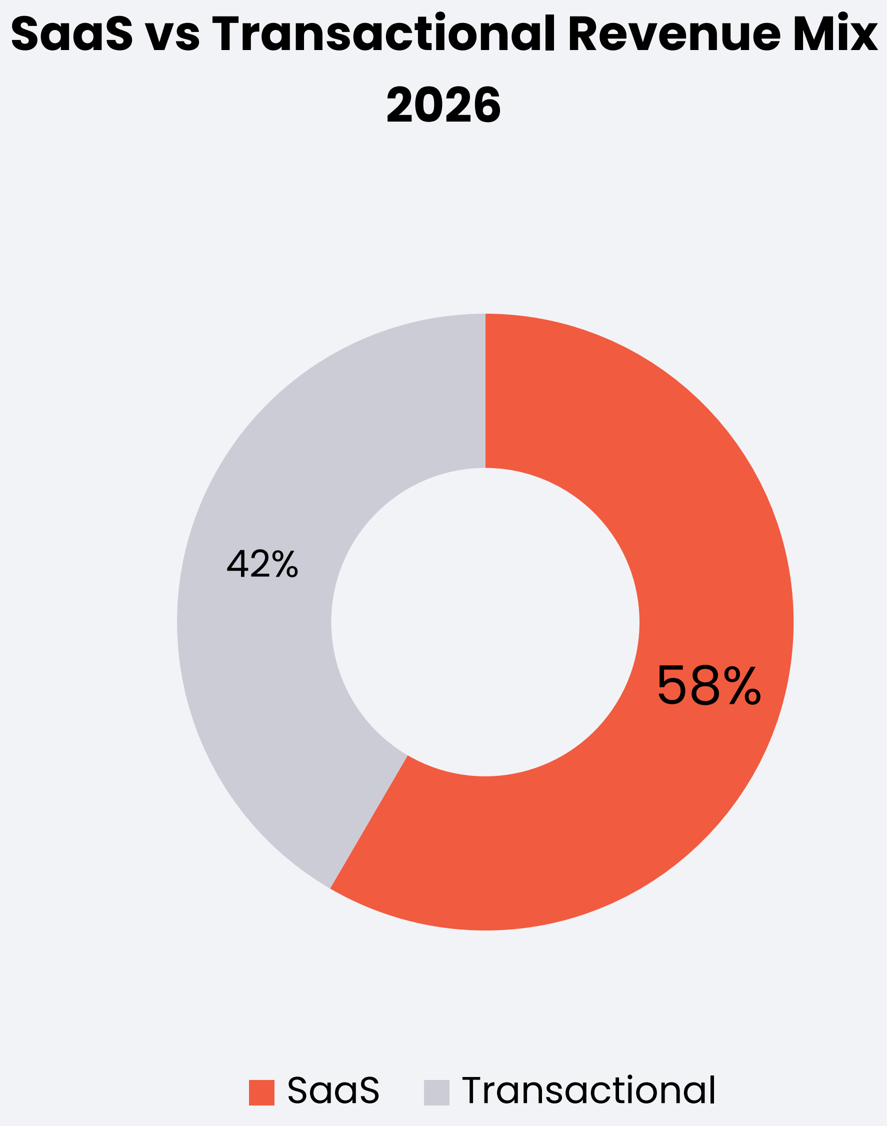
SaaS drives Operating Leverage



Total Revenue $35.2 million
up 9.4% (FY25: $32.1m)

SaaS Revenue $20.5 million
up 37.5% (FY25: $14.9m)

EBITDA $5.6 million
up 28.2% (FY25: $4.3m)



A rising SaaS mix expands gross margin without a matching rise in operating costs; the operating leverage that lets EBITDA outgrow revenue

Marketing & Digital Sales

A year of building marketing proficiency, efficient operations and establishing a brand presence for Kinatico Compliance.

Chantal Walker

Chief Experience Officer

FY26 was the year Kinatico moved from a single-solution marketing growth story to a dual platform business, launching Kinatico Compliance to become a validated, self-serve acquisition engine while continuing to invest efficiently in Kinatico CVCheck.

Kinatico invested across paid, owned and earned channels throughout the year to continue to engage the current ~8,000 customer base, supporting steady growth in engagement while funding the launch of Kinatico Compliance largely from efficiencies gained within our existing marketing investment. In addition, a new email marketing strategy, lifted deliverability and engagement rates to among the strongest levels across all solutions exceeding industry benchmarks.

Brand and launch positioning for Kinatico Compliance

Kinatico's refreshed brand positioning 'The Intelligent Compliance Platform' is centred on the promise of enabling organisations to be able to move from chasing compliance, to knowing they are covered. FY26 showed the appeal of this positioning attracting digital sign ups across multiple industries.

In FY27 we will build on that positioning foundation, refining our focus toward the industries whose compliance needs are best served by Kinatico Compliance.

Taking advantage of regulatory tail winds

Kinatico moved early to capture a genuine regulatory tailwind with the new Tranche 2 AML/CTF obligations extending to real estate agents, lawyers and financial advisers which took effect on 1 July 2026.

We ran a targeted multi-layered campaign, including an informative webinar, ahead of that date to introduce Kinatico Compliance to these professions who were required to comply, converting sign-ups from those sectors and opening demand outside of our traditional footprint.

Compounding Efficiency for Kinatico CVCheck

Kinatico CVCheck continued to perform as Kinatico's established screening and verification business, maintaining strong retention across its existing customer base while sharpening its return on our marketing investment.

We extracted more value from every dollar spent by decreasing the cost of acquisition and increasing our return on investment while spending less overall than FY25. This improved efficiency for Kinatico CVCheck has helped fund the Kinatico Compliance Media launch.

Building awareness to drive Digital Sales

Kinatico Compliance began signing up its first customers in August 2025, building early traction through targeted below-the-line marketing under the Group's new ‘Compliance Reimagined’ positioning. As the platform matured, we layered in a brand awareness campaign across Sydney and Melbourne, to build on the momentum gained from our owned and earned channels.

In the second half of FY26, the Group shifted investment toward pure acquisition media which augmented our Digital Sales. This layered approach to our awareness and acquisition media strategy achieved a broad response from both small and medium organisations with no single industry dominating significantly.

Aug 2025
First Kinatico Compliance sign-ups,
Targeted marketing

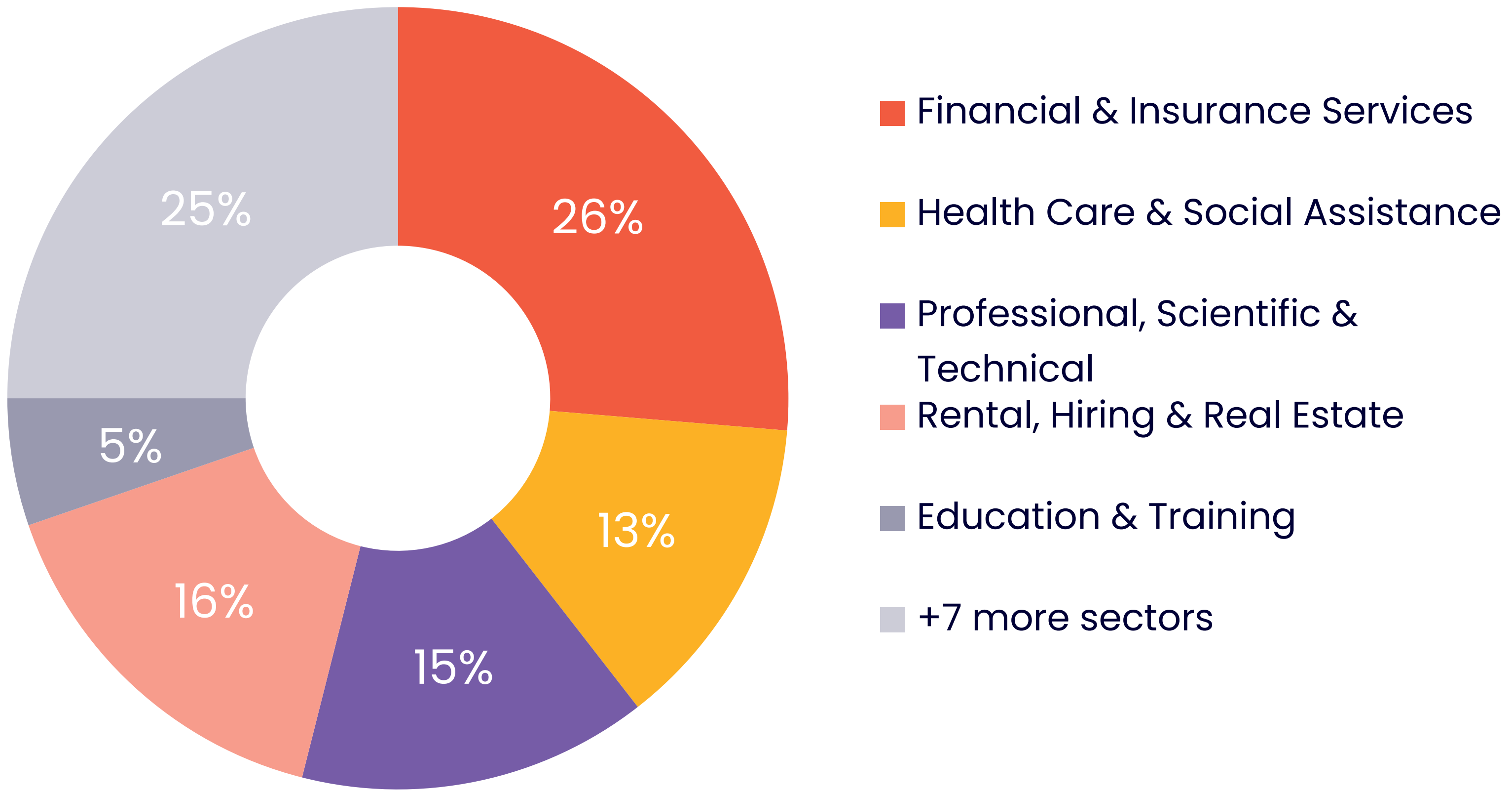
Feb 2026
Sydney & Melbourne
brand awareness campaign

H2 FY26
Shift to acquisition media with CTA to sign up for Free Plan to try the platform

1 Jul 2026
Tranch2 AML/CTF campaign,
~80,000 newly regulated organisations across various industries

FY27 →
Refining focus toward
best-fit industries

Digital Sign-ups by industry



Sales Execution

Driving revenue and market growth

Geoff Hoffmann

Chief Revenue Officer

Enterprise Sales execution

The Group's direct sales approach in market has been equally encouraging. Structured engagements across regulated industries have demonstrated that organisations are actively seeking a compliance lifecycle solution, not just a point-in-time screening tool. The buying conversations the Group is now engaged in are materially different in nature — multi-stakeholder, often RFP-led, and anchored in genuine compliance transformation need. Across sectors including aged care, childcare, healthcare and not-for-profit, decision-makers are engaging with Kinatico Compliance as a strategic platform investment rather than a tactical procurement. This shift has been supported by a disciplined enterprise sales approach — clear pipeline management and a consistent sales methodology across the team — giving the Group greater visibility and control over how these larger, more complex deals are won. For these organisations, the appeal is practical as much as strategic: a single platform that reduces compliance risk and replaces fragmented, manual verification processes with one continuous, auditable system. This shift in the nature of demand reflects both the maturity of the platform and the credibility Kinatico has built as a trusted RegTech provider.

In the closing months of FY26, the Group also took steps to broaden its route to market, with an early-stage channel partnership now in development that is expected to open new pathways to buyers in FY27 and beyond.

Resilient by design, not by accident

The global economy experienced significant volatility through FY26 — war, energy crises, inflation and AI disruption all took their toll. The Group's view is that this context, on balance, strengthens its medium-term standing, for three reasons.

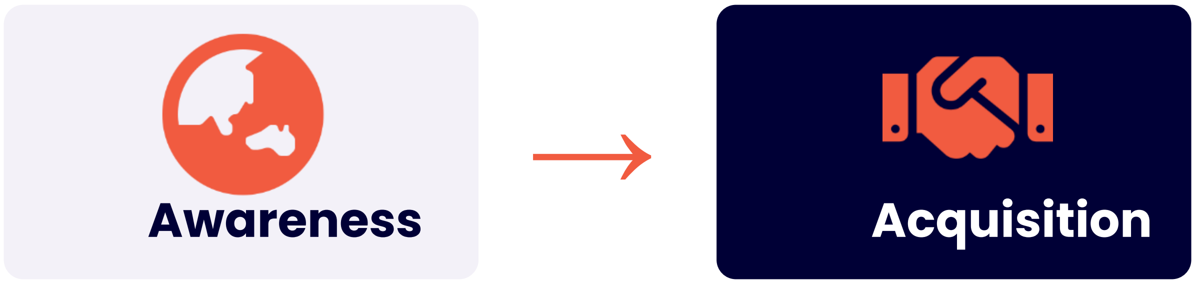
Not discretionary — organisations cannot defer AML, WHS or modern slavery obligations because conditions are uncertain.

Complexity rises — more contractors and casuals for workforce flexibility means more compliance complexity, not less.

Revenue insulated — 58.4% of revenue is now SaaS, and the link to hiring volumes is materially weaker than in prior years.

Building the pipeline

FY26 has been a year of deliberate market-building — sustaining the strength of Kinatico CVCheck while accelerating Kinatico Compliance into a broader market. The launch generated meaningful brand awareness and the Group's first inbound digital leads. As the campaign moved from awareness into acquisition, Kinatico Compliance recorded its first self-serve digital sign-ups across a broad range of high-growth regulated sectors — validating the platform's industry-agnostic positioning and self-service architecture.



Company Directory

Australian Company Number

111 728 842
Kinatico Limited is a Public Company, domiciled in Australia.

Registered Office

Level 4,
999 Hay Street,
Perth, WA, 6000 Australia
Telephone (+61) 8 9388 3000

Website

www.kinatico.com

Securities Quoted

Australian Securities Exchange (Code: KYP)
418,591,984 Ordinary Fully Paid Shares
7,750,000 Escrow Shares Tranche A
5,750,000 Escrow Shares Tranche B
5,500,000 Escrow Shares Tranche C*

*3 July 2026, 962,500 Loan Funded shares were subsequently bought back following the non-satisfaction of applicable employment conditions.

5,000,000 Unlisted Options

Share Registry

Automic Pty Ltd
Level 5/191 St Georges Terrace
Perth, WA, 6000 Australia

Directors

Ivan Gustavino - Non-executive Chairman

Jonathan Birman - Non-executive Director

Georg Chmiel - Non-executive Director

Oliver Stewart - Non-executive Director (Resigned 24 Oct 2025)

Company Secretary

Craig Sharp

Auditor

RSM Australia Partners
Level 32, Exchange Tower,
2 The Esplanade
Perth, WA, 6000 Australia

Solicitor

Steinepreis Paganin
Level 4, 16 Milligan St
The Read Buildings
Perth, WA, 6000 Australia

Directors' Report

The Directors present their financial report of the Group, being Kinatico Limited ('the Group' or 'Kinatico' or 'KYP') and its controlled entities, for the year ended 30 June 2026 and the auditor's report.

Directors

The following persons were Directors of the Group for the entire financial year and up to the date of this report, unless otherwise stated.

Ivan Gustavino
Non-executive Chair

Appointed to the Board:
13 August 2018

Interest in shares and options:
Direct: Nil.
Indirect: 1,223,689 ordinary shares.; 3,000,000 options

Directorships held in other public entities:
Nil

Other public company directorships held during the past 3 years:
Non-Executive Director of Imdex Limited to October 2023

Qualifications:
Bachelor of Business

Experience:
Ivan has over 25 years' experience developing global technology businesses, including vast experience in leading, advising and investing in high growth technology businesses. Ivan is one of Australia's leading corporate advisors specialising in advising technology companies on growth, mergers and acquisitions. Ivan is the Managing Director of Atrico Pty Ltd and Director of Gustavino Capital Pty Ltd. Ivan is a related party to Gusfam Pty Ltd ATF Gusfam Trust.

Jonathan Birman
Non-executive Director

Appointed to the Board:
3 May 2021

Interest in shares and options:
Direct: Nil.
Indirect: 22,850,000 fully paid ordinary shares.

Directorships held in other public entities:
Nil.

Other public company directorships held during the past 3 years:
Nil.

Qualifications:
Bachelor of Arts (Politics & Industrial Relations)

Experience:
Jon has 30 years in business creation, strategy, and executive leadership. Jon was formerly Chief Executive of UGL Resources and Group and General Manager of UGL. His previous serving roles include Deputy Project Director of in Kellogg Joint Venture, managing contracts and the LNG train for Mega Project, and Vice President for International Operations of Kaiser Engineering. Jon's core competencies include strategy, human capital, risk management, HSSE and finance.

Directors' Report

Directors

The following persons were Directors of the Group for the entire financial year and up to the date of this report, unless otherwise stated.

Georg Chmiel
Non-executive Director

Appointed to the Board:
19 September 2023

Interest in shares and options:
Direct: Nil.
Indirect: 1,700,000 fully paid ordinary shares; 2,000,000 options.

Directorships held in other public entities:
Non-executive Chair of Spacetalk (ASX:SPA); and Centrepoint Alliance Ltd (ASX:CAF); Non-executive Director of Xamble (ASX:XGL).

Other public company directorships held during the past 3 years:
Nil.

Qualifications:
Master of Business Administration (INSEAD), Masters equivalent in Computer Science (TUM), CPA, FAICD, ICDM(F)

Experience:
Georg has a unique combination of experience in technology businesses, international enterprises, and boards of ASX-listed companies. He is currently co-founder and chair of Juwai-IQI, Asia's leading PropTech group. Georg's past executive roles includes positions as Executive Chair of iCar Asia Limited (ASX:ICQ), MD/CEO of the iProperty Group (ASX:IPP), MD/CEO of LJ Hooker Group, and CFO of REA Group (ASX:REA).

Oliver Stewart
Non-executive Director

Resigned from the Board:
24 October 2025

Interest in shares and options at retirement:
Not applicable as no longer a Director

Directorships held in other public entities on retirement:
Not applicable as no longer a Director

Other public company directorships held during the preceding 3 years:
Not applicable as no longer a Director

Qualifications:
Bachelor of Business Management (Marketing) and a Bachelor of Arts (Psychology & Journalism).

Experience:
Oliver has over 20 years' experience in helping businesses drive sustainable long-term growth through Customer and Loyalty Marketing. Oliver's core competencies include strategic planning to maximise customer lifetime value across multiple product sets, marketing, and sales channels. Oliver is currently a Director at Tortoise & Hare CX Agency. He has also held senior roles at Foxtel, Qantas Frequent Flyer, Lavender, and M&C Saatchi.

Directors' Report

Directors and Officers

The following persons were Directors and Officers of the Group for the entire financial year and up to the date of this report, unless otherwise stated.

Craig Sharp
General Counsel & Company Secretary

Appointed to the role:
3 June 2021

Directorships held in other public entities:
Nil.

Qualifications:
Master of Laws, Bachelor of Jurisprudence, and a Graduate of the Australian Institute of Company Directors.

Experience:
Craig Sharp held the position of General Counsel & Company Secretary throughout the financial year.
Mr Sharp is an admitted solicitor with over 30 years' post-admission experience, including more than 12 years in the background screening industry and more than a decade as legal counsel in a public company environment.
Qualifications: Master of Laws, Bachelor of Jurisprudence, Graduate of the Australian Institute of Company Directors.

Meeting of Directors

The number of Director's meetings (including meetings of committees of directors) and the number of meetings attended by each of the Directors of the Company during the financial year are:

	Board Meetings		Audit & Risk Committee		Remuneration Committee	
	Eligible to Attend	Attended	Eligible to Attend	Attended	Eligible to Attend	Attended
Ivan Gustavino	7	7	-	-	6	6
Jon Birman	7	7	3	3	6	6
Georg Chmiel	7	7	3	3	-	-
Oliver Stewart*	3	3	1	1	1	1

Principal Activities

The principal activity of the Group during the financial year was the provision of workforce compliance management technology and related services. As a global aggregator of regulatory technology (RegTech), Kinatico provides know your people software solutions that simplify the process of managing daily compliance for organisations of all sizes.

The Group operates through four core product offerings:

- Kinatico Compliance: a cloud-based, AI-native SaaS platform for end-to-end workforce compliance management, launched October 2025. Its self-service architecture enables deployment hours with near-zero implementation costs, making enterprise-grade compliance accessible to organisations of all sizes.
- Kinatico CVCheck : Australia and New Zealand's pre-eminent digital employment screening and credential verification service.
- Kinatico Cited : a cloud-based platform for workforce compliance management and credential verification, launched in 2017.
- Kinatico Enable : an enterprise workforce compliance tool built specifically for the mining sector.

There were no significant changes in the nature of the Group's principal activities during the financial year. The Group operates in two geographical segments: Australia and New Zealand.

Financial and Operating Review

Revenue

Group revenue of $35.2 million grew 9.4% on the prior year (FY25: $32.1 million), driven by SaaS subscription growth and continued demand across the Group's compliance platform portfolio.

SaaS revenue of $20.5 million grew 37.5% on FY25 ($14.9 million), driven by increased adoption of subscription arrangements. SaaS revenue now represents 58.4% of Group revenue (FY25: 46.5%), reflecting a shift in revenue composition toward recurring subscription income.

Transactional revenue of $14.6 million (FY25: $17.2 million) reflects the migration of customers from point-in-time screening to subscription-based compliance management, consistent with the Group's strategy.

SaaS revenue carries higher gross margins relative to transactional screening. As SaaS increases as a proportion of total revenue, margins expand without a proportionate increase in the fixed cost base.

EBITDA of $5.6 million (FY25: $4.3 million) represents an EBITDA margin of 15.9% (FY25: 13.5%). NPAT of $2.0 million grew 78.5% on FY25 ($1.1 million). Basic EPS of 0.48 cps (FY25: 0.27 cps) represents a 78.2% improvement, ahead of revenue growth.

The Group's cost base remained well-controlled. Advertising and marketing expenditure of $2.8million (FY25: $2.2 million) reflects investment behind the Kinatico Compliance launch.

*Oliver Stewart retired from the Board in October 2025.

Financial and Operating Review (Cont.)

Cash Flow and Capital Allocation

The Group generated operating cash flow of $6.3 million in FY26 (FY25: $5.3 million). Cash conversion exceeds reported NPAT.

Capital expenditure of $3.7 million (FY25: $3.7 million) comprised predominantly capitalised development costs for Kinatico Compliance and ongoing platform investment across the Group's product suite, funded entirely from operating cash flows. No external capital was raised during the year.

Net cash increased by $1.6 million (after foreign exchange effects) over the year (FY25: $0.5 million (after foreign exchange effects)), after funding all capital expenditure and meeting lease and financing obligations.

Balance Sheet

Net assets grew to $29.8 million (FY25: $27.2 million), supported by profitable operations and working capital management.

The Group closed FY26 with cash of $11.8 million. Accumulated losses reduced by $2.0 million to $19.2 million, reflecting the third consecutive year of profitability.

Intangible assets of $19.5 million (including goodwill of $4.7 million) reflect capitalised investment in proprietary software platforms, predominantly Kinatico Compliance and Kinatico CVCheck. These assets are subject to annual impairment testing; no impairment was identified in FY26.

The Group carries no external borrowings. All capital investment was funded from operating cash flows.

Outlook

Please refer to the strategy and outlook outlined above in the Chairman's letter and CEO's report.

Corporate Activities

During the year, the Company issued 5,500,000 Loan Funded shares subject to escrow under its share-based payment arrangements. Of these, 962,500 Loan Funded shares were subsequently bought back following the non-satisfaction of applicable employment conditions. In addition, 5,000,000 options were granted to Directors during the year.

Dividends

The Directors do not recommend the payment of a dividend. No dividends were paid or declared since the end of the previous financial year.

Events After The Reporting Date

No matter or circumstance has arisen since 30 June 2026 that has significantly affected, or may significantly affect, the state of affairs or operations of the Group in future financial periods.

Significant Changes In State Of Affairs

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

Likely Developments

Information about likely developments in the operations of the Group and the expected results of those operations in future financial years is provided in the Chairman's letter, CEO Report and this Directors' Report.

Material Business Risks

The business strategies, assets and future performance of the Group are subject to various risks, including the material risks summarised in the following pages.

The Group identifies, assesses, and manages these risks (as described in the Corporate Governance Statement) and operates under the Board approved Risk Management Framework, Risk Management Review Procedure and Internal Compliance and Control Policy.

The summary in the following pages refers to material risks and an outline of adopted mitigation measures identified from a whole of entity perspective. The list is not exhaustive of the risks faced by the Group or investors, nor are the risks listed in order of precedence and or importance.

Material Business Risks Continued

Business Model (Business, Customer, Regulatory & Sector)

Risk	Response
There is a risk of not being able to respond to market conditions, the rate of technological change, or to customers' expectations of service delivery. The concept of “Know Your People” software solutions remains relatively recent for the corporate sector. While sign-up rates have been positive, corporate sector engagement requires continuing development of customer interfaces through its technology platform and integrations with other platforms. There is always a risk that change in laws and regulations might affect the Group's business and its 'licence to operate' both directly and indirectly, including additional costs to comply with any changes or conditions which are applied or result in a reduction in business. The Group competes with several other companies and government agencies in its sector. The Group remaining competitive and being able to successfully compete is always a risk. There is also a risk that certain government or quasi-government agencies may benefit from any legal, regulatory or policy changes which effectively mandate a government or quasi-government monopoly.	The Board and executive closely monitor the technological and legal landscapes in which the Group operates, identifying likely key trends, engaging with leaders and regulators as appropriate, and adjusting the business focus accordingly. Group executives are active members of relevant industry groups such as the PBSA and the RegTech Association. Kinatico actively works to put the voice of the customer at the heart of all product decisions, ensuring that Kinatico solutions continue to meet genuine customer needs and intrinsically add value for our customers. The launch of Kinatico Compliance offers a unique compliance management solution to meet an identified customer need.

Reputational Risks

Risk	Response
The Group operates in an online and fast changing environment that is regulated. Negative publicity can spread quickly, whether true or false. Disgruntled users posting negative comments about the Group in public fora may have a disproportionate effect on reputation and ability to generate revenues and profits.	Kinatico engages a dedicated in-house marketing team who continue to communicate with customers and investors, addressing any concerns and ensuring the many successful stories are heard.

Economic, Financial and Capital Markets Risks

Risk

Market, financial or economic conditions may be affected by a range of factors including general economic outlook, investor sentiment and consumer confidence, changes to legislation including tax reform, monetary factors (including interest rate risk, inflation, foreign exchange risk, credit risk and supply or demand of capital), liquidity risk or other general factors such as terrorism or pandemics.

There is always increased risk due to changes in market, business or economic conditions which may result in: the Group's business being impacted either directly or indirectly; the value of investment being affected; the Group's exposure to share market volatility increasing; and as the business is still in growth mode, access to additional funding remains a risk.

Response

The board and executive ensure that the broader market financial or economic conditions are always considered in relevant business decisions. As Kinatico solutions address gaps in monitoring compliance, they speak directly to our customers' management of risk and offer value in tough times as well as the good.

Data Management and Security

Risk

There is a risk that the collection, usage and management of customer data is not consistent with the regulatory obligations or that it does not meet the expectations of customers.

With growth in volume of orders and traffic to the Group's websites, cyber infiltration or attack is a risk. Data security is critical to the Group. The Group relies on the availability of its websites, and the website of various third-party providers and integrations with other platforms to provide services to users, its corporate clients and to attract new business.

Hackers could render the websites unavailable through distributed denial of service or other disruptive attacks including accessing of confidential data. Although the Group has a range of strategies in place to minimise the threat of any of these attacks, as cyber-attacks are becoming more sophisticated and are increasing in frequency, these strategies may not be successful. This could result in the functionality of the Group's websites being compromised or confidential data being accessed.

The Group heavily relies on the automation of many of its processes, but some elements do rely on human interaction. There is always the risk of human error in the handling of such data.

Response

Recognising that information security is the Group's greatest risk, the Board has ensured that Kinatico has adequately prioritised its response.

Kinatico has engaged staff whose roles are focused on information security and cyber security; the Group holds and maintains accreditation to ISO27001 and ISO27701, internationally recognised standards; an Information Security Committee, chaired by a member of the executive, meets monthly; external consultants and specialist third-party tools are engaged to independently challenge our security framework regularly; and the audit and risk committee of the Board oversees management of information and cyber security risks and responses.

Kinatico officers and staff live our values. The privacy of data is our highest priority.

Reliance on Third-Party Suppliers or Contractors

Risk

Where the Group uses third party suppliers of information, there is a risk they may not continue to allow the Group to access the information.

While all care is taken to contract with third parties that have appropriate expertise and experience, there are no guarantees that those third parties will perform as expected or required. The Group also relies on third party government bodies for data provision for some checks. Denial of information access, non or poor performance by third-party suppliers or contractors may have a material adverse effect on the Group.

Response

The Group takes a risk-based approach to assessing, reviewing and engaging all suppliers across the business. Kinatico has and enforces a supplier review policy. All supplier contracts are reviewed by legal advisers and negotiated accordingly.

Reliance on Third-Party Infrastructure

Risk

Reliance upon telecommunications systems collectively supplied by government and third-party providers is an integral feature of providing software as a service. The Group is also increasing its platform integration with other platforms. As such, the Group places reliance on the proper operation and maintenance of those facilities outside of its direct control in order to deliver its product to market. Non-performance of, or the lack of availability of, third party infrastructure may have a material adverse effect on the Group.

Response

In choosing its cloud hosting and telecommunications partners, the Group prioritises scale and reliability. All supplier contracts are reviewed by legal advisers and negotiated accordingly.

Management of Growth

Risk

Management of growth is critical to the business. The Group has experienced periods of variable growth, and this fluctuating growth rate has placed pressure on resourcing.

Response

Building scalability (in infrastructure, systems and processes) and people capability are vital; the Group continues to implement initiatives in a timely manner to manage growth.

Loss of key leadership and talent

Risk

The Group’s ability to deliver success is reliant on attracting and retaining experienced, skilled and motivated personnel in key roles, including leadership roles, through the business. Inability to retain key talent can hamper the Group’s ability to deliver on key initiatives and successfully pursue its goals.

Response

The Chief Operating Officer of the Group is a core member of the executive team who is empowered to deliver initiatives to recruit and retain key talent.

Merger and Acquisition

Risk	Response
Business growth may come from a combination of organic growth (building the Group’s own customer base) and merging with or acquiring other businesses in similar or adjacent markets. Acquisition of other businesses can result in varying rates of return on investment that may be impacted by a range of factors including due diligence practices, over-estimating or failing to capture synergies, differences in workplace cultures, integration and change management practices, and unforeseen threats or costs to the combined businesses.	The Board of directors ensures that all acquisition activity is undertaken in a planned and managed manner, with appropriate internal or external advice taken and followed.

Project Risks

Risk	Response
A significant element of the Group's growth strategy is predicated on continuing to increase the level of automation used in the business, ongoing agile development of technology and or software. Failure to sustain or a delay in development and implementation may result in lower than expected growth, and increased risks due to exposure of human error.	The Group has retained appropriate project management skills that are utilised as appropriate.

Technology and Intellectual Property Risks

Risk	Response
Ability to compete may be compromised if the Group's proprietary rights are not adequately protected. There are risks associated with disruption to technology platform and systems, as these could affect the Group's reputation and financial performance.	The Group takes and follows appropriate legal advice to protect intellectual property rights in all transactions.

Environmental Regulation

As a technology-focused organisation operating a cloud-based SaaS platform, Kinatico Limited's direct environmental footprint is limited in comparison to resource-intensive industries. The Group's operations are not subject to any significant environmental regulation or legislation specific to its activities.

Kinatico conducts all operations in compliance with applicable environmental laws and regulations across its Australian and New Zealand operating jurisdictions. The Group is committed to minimising, where reasonable, the environmental impact of its activities, including those associated with its use of cloud infrastructure, data hosting, and corporate office operations.

Kinatico recognises that, as a digital-first organisation, its principal environmental exposures relate to energy consumption associated with data processing and storage, electronic waste management, and the carbon footprint of its workforce. The Group actively seeks to reduce these impacts through the following practices:

- Cloud-based operations : Kinatico's SaaS products, including Kinatico Compliance and Kinatico CVCheck, are hosted on cloud infrastructure operated by providers who maintain their own environmental and sustainability commitments, including renewable energy sourcing and energy efficiency programs.
- Paperless workflows : The Group's platforms are designed to digitise and automate compliance and people management activities, replacing paper-based processes for its customers and contributing to broader environmental efficiency across the industries it serves.
- Office and travel practices : Kinatico promotes flexible and hybrid working arrangements and uses digital collaboration tools to reduce unnecessary business travel and associated emissions.

The Board monitors environmental matters as part of its broader corporate governance responsibilities and will assess the need for additional environmental reporting or disclosure as the Group grows and as regulatory expectations evolve, including in relation to climate-related risk reporting under emerging Australian frameworks.

Remuneration Report (Audited)

This Remuneration Report outlines the Director and Executive remuneration arrangements of the Company as required by the Corporations Act 2001 and its Regulations. That legislation requires this report to detail the nature and amount of remuneration of each Director of the Company and all other Key Management Personnel ('KMP').

For the purposes of this report, KMP are defined as those persons having authority and responsibility for planning, directing and controlling the major activities of the Company, directly or indirectly, including any Director (whether Executive or otherwise) of the Company.

Key Management Personnel

Person	Position	Period in position during the year
Ivan Gustavino	Non-Executive Chairman	Full Year
Jon Birman	Non-Executive Director	Full Year
Georg Chmiel	Non-Executive Director	Full Year
Oliver Stewart	Non-Executive Director	Until 24 October 2025
Michael Ivanchenko	Chief Executive Officer	Full Year
Jason Margach	Chief Financial and Corporate Development Officer	Full Year
Geoff Hoffmann	Chief Revenue Officer	Full Year
Odelia Sarre	Chief Operating and AI Officer	From 30 March 2026

Section A:
Principles Used To Determine The Nature And Amount Of Remuneration

Remuneration Policy

The remuneration policy has the aim of attracting, motivating and retaining suitably qualified Directors and executives who will create value for shareholders. The remuneration policy ensures that Non-Executive Directors and executives are appropriately remunerated having regard to their relevant experience, their performance, the performance of the Group, industry norms and standards, the financial position of the Group as a whole and the general pay environment as appropriate.

Remuneration changes

The following changes occurred in FY26:

- Board Composition: With effect from 24 October 2025, Mr Oliver Stewart retired as a Director following five years of service.
- Share-based Payments: 5,500,000 Loan Funded shares were issued subject to escrow under the Company's employee incentive arrangements. Of these, 962,500 Loan Funded shares were subsequently cancelled following the non-satisfaction of the applicable employment conditions within the relevant performance period. In addition, 5,000,000 options were granted to Directors as a component of their remuneration, the terms of which were approved by shareholders at the 2025 Annual General Meeting held on 24 October 2025. Further details can be found in Note 21 to the financial statements.
- Changes to Key Management Personnel Remuneration During the Year: During the year ended 30 June 2026, the following changes to the remuneration arrangements of Key Management Personnel (KMP) occurred. Effective 1 September 2025, Mr Jason Margach (Chief Financial & Operations Officer) and Mr Geoff Hoffman (Chief Revenue Officer) each received an increase in total fixed remuneration to $260,100 per annum, reflecting the Board's assessment of market remuneration and individual performance. Effective 30 March 2026, Mr Margach was promoted to the role of Chief Financial & Corporate Development Officer (CFCDO). This change in title reflects an expansion of Mr Margach's responsibilities; no further adjustment to his fixed remuneration was made at the time of promotion. Also, effective 30 March 2026, Ms Odelia Sarre was appointed to the role of Chief Operating and AI Officer, with a total fixed remuneration of $335,000 per annum. Ms Sarre's appointment to this newly created executive role represents an expansion of the Company's senior leadership structure in response to its growing AI-native product capabilities. As a result of this appointment, Ms Sarre became a KMP of the Company with effect from 30 March 2026, and her remuneration has been disclosed on a pro-rata basis from that date.
- Approval of STI: Pursuant to the existing remuneration policy, the Board approved a Short-Term Incentive (STI) plan in respect of Company and employee performance during the FY26 year. After balance date, the Board approved payments to be made under the STI plan. STI payments have been made to key executives in the Group as well as other eligible employees of the Group. No STI payment was made to directors.

Remuneration Committee

The Remuneration Committee is a Committee of the Board. The primary purpose of the Committee is to support and advise the Board in fulfilling its responsibilities to shareholders by:

1. reviewing and approving the executive remuneration policy to enable the Company to attract and retain executives and Directors who will create value for shareholders;
2. ensuring that the executive remuneration policy demonstrates a clear relationship between key executive performance and remuneration;
3. recommending to the Board the remuneration of executive Directors (if any);
4. fairly and responsibly rewarding executives having regard to the performance of the Group, the performance of the executive and the prevailing remuneration expectations in the market;
5. reviewing the Company's recruitment, retention and termination policies and procedures for senior management;
6. reviewing and approving the remuneration of direct reports to the Chief Executive Officer, and as appropriate other senior executives or key persons to the Group; and
7. reviewing and approving any equity-based plans and other incentive schemes, including overseeing the remuneration policy and for recommending or making such changes to the policy, as it deems appropriate.
8. reviewing the Group's recruitment, retention and termination policies and procedures for senior management;
9. reviewing and approving the remuneration of direct reports to the Chief Executive Officer, and as appropriate other senior executives or key persons to the Group; and
10. reviewing and approving any equity-based plans and other incentive schemes, including overseeing the remuneration policy and for recommending or making such changes to the policy, as it deems appropriate.

Non-Executive Directors

Objective

The remuneration policy ensures that the Non-Executive Directors are appropriately remunerated having regard to their relevant experience, their performance, the performance of the Group, external market comparatives, and the general pay environment as appropriate.

Structure

Non-Executive Directors are remunerated by way of fixed cash fees plus superannuation, or fixed fees plus goods and services tax. Other than superannuation under the Superannuation Guarantee Contribution Act, there are no retirement benefits payable to Non-Executive Directors.

Subject to shareholder approval, an issue of equity to Directors may occur if the Board believes it is in the best interest of the Group to do so, particularly where the cash remuneration otherwise required to be paid to attract the appropriate calibre of Directors is reduced, or where there are exceptional circumstances. An issue of equity to Directors may also occur if approved by shareholders at the Annual General Meeting.

The maximum aggregate amount that can be paid to Non-Executive Directors is currently $500,000 per annum inclusive of superannuation which has been determined in accordance with the Company's Constitution (originally set at $250,000 and which in accordance with the terms of the Constitution was varied by shareholder approval at the Annual General Meeting in 2017). The apportionment of the aggregate remuneration amongst Non-Executive Directors is reviewed periodically.

The Board is responsible for reviewing its own performance. Board and Board Committee performance is monitored on an informal basis throughout the year, with a formal review conducted during the subsequent financial year.

Key Management Personnel (KMP)

Objective

The remuneration policy ensures that Directors and other KMP are appropriately remunerated to their relevant experience, their performance, the performance of the Group, industry norms and standards and the general pay environment as appropriate.

Structure

The Non-Executive Directors are responsible for evaluating the performance of the Chief Executive Officer who in turn evaluates the performance of the executive management, including CFDCO, CRO & COAIO as KMP. The evaluation process is intended to assess the Group's business performance, and whether long-term strategic and individual performance objectives are achieved.

The performance of the Chief Executive Officer and other Key Management Personnel are monitored on an informal basis throughout the year. A formal evaluation is performed annually.

Section A:
Principles Used To Determine The Nature And Amount Of Remuneration Continued

Remuneration Component	Vehicle	Purpose	Link to Performance
Fixed Remuneration	Comprised of base salary and superannuation	To provide competitive fixed remuneration set with reference to role, market and experience.	Individual performance is considered during the annual remuneration review.
Short term incentive	**Performance based bonus** Paid in cash at the conclusion of performance period.	Rewards Key Management Personnel for their contribution to achievement of priority Company outcomes in the financial year.	Linked to measures set by the board including a mix of Company and personal performance metrics.
Short term incentive	**Commissions** Paid in cash at the conclusion of performance period.	Rewards Key Management Personnel for their contribution to achievement of priority Company outcomes in the financial year.	Linked to performance metrics including relevant revenue targets.
Long term incentive	**Zero Priced Performance Shares** Performance Shares Awards are made in the form of rights to performance shares which vest after 3 years.	Reward the Chief Executive Officer for his continued service.	Vesting of awards is dependent on continued service.
Long term incentive	**Loan Funded Shares** Fully paid ordinary shares to which vesting conditions are attached, funded by limited recourse loan from the Company.	Rewards Executives for their contribution to the creation of shareholder value over the longer term and/or continued service.	Vesting of awards is dependent on continued service; or share price growth and continued service.

Section A:
Principles Used To Determine The Nature And Amount Of Remuneration Continued

Use of remuneration consultants

During the financial year ended 30 June 2026, the Board engaged The Reward Practice Pty Ltd to provide independent remuneration consulting services. A total of $37,500 was paid to The Reward Practice Pty Ltd in relation to executive remuneration benchmarking and incentive design, to ensure that the Company's remuneration framework remains competitive, fair, and aligned with market practice.

The Board is satisfied that the advice received was free from undue influence by any member of KMP. The Reward Practice Pty Ltd was engaged directly by the Board and provided recommendations to the Remuneration Committee independently of management.

Voting and comments made at the Group's 2025 Annual General Meeting (AGM)

At the 2025 AGM held on 24 October 2025. 98.4% of the votes received supported the adoption of the remuneration report for the year ended 30 June 2025. The Company did not receive any specific feedback at the AGM regarding its remuneration practices.

Section B:
Contractual arrangements for Directors and KMP

Remuneration and other terms of employment for Key Management Personnel are formalised in service agreements for their Executive roles, as summarised below. Additional information on remuneration for the key management personnel can be found in Section C.

Non-Executive Directors

On appointment to the Board, all Non-Executive Directors enter into a service agreement with the Company in the form of a letter of appointment. The letter summarises the board policies and terms, including remuneration.

Key Management Personnel

Additional information on remuneration for the key management personnel can be found in Section C.

The following table details the statutory remuneration disclosures prepared in accordance with the Corporations Act 2001 and Australian Accounting Standards.

Section C:
Details of Remuneration for the years ended 30 June 2026 and 30 June 2025

The remuneration for each Director and each of the other Key Management Personnel of the Group (as defined in AASB 124 Related Party Disclosure) are set out in the following tables.

Non-Executive Directors Statutory Remuneration Schedule

The following table details the statutory remuneration disclosures prepared in accordance with the Corporations Act 2001 and Australian Accounting Standards.

		Short term benefits	Post-Employment benefits	Share-based payments		
	Year	Board & Committee fees	Superannuation	Options and Rights	Total Remuneration	Performance related
Ivan Gustavino	**FY26**	**134,400**	**–**	**110,391**	**244,791**	**45%**
	FY25	133,200	–	–	133,200	0%
Jon Birman	**FY26**	**70,000**	**8,400**	**–**	**78,400**	**0%**
	FY25	69,173	7,955	–	77,128	0%
Georg Chmiel	**FY26**	**78,400**	**-**	**73,594**	**151,994**	**48%**
	FY25	76,192	-	–	76,192	0%
Oliver Stewart*	**FY26**	**22,500**	**2,495**	**-**	**24,995**	**0%**
	FY25	65,000	7,475	–	72,475	0%
George Cameron-Dow**	**FY26**	**-**	**-**	**-**	**-**	**-**
	FY25	25,961	2,986	–	28,947	0%
Total	**FY26**	**305,300**	**10,895**	**183,985**	**500,180**	**37%**
	FY25	369,526	18,416	–	387,942	0%

* Retired 24 October 2025
** Retired 25 October 2024

Section C:
Details of Remuneration for the years ended 30 June 2026 and 30 June 2025 Continued

Executives Remuneration Schedule

The following table details the statutory remuneration disclosures prepared in accordance with the Corporations Act 2001 and Australian Accounting Standards. This table differs from the above remuneration outcomes schedule, due to the accounting treatment of share-based payments.

		Short term benefits				Post-employment benefits		Share-based payments		
Executives	Year	Salary	Cash Bonus	Other Benefits	Annual Leave***	Super-annuation	Long Service Leave	Loan Funded Shares, and Rights	Total remuneration	Performance Related
Michael Ivanchenko Chief Executive Officer	**FY26**	**429,542**	**100,000**	**-**	**(16,289)**	**27,500**	**-**	**226,314**	**767,067**	**43%**
	FY25	422,500	100,000	-	5,115	27,500	-	175,410	730,525	38%
Jason Margach Chief Financial and Corporate Development Officer	**FY26**	**259,250**	**60,000**	**-**	**15,773**	**30,000**	**-**	**66,713**	**431,736**	**29%**
	FY25	252,347	60,000	-	2,042	30,000	-	45,333	389,722	27%
Geoff Hoffmann Chief Revenue Officer	**FY26**	**259,250**	**-**	**197,013**	**8,022**	**30,000**	**-**	**95,962**	**590,247**	**50%**
	FY25	255,660	-	199,187	(7,389)	30,000	-	79,333	556,791	50%
Odelia Sarre** Chief Operating and AI Officer	**FY26**	**83,750**	**6,250**	**-**	**8,688**	**10,800**	**-**	**15,532**	**125,020**	**17%**
	FY25	-	-	-	-	-	-	-	-	-
Total	**FY26**	**1,031,792**	**166,250**	**197,013**	**16,194**	**98,300**	**-**	**404,521**	**1,914,070**	**40%**
	FY25	930,507	160,000	199,187	(232)	87,500	-	300,077	1,677,039	39%

* Jason Margach was promoted from the Chief Financial and Operating Officer to Chief Financial & Corporate Development Officer effective 30 March 2026.

** From 30 March 2026 Odelia Sarre is considered to be part of the Group's KMP. Her remuneration disclosure is prorated accordingly.

*** The Group's ongoing focus on reducing leave liabilities is highlighted by the amount of leave taken from previously accrued resulting in a net leave cost for the current financial year

Section C:
Details of Remuneration for the years ended 30 June 2026 and 30 June 2025 Continued: Performance Based Compensation

Share-based payments: Loan Funded Shares

The Loan Funded Shares are fully paid ordinary shares in the Company issued under the Group's loan funded share plan. All Loan Funded Shares are subject to vesting conditions, including requiring ongoing satisfactory employment with Kinatico for three years from the date of issue.

The Loan Funded Shares were provided at no cost to the recipients. However, the Loan Funded Shares have an attaching non-recourse loan which must be repaid following vesting. Until such time as the loan is repaid a holding lock remains in place.

On 15 January 2024, two tranches of Loan Funded Shares were issued to selected employees, including 10,500,000 issued to KMP.

On 28 November 2025, 5,500,000 loan funded shares were granted to selected employees, including 3,421,000 issued to KMP. Of these, 962,500 loan funded shares were subsequently cancelled following the non-satisfaction of applicable employment conditions.

There were no alterations to the terms and conditions of Loan Funded Shares issued as remuneration since their grant/issue dates.

Grant Date	Expiry Date	Number	Share Price at Grant Date (Cents Per Share)	Exercise Price (Cents Per Share)	Expected Volatility	Divided Yield	Risk Free Interest	Fair Value at Grant (Cents Per Share)
15-Jan-24	15-Jan-29	7,000,000	11.5	11.5	70%	-	3.72%	6.9
15-Jan-24	15-Jan-29	5,000,000	11.5	11.5	70%	-	3.72%	6.7
28-Nov-25	27-Nov-30	3,421,000	29.0	29.0	60%	-	4.05%	15.8

Share-based payments: Options

After approval by members at the 2025 AGM, on 31 October 2025, 5,000,000 unlisted premium exercise price options were granted to the directors. The options are subject to a three-year performance period. Each option has an exercise price of $0.496 and expires on 31 October 2029.

Grant Date	Expiry Date	Number	Share Price at Grant Date (Cents Per Share)	Exercise Price (Cents Per Share)	Expected Volatility	Dividend Yield	Risk Free Interest	Fair Value at Grant (Cents Per Share)
24-Oct-25	31-Oct-29	5,000,000	38.5	49.6	60%	-	3.55%	16.3

Section C:
Details of Remuneration for the years ended 30 June 2026 and 30 June 2025 Continued

Share-based payments:
Entitlement to Performance Shares – Zero Priced Performance Shares (ZPPS)

Subject to the Company meeting various performance criteria surrounding share price hurdle, up to a maximum of 6,000,000 Performance Shares may become available to Michael Ivanchenko as part of his appointment as Chief Executive Officer, as announced on 4 August 2021. The issue of any Performance Shares may also be subject to any shareholder approval or regulators if required.

During the FY24 year, the Board resolved to make further changes to the incentive offering. The terms of those ZPPS as disclosed in the FY23 financial statements has been amended to remove the share price hurdle and to become:

- the ZPPS will be issued to the CEO in FY2027, subject to the CEO remaining in continued employment with the Company until 24 January 2027;
- If the Company becomes subject to a change of control event prior to the date three years from the grant of loan funded shares (see below), the CEO can immediately compel the issue of all 4,000,000 ZPPS.

Other than the previously issued performance share, there were no new performance shares issued during the 2026 financial year.

Grant Date	Expiry Date	Number	Share Price at Grant Date (Cents Per Share)	Exercise Price (Cents Per Share)	Expected Volatility	Divided Yield	Risk Free Interest	Fair Value at Grant Date (Cents Per Share)
24-Jan-24	24-Jan-29	4,000,000	11.5	-	70%	-	3.72%	10.6

Directors Report Continued

Short-term incentive

During FY26, the Board approved a Short-Term Incentives (STI) for all staff and executives which included some of the Key Management Personnel (KMP). After balance date, the Board approved payments to be made under the STI plan. STI payments have been made to key executives in the Group as well as other eligible employees of the Group. No STI payment was made to directors.

Employment Contract of Chief Executive Officer

On 1 August 2021, the Group entered into an agreement with Mr Ivanchenko that set out the terms and conditions of his appointment as a Chief Executive Officer (Agreement).

The Agreement was varied on 9 January 2024 with effect from 1 July 2023.

Base Salary

Effective 1 September 2025, remuneration for Mr Ivanchenko was increased from $422,500 per annum to $430,950 per annum (base salary) together with employer superannuation contributions in accordance with the statutory Superannuation Guarantee requirements.

Short-term incentive

Mr Ivanchenko was invited to participate in the FY26 short term incentive plan as approved by the Board. Under this plan, he will be eligible to receive up to $100,000, linked to measures set by the board including a mix of Company and personal performance metrics.

Long term incentive Entitlement to Performance Shares - Zero Priced Performance Shares (ZPPS)

Under the terms of his contract, he has the ability to earn up to 4,000,000 ZPPS. In January 2024, the terms of those ZPPS were amended to remove the share price hurdle and to become:

- The ZPPS will issue to the CEO in FY27, subject to the CEO remaining in continued employment with the until 24 January 2027;
- and If the Group becomes subject to a change of control event prior to 24 January 2027, the CEO can immediately compel the issue of all 4,000,000 ZPPS.

Long term incentive - Loan Funded Shares

In FY26, Mr Ivanchenko participated in the Kinatico Loan Funded Share Plan for 1,650,000 loan funded shares at the acquisition price of $0.29. The loan funded shares that have been issued are subject to vesting conditions requiring the participant's ongoing employment with the Company (and continuing satisfactory performance) for three years from the date of issue as well as the Company achieving a minimum share price of 143% of the acquisition price ($0.4147) during the period.

15 Jan 2024, Mr Ivanchenko participated in the Kinatico Loan Funded Share Plan for 5,000,000 loan funded shares. These shares comprise:

- 2,000,000 retention shares which are dependent on his retention for three years;
- 3,000,000 incentive shares, all of which are dependent on his retention for three years and half of which were also dependent a share price condition that has since been met.

Termination

The Group may terminate the contract with Mr Ivanchenko by giving six months written notice. Mr Ivanchenko may terminate his tenure by giving three months written notice to the Group. The Group may decide to pay in lieu of notice for part or all of the period of notice. If the Group decides to pay in lieu of notice, it will calculate the payment on the basis of the Mr Ivanchenko's gross annual salary paid to the Employee at the time of the termination.

Section C:
Details of Remuneration for the years ended 30 June 2026 and 30 June 2025 Continued

Employment Contract of Chief Financial & Corporate Development Officer

On 1 October 2021, the Group entered into an agreement with Mr Margach that set out the terms and conditions of his appointment as Chief Financial & Operating Officer. The Agreement was subsequently varied with effect from 4 September 2023, 1 September 2024 and 1 September 2025.

Effective 30 March 2026, Mr Margach's employment contract was further varied, formally expanding his responsibilities and designating his role as Chief Financial & Corporate Development Officer.

In consideration for the appointment of Mr Margach, the Group has now agreed to pay the following: As of 1 September 2025, the base salary for Mr Margach is $260,100 per annum together with employer superannuation contributions in accordance with the statutory Superannuation Guarantee requirements.

Short term incentive

Mr Margach was invited to participate in the FY26 STI plan as approved by the Board. Under this plan, he will be eligible to receive up to $60,000, linked to measures including a mix of Company and personal performance metrics.

Long term incentive Loan Funded Shares

In FY26, Mr Margach participated in the Kinatico Loan Funded Share Plan for 693,300 loan funded shares at the acquisition price of $0.29. The shares that have been issued are subject to vesting conditions requiring his ongoing employment with the Company (and continuing satisfactory performance) for three years from the date of issue as well as the Company achieving a share price of 143% of the acquisition price ($0.4147) during the period.

On 15 Jan 2024, Mr Margach participated in the Kinatico Loan Funded Share Plan for 2,000,000 loan funded shares. These shares comprise:

- 1,000,000 retention shares which are dependent on his retention for three years;
- 1,000,000 incentive shares, all of which are dependent on his retention for three years and half of which were also dependent on a share price condition that has been met.

Termination

His contract is an ongoing contract.

The Group may terminate the contract with Mr Margach by giving six months written notice. Mr Margach may terminate his tenure by giving three months written notice to the Group. The Group may decide to pay in lieu of notice for part or all of the period of notice. If the Group decides to pay in lieu of notice, it will calculate the payment on the basis of the Mr Margach's gross annual salary paid to him at the time of the termination.

Mr Margach has a post-employment competition clause for a period of up to six months after the termination of his contract.

Employment Contract of Chief Revenue Officer

On March 2022, the Group entered into an agreement with Mr Hoffmann that set out the terms and conditions of his employment. The contract was subsequently varied with effect from 19 January 2024 and 1 September 2025.

Under the terms of the contract, the Group has agreed to pay Mr Hoffmann:

- Remuneration of a base salary of $255,100 per annum , increasing to $260,100 per annum from 1 September 2025 together with employer superannuation contributions in accordance with the statutory Superannuation Guarantee requirements.
- Ability to earn On Target Earnings with a total pool of $200,000. Commission to be paid proportionally to the growth of Company's total revenue target.

Long term incentive Loan Funded Shares

In FY26, Mr Hoffmann participated in the Kinatico Loan Funded Share Plan for 539,000 loan funded shares at the acquisition price of $0.29. The loan funded shares that have been issued are subject to vesting conditions requiring the participant's ongoing employment with the Company (and continuing satisfactory performance) for three years from the date of issue as well as the Company achieving a minimum share price of 143% of the acquisition price ($0.4147) during the period.

On 15 Jan 2024, Mr Hoffmann participated in the Kinatico Loan Funded Share Plan for 3,500,000 loan funded shares. These shares comprise:

- 1,750,000 retention shares which are dependent on his retention for three years;
- 1,750,000 incentive shares, all of which are dependent on his retention for three years and half of which were also dependent on a share price condition that has been met.

Termination

His contract is an ongoing contract, and his termination requires 3 months' notice from either party.

Mr Hoffmann has a post-employment competition clause for a period of up to six months after the termination of his contract.

Section C:
Details of Remuneration for the years ended 30 June 2026 and 30 June 2025 Continued

Employment Contract of Chief Operations and AI Officer

Effective 30 March 2026, Ms Odelia Sarre was appointed Chief Operations and AI Officer. As a result of her expanded responsibilities, her role is classified as Key Management Personnel (KMP). Under the terms of her revised employment agreement, Ms Sarre is entitled to annual fixed remuneration of $335,000, together with employer superannuation contributions in accordance with the statutory Superannuation Guarantee requirements.

Short Term Incentive

Ms Sarre was invited to participate in the FY26 short term incentive plan as approved by the Board. Under this plan, she will be eligible to receive up to $25,000 , linked to measures set by the board including a mix of Company and personal performance metrics.

Long term incentive Loan Funded Shares

In FY26, Ms Sarre participated in the Kinatico Loan Funded Share Plan for 539,000 loan funded shares at the acquisition price of $0.29. The loan funded shares that have been issued are subject to vesting conditions requiring the participant's ongoing employment with the Company (and continuing satisfactory performance) for three years from the date of issue as well as the Company achieving a minimum share price of 143% of the acquisition price ($0.4147) during the period.

On 15 Jan 2024, Ms Sarre participated in the Kinatico Loan Funded Share Plan for 1,500,000 loan funded shares. These shares comprise:

- 750,000 retention shares which are dependent on her retention for three years;
- 750,000 incentive shares, all of which are dependent on her retention for three years and half of which were also dependent on a share price condition that has since been met.

Termination

Her contract is an ongoing contract.

The Group may terminate the contract with Ms Sarre by giving six months written notice. Ms Sarre may terminate her tenure by giving three months written notice to the Group. The Group may decide to pay in lieu of notice for part or all of the period of notice. If the Group decides to pay in lieu of notice, it will calculate the payment on the basis of Ms Sarre's gross annual salary paid to her at the time of the termination.

Ms Sarre has a post-employment competition clause for a period of up to six months after the termination of her contract

Section D: Share, Option and Rights Holdings

Shareholding

The movement during the reporting year in the number of Shares held, directly, indirectly or beneficially by each KMP, including their related parties (excluding Loan Funded Shares, listed separately below), is as follows:

	Held at 1 July 2025	Received as part of remuneration	Purchases	Others**	Held at 30 June 2026
Directors					
Ivan Gustavino	1,146,082	-	77,607	-	1,223,689
Jon Birman	22,600,000	-	250,000	-	22,850,000
Georg Chmiel	1,600,000	-	100,000	-	1,700,000
Oliver Stewart	3,318,000	-	-	(3,318,000)	-*
Executives					
Michael Ivanchenko	105,000	-	-	-	105,000
Jason Margach	788,498	-	-	-	788,498
Geoff Hoffmann	93,000	-	-	-	93,000
Odelia Sarre***	-	-	-	-	-
Total	29,650,580	-	427,607	(3,318,000)	26,760,187

* Retired 24 October 2025
** Following cessation as KMP, the balance was reduced to nil
*** From 30 March 2026, Odelia Sarre is considered to be part of the Group's KMP

Section D: Share, Option and Rights Holdings

Premium Exercise Price Options

The movement during the reporting year in the number of Premium Exercise Price Options held, directly, indirectly or beneficially by each KMP, including their related parties, is as follows:

	Held at 1 July 2025	Received as part of remuneration	Purchases	Disposals	Held at 30 June 2026
Directors					
Ivan Gustavino	-	3,000,000	-	-	3,000,000
Jon Birman	-	-	-	-	-
Georg Chmiel	-	2,000,000	-	-	2,000,000
Oliver Stewart	-	-	-	-	-
Executives					
Michael Ivanchenko	-	-	-	-	-
Jason Margach	-	-	-	-	-
Geoff Hoffmann	-	-	-	-	-
Odelia Sarre*	-	-	-	-	-
Total	-	5,000,000	-	-	5,000,000

* From 30 March 2026, Odelia Sarre is considered to be part of the Group's KMP

Section D: Share, Option and Rights Holdings

Entitlement to performance shares – Zero Priced Performance Shares (ZPPS)

The movement during the reporting year in the number of Entitlement to Performance Shares - Zero Priced Performance Shares held, directly, indirectly or beneficially by each KMP, including their related parties, is as follows:

	Held at 1 July 2025	Received as part of remuneration	Purchases	Cancelled	Held at 30 June 2026
Directors					
Ivan Gustavino	–	–	–	–	–
Jon Birman	–	–	–	–	–
Georg Chmiel	–	–	–	–	–
Oliver Stewart	–	–	–	–	–
Executives					
Michael Ivanchenko	4,000,000	–	_	–	4,000,000
Jason Margach	–	–	_	–	–
Geoff Hoffmann	–	–	_	–	–
Odelia Sarre*	–	–	_	–	–
Total	4,000,000	–	_	–	4,000,000

* From 30 March 2026, Odelia Sarre is considered to be part of the Group's KMP

Section D: Share, Option and Rights Holdings

Loan funded shares

The movement during the reporting year in the number of Loan Funded Shares held, directly, indirectly or beneficially by each KMP, including their related parties, is as follows:

	Held at 1 July 2025	Received as part of remuneration	Purchases	Cancelled	Held at 30 June 2026
Directors					
Ivan Gustavino	–	–	–	–	–
Jon Birman	–	–	–	–	–
Georg Chmiel	–	–	–	–	–
Oliver Stewart	–	–	–	–	–
Executives					
Michael Ivanchenko	5,000,000	1,650,000	–	–	6,650,000
Jason Margach	2,000,000	693,000	–	–	2,693,000
Geoff Hoffmann	3,500,000	539,000	–	–	4,039,000
Odelia Sarre*	1,500,000	539,000	–	–	2,039,000
Total	12,000,000	3,421,000	–	–	15,421,000

* From 30 March 2026, Odelia Sarre is considered to be part of the Group's KMP

Section E: Other transactions with Directors, KMP and their related parties

Transactions with related parties

Other than intercompany transactions there were no other transactions with related parties for the year ended 30 June 2026.

As of 30 June 2026, the balance of remuneration payable and advance payment of remuneration to Key Management Personnel amounted to $471,620 (FY25: $384,299) and $12,210 (FY25: nil) respectively. This is attributable to accrual for short term incentive and on target earnings (both noted above) paid to Executive KMP.

Loan to Directors and their related parties

No loans have been made to any Director or any of their related parties during the year (FY25: Nil).

There were no further transactions with Directors including their related parties not disclosed above or in Note 25 to the financial statements.

All transactions were made on normal commercial terms and conditions and at market rates.

Additional Information

The earnings of the Group for the five years to 30 June 2026 are summarised below:

	2026 $	2025 $	2024 $	2023 $	2022 $
Revenue	35,168,755	32,134,853	28,717,096	27,697,749	26,371,577
EBITDA	5,576,513	4,348,374	3,656,104	2,584,064	1,107,981
Profit/(Loss) before income tax	1,984,238	1,219,351	833,282	111,401	(1,316,335)
Profit/(Loss) after income tax	2,014,464	1,128,454	780,723	236,556	(1,503,267)

The factors that are considered to affect total shareholders return ('TSR') are summarized below:

	2026 $	2025 $	2024 $	2023 $	2022 $
Share price at the end of year (cents)	13	19.5	9.5	10.0	9.5
Dividends per share (cents)	-	-	-	-	-
Basic earnings/(loss) per share (cents)	0.48	0.27	0.20	0.10	(0.40)
Diluted earnings/(loss) per share (cents)	0.47	0.27	0.20	0.10	(0.40)

END OF AUDITED REMUNERATION REPORT

Indemnification And Insurance Of Directors And Other Officers

Under the Company's Constitution and to the extent permitted by law (subject to the restrictions in section 199A and 199B of the Corporations Act 2001), the Company indemnifies every person who is or has been an officer of the Company against:

- any liability (other than for legal costs) incurred by that person as an officer of the Company where the Company requested the officer to accept appointment as Director.
- reasonable legal costs incurred in defending an action for a liability incurred by that person as an officer of the Company.

The Company has insured its Directors, the Company Secretary and executive officers. Under the Company's Directors' and Officers' Liability Insurance Policy (D&O Policy), the Company cannot release to any third party or otherwise publish details of the nature of the liabilities insured by the policy or the amount of the premium. Accordingly, the Company relies on section 300(9) of the Corporations Act 2001 to exempt it from the requirement to disclose the nature of the liability insured against and the premium amount of the relevant policy.

The Company also has in place a Deed of Indemnity, Access and Insurance with each of the Directors. This Deed:

- indemnifies the Director to the extent permitted by law and the Constitution against certain liabilities and legal costs incurred by the Director as an officer of any Group Company;
- requires the Company to maintain, and pay the premium for, a D&O Policy in respect of the Director; and
- provides the Director with access to particular papers and documents requested by the Director for a Permitted Purpose (as defined in the deed);

both during the time that the Director holds office and for a seven-year period after the Director ceases to be an officer of any Group Company, on the terms and conditions contained in the Deed.

Auditors

RSM Australia Partners ('RSM') continues in office in accordance with Section 327 of the Corporations Act 2001.

Indemnification and Insurance of Auditor

The Company has not, during or since the end of the financial year, indemnified or agreed to indemnify the auditor of the Company or any related entity against a liability incurred by the auditor.

During the financial year, the Company has not paid a premium in respect of a contract to insure the auditor of the Company or any related entity.

Shares held in escrow

As at the date of this report, shares issues on escrow as part of the loan funded shares incentive were:

Class	Date of Expiry	Exercise Price (Cents)	No. Under Option
Ordinary Shares	15 January 2029	12	13,500,000
Ordinary Shares	12 December 2029	29	4,537,500

Shares Issued as a Result of the Exercise of Options

No shares were issued as a result of exercise of options over ordinary shares during the year. (FY25: Nil).

No shares issued as a result of performance shares – Zero Priced Performance Shares (ZPPS)

Proceedings On Behalf Of The Group

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

From time to time in the ordinary course of business, the Group may be involved in litigation or regulatory actions arising from a wide range of matters. The Group may also be involved in investigations, inquiries or disputes, debt recoveries, commercial and contractual disputes or occupational health and safety claims. The Group has an experienced legal team that monitors and manages potential and actual claims, actions and disputes; and where cost-effective, has insurance policies covering potential losses.

The Group discloses any material matters that it considers require a contingency provision.

Constitution

The Company adopted its current Constitution as per shareholder approval obtained at the 2019 AGM.

Non-Audit Services

RSM may be employed on assignments additional to their audit services.

Details of the amounts paid or payable to RSM for audit and non-audit services provided during the financial year are outlined in Note 26 to the financial statements.

The directors are satisfied that where such services are provided, the provision of non-audit services during the financial year, by the auditor, is compatible with, and did not compromise the general standard of independence for auditors imposed by the Corporations Act 2001 for the following reasons:

- all non-audit services have been reviewed and approved by the Board and the CEO to ensure that they do not impact the integrity and objectivity of the auditor; and
- none of the services undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants issued by the Accounting Professional and Ethical Standards Board, including reviewing or auditing the auditor's own work, acting in a management or decision-making capacity for the company, acting as advocate for the Company or jointly sharing economic risks and rewards.

The auditor's independence declaration as required under section 307C of the Corporations Act 2001 is included within the financial statements and forms part of this Directors' Report.

The auditor's independence declaration as required under section 307C of the Corporations Act 2001 is included within the financial statements and forms part of this Directors' Report.

Corporate Governance

In recognising the need for the highest standards of corporate behaviour and accountability, the Directors support and adhere to good corporate governance practices. The Group's Corporate Governance Statement is contained in the 'Corporate Governance' section of the Group's website at www.kinatico.com/investors/

Officers of the Group who are former partners of RSM Australia Partners

There are no officers of the Group who are former partners of RSM Australia Partners.

Auditor's Independence Declaration

A copy of the Auditor's Independence Declaration as required under Section 307C of the Corporations Act 2001 is set out immediately after this Directors' report.

Declaration

This Directors' Report is made in accordance with a resolution of directors made pursuant to Section 298(2)(a) of the Corporations Act 2001.

Signed on behalf of the Board of Directors

5th August 2026

Ivan Gustavino,
Non-executive
Chairman

Auditor's Independence Declaration

RSM Australia Partners

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AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of the financial report of Kinatico Limited for the year ended 30 June 2026, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

(i) The auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and

(ii) Any applicable code of professional conduct in relation to the audit.

RSM AUSTRALIA

Perth, WA
Dated: 5 August 2026

AIK KONG TING
Partner

Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2026

	Note	30 June 2026 ($)	30 June 2025 ($)
Revenue	6	**35,168,755**	**32,134,853**
Interest and other income		392,720	426,362
Expenses			
External direct costs		(11,927,799)	(11,302,698)
Director and employee benefits		(10,653,898)	(10,596,569)
Depreciation and amortisation	16,17	(3,947,475)	(3,419,584)
Advertising and marketing		(2,819,909)	(2,205,499)
Information and technology		(1,906,948)	(1,678,993)
Consultants and contractors		(500,466)	(612,916)
Share-based payments	21	(692,044)	(368,076)
Insurance		(401,201)	(461,515)
Occupancy		(195,144)	(227,859)
Other expenses	7	(532,353)	(468,155)
Net Profit before income tax		**1,984,238**	**1,219,351**
Income tax benefit / (expense)	8	30,226	(90,897)
Net Profit after income tax		**2,014,464**	**1,128,454**
Other comprehensive income			
Items that may be reclassified subsequently to profit or loss			
Exchange differences arising on translation of foreign operations		(101,145)	11,253
Other comprehensive (loss) / income (net of tax)		**(101,145)**	**11,253**
Total comprehensive income for the year attributable to equity holders of the Parent Entity		**1,913,319**	**1,139,707**
Earnings per share attributable to equity holders of the Parent Entity:			
Basic earnings per Share (cents)	9	0.48	0.27
Diluted earnings per Share (cents)	9	0.47	0.27

The accompanying notes form part of these financial statements.

Consolidated Statement of Financial Position

As at 30 June 2026

	Note	30 June 2026 ($)	30 June 2025 ($)
Current Assets			
Cash and cash equivalents	10	11,829,090	10,218,007
Trade and other receivables	11	3,469,050	2,933,842
Other current assets	12	358,058	258,875
Total Current Assets		**15,656,198**	**13,410,724**
Non Current Assets			
Plant and equipment	16	375,066	688,670
Intangible assets - goodwill	17	4,669,730	4,669,730
Intangible assets - others	17	14,875,320	14,705,325
Deferred tax asset	8	37,083	20,953
Other non-current assets	12	524,100	524,100
Total Non Current Assets		**20,481,299**	**20,608,778**
TOTAL ASSETS		**36,137,497**	**34,019,502**
Current Liabilities			
Trade and other payables	13	3,772,805	3,984,379
Provision for employee benefits	14	745,908	939,170
Contract liabilities	15	1,421,906	1,080,938
Current lease liability	18	317,768	393,522
Income tax liability	8	34,473	64,451
Total Current Liabilities		**6,292,860**	**6,462,460**
Non Current Liability			
Non-current lease liability	18	-	317,768
Total Non Current Liability		-	317,768
Total Liabilities		**6,292,860**	**6,780,228**
Net Assets		**29,844,637**	**27,239,274**
Equity			
Issued capital	19	46,537,770	46,537,770
Reserves	19	2,473,946	1,883,047
Accumulated losses	20	(19,167,079)	(21,181,543)
Total Equity		**29,844,637**	**27,239,274**

The accompanying notes form part of these financial statements.

Consolidated Statement of Cash Flows

For the year ended 30 June 2026

	Note	30 June 2026 ($)	30 June 2025 ($)
Cash flows from operating activities			
Receipts from customers		38,967,623	35,407,406
Payments to suppliers and employees		(32,975,830)	(30,412,842)
Finance costs paid		(34,640)	(62,618)
Interest received		357,253	389,299
Income tax paid		(11,608)	(44,544)
Net cash flows from operating activities	10	**6,302,798**	**5,276,701**
Cash flows from investing activities			
Payment for term deposits		-	(204,000)
Payment for purchases of plant and equipment		(68,576)	(57,178)
Payment for intangible assets		(3,736,051)	(3,664,237)
Net cash used in investing activities		**(3,804,627)**	**(3,925,415)**
Cash flows from financing activities			
Repayment for lease liabilities		(393,522)	(404,264)
Repayment of business insurance premiums		(393,329)	(513,541)
Net cash used in financing activities		**(786,851)**	**(917,805)**
Net increase in cash and cash equivalents		**1,711,320**	**433,481**
Cash and cash equivalents at the beginning of the year		10,218,007	9,752,262
Effects of exchange rate changes on the balance of cash held in foreign currencies		(100,237)	32,264
Cash and cash equivalents at the end of the year		**11,829,090**	**10,218,007**

The accompanying notes form part of these financial statements.

Consolidated Statement of Changes in Equity

For the year ended 30 June 2026

	Issued Capital ($)	Share-based Payment Reserve ($)	Foreign Currency Translation Reserve ($)	Accumulated Losses ($)	Total ($)
Balance at 1 July 2024	**46,537,770**	**1,552,127**	**(48,409)**	**(22,309,997)**	**25,731,491**
Profit for the year	-	-	-	1,128,454	1,128,454
Exchange differences on translation of foreign operations	-	-	11,253	-	11,253
Total comprehensive profit for the year	-	-	11,253	1,128,454	1,139,707
Transactions with owners in their capacity as owners:					
Share-based payments	-	368,076	-	-	368,076
Balance at 30 June 2025	**46,537,770**	**1,920,203**	**(37,156)**	**(21,181,543)**	**27,239,274**
Balance at 1 July 2025	**46,537,770**	**1,920,203**	**(37,156)**	**(21,181,543)**	**27,239,274**
Profit for the year	-	-	-	2,014,464	2,014,464
Exchange differences on translation of foreign operations	-	-	(101,145)	-	(101,145)
Total comprehensive profit for the year	-	-	(101,145)	2,014,464	1,913,319
Transactions with owners in their capacity as owners:					
Share-based payments	-	692,044	-	-	692,044
Balance at 30 June 2026	**46,537,770**	**2,612,247**	**(138,301)**	**(19,167,079)**	**29,844,637**

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

Note 1. Corporate Information

The consolidated financial statements of Kinatico Limited and its subsidiaries (collectively, the Group) for the year ended 30 June 2026 were authorised for issue in accordance with a resolution of the directors on 5th August 2026. Kinatico Limited (the Company or the parent) is a limited company incorporated and domiciled in Western Australia whose shares are publicly traded. The registered office and principal place of business is Level 4, 999 Hay Street, Perth, Western Australia.

The Group is principally engaged in the provision of screening and verification services and the provision of SaaS-based workforce management and compliance technology systems.

Note 2. Basis Of Preparation

These general-purpose financial statements of the Group have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) and the Corporations Act 2001. These financial statements also comply with International Financial Reporting Standards as issued by the International Accounting Standards Board (IASB). The Group has prepared the financial statements on the basis that it will continue to operate as a going concern.

The consolidated financial statements provide comparative information in respect of the previous period. In addition, the Group presents an additional statement of financial position at the beginning of the preceding period when there is a retrospective application of an accounting policy, a retrospective restatement, or a reclassification of items in financial statements. Where necessary, comparative figures have been re-stated to conform with changes in presentation for the current year.

The accounting policies that are material to the Group are set out below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

Historical Cost Convention

The financial statements have been prepared under the historical cost convention, except for certain financial instruments, which have been measured at fair value.

Functional and Presentation Currency

The financial statements are presented in Australian dollars, which is the Company's presentation currency and the functional currency of the Company and its subsidiaries, except for the New Zealand operations in which the functional currency is in New Zealand dollars.

Critical Accounting Judgments, Estimates and Assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results.

The significant judgements, estimates and assumptions made by management in the preparation of these financial statements are outlined within the financial statement notes to which they relate.

Parent Entity Information

In accordance with Corporations Act 2001, these financial statements present the results of the Group only. Supplementary information about the parent entity is disclosed in note 24.

Rounding of amounts

All amounts in the financial statements have been rounded to the nearest dollars, except as indicated in accordance with the ASIC Corporations instrument 2026/183.

Note 3. Principles & Basis of Consolidation

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Kinatico Limited as at 30 June 2026 and the results of all subsidiaries for the year ended.

Subsidiaries are all those entities over which the Group has control. Control is achieved when the Group is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. Specifically, the Group controls an investee if, and only if, the Group has:

- Power over the investee (i.e., existing rights that give it the current ability to direct the relevant activities of the investee) Exposure, or rights, to variable returns from its involvement with the investee; and
- The ability to use its power over the investee to affect its returns.

Generally, there is a presumption that a majority of voting rights results in control. To support this presumption and when the Group has less than a majority of the voting or similar rights of an investee, the Group considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- The contractual arrangements with the other vote holders of the investee;
- Rights arising from other contractual arrangements; and
- The Group's voting rights and potential voting rights.

The Group re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control. Consolidation of a subsidiary begins when the Group obtains control over the subsidiary and ceases when the Group loses control of the subsidiary. Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated financial statements from the date the Group gains control until the date the Group ceases to control the subsidiary. Profit or loss and each component of Other Comprehensive Income (OCI) are attributed to the equity holders of the parent of the Group and to the non-controlling interests, even if this results in the non-controlling interests having a deficit balance. When necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies in line with the Group's accounting policies. All intra-group assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation. A change in the ownership interest of a subsidiary, without a loss of control, is accounted for as an equity transaction. If the Group loses control over a subsidiary, it derecognises the related assets (including goodwill), liabilities, non-controlling interest and other components of equity, while any resultant gain or loss is recognised in profit or loss. Any investment retained is recognised at fair value.

Note 4. Material Accounting Policies

a. Current Versus Non-current Classification

The Group presents assets and liabilities in the statement of financial position based on current/non-current classification. An asset is current when it is:

- Expected to be realised or intended to be sold or consumed in the normal operating cycle
- Held primarily for the purpose of trading
- Expected to be realised within twelve months after the reporting period or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

- A liability is current when:
- It is expected to be settled in the normal operating cycle
- It is held primarily for the purpose of trading
- It is due to be settled within twelve months after the reporting period or
- There is no right at the end of the reporting period to defer the settlement of the liability for at least 12 months after the period.

The terms of the liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification. The Group classifies all other liabilities as non-current. Deferred tax assets and liabilities are always classified as non-current.

b. Foreign Currencies

The Group's consolidated financial statements are presented in Australian Dollars, which is also the parent company's functional currency. For each entity, the Group determines the functional currency and items included in the financial statements of each entity are measured using that functional currency. The Group uses the direct method of consolidation and on disposal of a foreign operation, the gain or loss that is reclassified to profit or loss reflects the amount that arises from using this method.

(i) Transactions and balances

Transactions in foreign currencies are initially recorded by the Group's entities at their respective functional currency spot rates at the date the transaction first qualifies for recognition. Monetary assets and liabilities denominated in foreign currencies are translated at the functional currency spot rates of exchange at the reporting date.

Differences arising on settlement or translation of monetary items are recognised in profit or loss with the exception of monetary items that are designated as part of the hedge of the Group's net investment in a foreign operation. These are recognised in OCI until the net investment is disposed of, at which time, the cumulative amount is reclassified to profit or loss. Tax charges and credits attributable to exchange differences on those monetary items are also recognised in OCI. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value is determined. The gain or loss arising on translation of non-monetary items measured at fair value is treated in line with the recognition of the gain or loss on the change in fair value of the item (i.e., translation differences on items whose fair value gain or loss is recognised in OCI or profit or loss are also recognised in OCI or profit or loss, respectively).

In determining the spot exchange rate to use on initial recognition of the related asset, expense or income (or part of it) on the derecognition of a non-monetary asset or non-monetary liability relating to advance consideration, the date of the transaction is the date on which the Group initially recognises the non-monetary asset or non-monetary liability arising from the advance consideration.

If there are multiple payments or receipts in advance, the Group determines the transaction date for each payment or receipt of advance consideration.

(ii) Group Companies

On consolidation, the assets and liabilities of foreign operations are translated into Australian Dollars at the rate of exchange prevailing at the reporting date and their statements of profit or loss are translated at exchange rates prevailing at the dates of the transactions. The exchange differences arising on translation for consolidation are recognised in OCI. On disposal of a foreign operation, the component of OCI relating to that particular foreign operation is reclassified to profit or loss.

Note 4

c. Impairment of Non-financial Assets

The Group assesses at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the Group estimates the asset's recoverable amount. An asset's recoverable amount is the higher of an asset's or cash generating units' (CGU) fair value less costs of disposal and its value in use. The recoverable amount is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. When the carrying amount of an asset or CGU exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. In determining fair value less costs of disposal, recent market transactions are taken into account. If no such transactions can be identified, an appropriate valuation model is used. These calculations are corroborated by valuation multiples, quoted share prices for publicly traded companies or other available fair value indicators.

The Group bases its impairment calculation on most recent budgets and forecast calculations, which are prepared separately for each of the Group's CGUs to which the individual assets are allocated. These budgets and forecast calculations generally cover a period of five years. A long-term growth rate is calculated and applied to project future cash flows after the fifth year.

Impairment losses of continuing operations are recognised in the statement of profit or loss in expense categories consistent with the function of the impaired asset, except for properties previously revalued with the revaluation taken to OCI. For such properties, the impairment is recognised in OCI up to the amount of any previous revaluation.

For assets excluding goodwill, an assessment is made at each reporting date to determine whether there is an indication that previously recognised impairment losses no longer exist or have decreased. If such indication exists, the Group estimates the asset's or CGU's recoverable amount. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount since the last impairment loss was recognised. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the statement of profit or loss unless the asset is carried at a revalued amount, in which case, the reversal is treated as a revaluation increase.

Goodwill is tested for impairment annually as at 30 June and when circumstances indicate that the carrying value may be impaired. Impairment is determined for goodwill by assessing the recoverable amount of each CGU (or group of CGUs) to which the goodwill relates. When the recoverable amount of the CGU is less than its carrying amount, an impairment loss is recognised. Impairment losses relating to goodwill cannot be reversed in future periods.

Intangible assets with indefinite useful lives are tested for impairment annually as at 30 June at the CGU level, as appropriate, and when circumstances indicate that the carrying value may be impaired.

d. New or Amended Accounting Standards and Interpretations Adopted/Not Yet Mandatory or Early Adopted

The Group has adopted all of the new or amended Accounting Standards and Interpretations issued by the AASB that are mandatory for the current reporting period. Any new or amended Accounting Standards or Interpretations that are not yet mandatory, have not been early adopted for the annual reporting period ended 30 June 2026.

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Group for the annual reporting period ended 30 June 2026. The Group's assessment of the impact of these new or amended Accounting Standards and Interpretations, most relevant to the Group, are set out below.

d. New or Amended Accounting Standards and Interpretations Adopted/Not Yet Mandatory or Early Adopted (continued)

AASB 18 Presentation and Disclosure in Financial Statements: This standard is applicable to annual reporting periods beginning on or after 1 January 2027 and early adoption is permitted. The standard replaces IAS 1 'Presentation of Financial Statements', with many of the original disclosure requirements retained and there will be no impact on the recognition and measurement of items in the financial statements. But the standard will affect presentation and disclosure in the financial statements, including introducing five categories in the statement of profit or loss and other comprehensive income: operating, investing, financing, income taxes and discontinued operations. The standard introduces two mandatory sub-totals in the statement: 'Operating profit' and 'Profit before financing and income taxes'. There are also new disclosure requirements for 'management-defined performance measures', such as earnings before interest, taxes, depreciation and amortisation ('EBITDA') or 'adjusted profit'. The standard provides enhanced guidance on grouping of information (aggregation and disaggregation), including whether to present this information in the primary financial statements or in the notes. The Group will adopt this standard from 1 July 2027 and it is expected that there will be a significant change to the layout of the statement of profit or loss and other comprehensive income.

Note 5. Segment Information

Material Accounting Policy

Primary Reporting Format - Business Segments

The Group is organised into two operating segments based on geographical locations consisting of Australia and New Zealand.

Identification of Reportable Operating Segments

The operating segments are identified based on the internal reports that are reviewed and used by the Board of Directors (who are identified as the Chief Operating Decision Makers ('CODM')) in assessing performance and in determining the allocation of resources.

Performance is measured based on segment operating profit. The accounting policies adopted for internal reporting to the CODM are consistent with those adopted in the financial statements.

The information is reported to the CODM on a monthly basis.

Types of Products and Services

Both the Australian and New Zealand segments' principal products are the provision of screening and verification services and the provision of SaaS-based workforce management and compliance technology systems.

Intersegment Transactions

Intersegment transactions were made at market rates. The Australian operating segment purchases certain verification and screening products and recharges them to the New Zealand business at market price. Intersegment transactions are eliminated on consolidation.Intersegment loans are initially recognised at the consideration received.

Intersegment receivables, payable and loans

Intersegment loans are initially recognised at the consideration received. Intersegment loans are eliminated on consolidation.

Major Customers

The Group has no material reliance on a specific customer.

Note 5

Segment Information Continued

	Australia ($)	New Zealand ($)	Elimination ($)	Total ($)
For the year ended 30 June 2026				
Revenue	**31,752,857**	**3,415,898**	**-**	**35,168,755**
EBITDA	**3,537,276**	**2,039,237**	**-**	**5,576,513**
Depreciation and amortisation	(3,942,458)	(5,017)	-	(3,947,475)
Interest income	395,277	7,484	(45,508)	357,253
Interest expense	(33,082)	(45,508)	45,508	(33,082)
Other non-operating income / (expense)	1,983,465	(1,952,436)	-	31,029
Profit before income tax	**1,940,478**	**43,760**	**-**	**1,984,238**
Income tax (expense) / benefit	(6,746)	36,972	-	30,226
Profit after income tax	**1,933,732**	**80,732**	**-**	**2,014,464**
30 June 2026				
Assets				
Segment assets	34,874,000	2,153,036	(889,539)	36,137,497
Total assets	**34,874,000**	**2,153,036**	**(889,539)**	**36,137,497**
30 June 2026				
Liabilities				
Segment liabilities	5,926,155	1,256,242	(889,537)	6,292,860
Total Liabilities	**5,926,155**	**1,256,242**	**(889,537)**	**6,292,860**

Note 5

Segment Information Continued

	Australia ($)	New Zealand ($)	Elimination ($)	Total ($)
For the year ended 30 June 2025				
Revenue	**29,568,420**	**2,566,433**	**-**	**32,134,853**
EBITDA	**3,148,016**	**1,200,358**	**-**	**4,348,374**
Depreciation and amortisation	(3,370,528)	(49,056)	-	(3,419,584)
Interest income	448,625	11,934	(75,145)	385,414
Interest expense	(56,774)	(79,389)	75,145	(61,018)
Other non-operating income / (expense)	749,913	(783,748)	-	(33,835)
Profit before income tax	**919,252**	**300,099**	**-**	**1,219,351**
Income tax expense	-	(90,897)	-	(90,897)
Profit after income tax	**919,252**	**209,202**	**-**	**1,128,454**
30 June 2025				
Assets				
Segment assets	32,734,117	2,628,269	(1,342,884)	34,019,502
Total assets	**32,734,117**	**2,628,269**	**(1,342,884)**	**34,019,502**
30 June 2025				
Liabilities				
Segment liabilities	6,412,055	1,711,055	(1,342,882)	6,780,228
Total Liabilities	**6,412,055**	**1,711,055**	**(1,342,882)**	**6,780,228**

Note 6. Revenue From Contracts With Customers

Material Accounting Policy

Revenue from Contracts with Customers

The Group is in the business of providing SaaS-based workforce management and compliance technology systems and premium screening and verification services. Revenue from contracts with customers is recognised when services are provided at an amount that reflects the consideration to which the Group expects to be entitled in exchange for those services. The Group has generally concluded that it is the principal in its revenue arrangements, because it typically controls the services before transferring them to the customer.

SaaS-based workforce management and compliance technology systems

Subscription services are treated as a single performance obligation, access to digital platforms and data under the subscription is a series of services substantially integrated with the same pattern of transfer. Accordingly, subscription revenue is recognised evenly over the subscription period.

(i) Variable Consideration

If the consideration in a contract includes a variable amount, the Group estimates the amount of consideration to which it will be entitled in exchange for the provision of services to the customer. The variable consideration is estimated at contract inception and constrained until it is highly probable that a significant revenue reversal in the amount of cumulative revenue recognised will not occur when the associated uncertainty with the variable consideration is subsequently resolved. The Group also provides retrospective volume rebates to certain customers once the quantity of services purchased during the period exceeds the threshold specified in the contract. The volume rebates give rise to variable consideration.

The Group applies either the most likely amount method or the expected value method to estimate the variable consideration in the contract. The selected method that best predicts the amount of variable consideration is primarily driven by the number of volume thresholds contained in the contract. The most likely amount is used for those contracts with a single volume threshold, while the expected value method is used for those with more than one volume threshold. The Group then applies the requirements on constraining estimates of variable consideration in order to determine the amount of variable consideration that can be included in the transaction price and recognised as revenue. A refund liability is recognised for the expected future rebates (i.e., the amount not included in the transaction price).

(ii) Significant Financing Component

The Group applies the practical expedient for short-term advances received from customers. That is, the promised amount of consideration is not adjusted for the effects of a significant financing component if the period between the provision service and the payment is one year or less.

(iii) Cost to obtain a contract

The Group pays sales commission to its employees for certain contracts that they obtain. The Group applies the optional practical expedient to immediately expense costs to obtain a contract if the amortisation period of the asset that would have been recognised is one year or less. As such, sales commissions are immediately recognised as an expense and included as part of employee benefits.

Screening and Verification Revenue

Revenue from pre-employment screening and workforce compliance monitoring is recognised at the point in time when the service is provided to the customer. The normal credit term is 30 to 60 days upon completion of the service. The Group considers whether there are other promises in the contract that are separate performance obligations to which a portion of the transaction price needs to be allocated. In determining the transaction price for the provision of pre-employment screening and workforce compliance monitoring, the Group considers the effects of variable consideration, existence of a significant financing component, non-cash consideration, and consideration payable to the customer (if any).

Note 6

Revenue From Contracts With Customers Continued

	30 June 2026 ($)	30 June 2025 ($)
Type of service		
Transactional		
Criminal history verifications	13,658,883	14,358,007
Other verifications	971,776	2,840,182
	14,630,659	**17,198,189**
Software as a Service	20,538,096	14,936,664
Total Revenue	**35,168,755**	**32,134,853**
Geographical markets		
Australia	31,752,857	29,568,420
New Zealand	3,415,898	2,566,433
Total Revenue	**35,168,755**	**32,134,853**
Timing of revenue recognition		
Services rendered at a point in time	26,814,990	24,228,584
Services rendered over time	8,353,765	7,906,269
Total Revenue	**35,168,755**	**32,134,853**

Note 7 & 8

Note 7. Other Expenses

	30 June 2026 ($)	30 June 2025 ($)
Listing and compliance	108,524	68,518
Travel and accommodation	177,120	99,834
Interest expense	33,082	61,018
Communication	22,552	23,002
Others	191,075	215,783
Total other expenses	**532,353**	**468,155**

Note 8. Income Tax

Material Accounting Policy

Current Income Tax

Current income tax assets and liabilities are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at the reporting date in the countries where the Group operates and generates taxable income.

Current income tax relating to items recognised directly in equity is recognised in equity and not in the statement of profit or loss. Management periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

Deferred Tax

Deferred tax is provided using the liability method on temporary differences between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes at the reporting date.

Deferred tax liabilities are recognised for all taxable temporary differences, except:

- When the deferred tax liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss
- In respect of taxable temporary differences associated with investments in subsidiaries, associates and interests in joint arrangements, when the timing of the reversal of the temporary differences can be controlled and it is probable that the temporary differences will not reverse in the foreseeable future.

Deferred tax assets are recognised for all deductible temporary differences, the carry forward of unused tax credits and any unused tax losses. Deferred tax assets are recognised to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, and the carry forward of unused tax credits and unused tax losses can be utilised, except:

- When the deferred tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss.
- In respect of deductible temporary differences associated with investments in subsidiaries, associates and interests in joint arrangements, deferred tax assets are recognised only to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilise.

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are re-assessed at each reporting date and are recognised to the extent that it has become probable that future taxable profits will allow the deferred tax asset to be recovered.

Note 8

Income Tax continued

Tax consolidated group

Kinatico Limited (the 'head entity') and its wholly owned Australian subsidiaries formed an income tax consolidated group under the tax consolidation regime. The head entity and its wholly owned Australian subsidiaries in the tax consolidated group account their current and deferred tax amounts as an aggregate amount.

Assets or liabilities arising under tax funding agreements with the tax consolidated entities are recognised as amounts receivable from or payable to other entities in the tax consolidated group. The tax funding arrangement ensures that the intercompany charge equals the current tax liability or benefit of each tax consolidated group member, resulting in neither a contribution by the head entity to the subsidiaries nor a distribution by the subsidiaries to the head entity.

Critical Accounting Estimate

The Group is subject to income taxes in Australia and other jurisdictions. Significant judgment is required in determining the provision for income taxes, including the recognition and recoverability of deferred tax assets. Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses. Where the final tax outcome is different from the amounts initially recorded, such differences will impact the current and deferred tax provisions in the period in which the determination is made. The Group regularly assesses the carrying value of deferred tax assets and liabilities based on forecast taxable income and tax planning strategies.

	30 June 2026 ($)	30 June 2025 ($)
Components of income tax comprise of:		
Current income tax:		
Current income tax expense	49,601	96,917
Adjustments recognised for previous year	(63,697)	-
	(14,096)	**96,917**
Deferred income tax:		
Relating to origination and reversal of temporary differences	(16,130)	(6,020)
	(16,130)	**(6,020)**
Income tax (benefit) / expense	**(30,226)**	**90,897**
Reconciliation of income tax expense to prima facie tax payable		
Profit before income tax	1,984,238	1,219,351
Tax at the Australian rate of 25%	**496,060**	**304,838**
Effect of tax rates in foreign jurisdictions	1,313	15,874
Adjustments recognised for previous year	(63,697)	-
Tax effect:		
Non-assessable income	(54,646)	-
Non-deductible share-based payments	173,011	92,019
Other expenditure not deductible	42,434	14,377
Carry forward tax losses utilised	(624,701)	(336,211)
Income tax (benefit) / expense	**(30,226)**	**90,897**
Deferred tax asset comprises temporary differences attributable to:		
Amounts recognised in profit or loss:		
Property, plant & equipment	-	54,174
Provision for employee benefits	(663)	2,628
Contract liabilities	37,746	19,104
Lease liabilities	-	(54,953)
Net deferred tax asset	**37,083**	**20,953**
Movements of net deferred tax asset:		
At beginning of the year	20,953	14,933
Credited to profit or loss	16,130	6,020
At end of the year	**37,083**	**20,953**
Income tax liability		
Provision for income tax	**34,473**	**64,451**

Income Tax continued

Unrecognised deferred tax balances

The Group recognized deferred tax balance of $37,083 (2025: $20,953) in relation to its subsidiary in New Zealand. However, the Group does not currently recognise any deferred tax asset arising from its accumulated losses. Management estimates that the potential deferred tax assets at 25% not brought to account attributable to tax losses carried forward at reporting date is approximately $4,057,793 (2025: $4,434,812).

The losses have not been brought to account because the Directors do not believe it is appropriate to regard realisation of those deferred tax assets as being probable in the near future. The benefit of these deferred tax assets will only be obtained if:

- the Group derives future assessable income of a nature and of an amount sufficient to enable the benefit from the deductions for the temporary differences to be realised;
- the Group continues to comply with the conditions for deductibility imposed by tax legislation; and
- no changes in tax legislation adversely affect the entity in realising the benefit from the deductions for the temporary differences.

Note 9: Earnings Per Share

Material Accounting Policy

(i) Basic earnings per share

Basic earnings per share is calculated by dividing the profit attributable to the owners of Kinatico Limited, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of ordinary shares outstanding during the financial year, adjusted for bonus elements in ordinary shares issued during the financial year.

(ii) Diluted earnings per share

Diluted earnings per share figures used in the determination of basic earnings per sadjusts the hare to take into account the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares and the weighted average number of shares assumed to have been issued for no consideration in relation to dilutive potential ordinary shares.

	30 June 2026 ($)	30 June 2025 ($)
Basic earnings per share - cents	0.48	0.27
Diluted earnings per share - cents	0.47	0.27
Net profit used in the calculation of basis and diluted earnings per share	2,014,464	1,128,454
Weighted average number of shares outstanding during the year used in the calculation of basic earnings per share	418,591,984	418,591,984
Weighted average number of shares outstanding during the year used in the calculation of diluted earnings per share	425,273,757	418,942,024

Note 10

Working Capital and Provisions

This section provides further information about the Group's working capital and provisions.

Note 10. Cash And Cash Equivalents

Material Accounting Policy

Cash and cash equivalents in the statement of financial position comprise cash at banks and on hand and short-term highly liquid deposits with a maturity of three months or less, that are readily convertible to a known amount of cash and subject to an insignificant risk of changes in value.

For the purpose of the consolidated statement of cash flows, cash and cash equivalents consist of cash and short-term deposits, as defined above, net of outstanding bank overdrafts as they are considered an integral part of the Group's cash management.

All cash balances are available for use by Kinatico Ltd. The Group's exposure to interest rate risk and sensitivity analysis for financial assets and liabilities are disclosed in note 22.

Cash at banks earns interest at floating rates on daily bank notice deposit rates. Deposits are made for varying notice periods, depending on the immediate cash requirements of the Group and earn interest at the respective deposit rates.

Non-cash investing and financing activities

During the year, there are no non-cash investing and financing activities.

	30 June 2026 ($)	30 June 2025 ($)
Cash at banks	11,829,090	10,218,007
Short term deposits	-	-
Total cash and cash equivalents	**11,829,090**	**10,218,007**
Reconciliation of cash flows from operating activities		
Profit after income tax	2,014,464	1,128,454
Non-cash		
Depreciation and amortisation	3,947,475	3,419,584
Share-based payments	692,044	368,076
Loss on disposal of fixed assets	-	36,731
Foreign exchange differences	(147)	(21,013)
Changes in working capital		
Trade and other receivables	(535,208)	(377,267)
Other assets	246,541	577,151
Trade and other payables	(180,099)	152,046
Provision for employee benefits	(193,262)	(215,859)
Contract liabilities	340,968	156,902
Income tax liability	(29,978)	51,896
Cashflow from operations	**6,302,798**	**5,276,701**

Note 11

Note 11. Trade And Other Receivables

Material Accounting Policy

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

The Group has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses. They are due and demandable. The effect of discounting is not considered material. The receivable is not considered impaired.

	30 June 2026 ($)	30 June 2025 ($)
Trade receivables	3,482,558	2,944,544
Allowance for expected credit losses	(14,250)	(14,250)
Trade receivables net of expected credit losses	3,468,308	2,930,294
Other receivables	742	3,548
Total trade and other receivables	**3,469,050**	**2,933,842**

Critical Accounting Estimate

Allowance for expected credit losses

The Group applies the simplified approach under AASB 9 to measure expected credit losses (ECL) for trade receivables. This requires the recognition of a lifetime ECL at each reporting date, reflecting historical observed default rates, adjusted for forward-looking information.

Management exercises judgment in estimating the provision by considering customer credit risk, the aging profile of receivables, past default experience, and macroeconomic factors such as industry trends and economic forecasts. The estimation of ECL is inherently uncertain and actual results may differ from these estimates, particularly in times of economic volatility.

The Group has not recognised a loss in profit or loss in respect of the expected credit losses for the year ended 30 June 2026. The ageing of the receivables and allowance for expected credit losses provided for above are as follows:

	Expected credit loss rate		Carrying amount		Allowance for expected credit losses	
	2026	2025	2026	2025	2026	2025
	%	%	$	$	$	$
0 to 30 days overdue	0%	0%	3,012,783	2,563,949	-	-
31-60 days overdue	0%	0%	163,467	146,158	-	-
61-90 days overdue	0%	0%	103,967	87,893	-	-
over 90 days overdue	7%	10%	203,083	150,092	14,250	14,250
			3,483,300	**2,948,092**	**14,250**	**14,250**

Movements in the allowance for expected credit losses are as follows:

	30 June 2026 ($)	30 June 2025 ($)
At beginning of the year	14,250	14,250
Additional provisions recognised	309	-
Receivables written off during the year as uncollectible	(309)	-
Unused amounts reversed	-	-
At end of the year	**14,250**	**14,250**

Note 12. Other Assets

	30 June 2026 ($)	30 June 2025 ($)
Current		
Prepaid expenses	**358,058**	**258,875**
Non-current		
Term deposit	204,000	204,000
Security deposit	320,100	320,100
Total other assets	**524,100**	**524,100**

The security deposit is held as bank guarantee for the lease of the Group's office premises and credit card facility.

The Group holds term deposits with original maturities greater than three months and less than 12 months. These deposits are classified as financial assets at amortised cost in accordance with AASB 9 Financial Instruments, as the Group's business model is to hold these assets to collect contractual cash flows, which are solely payments of principal and interest.

These deposits earn interest at rates between 4% and 5% per annum.

Note 13. Trade And Other Payables

	30 June 2026 ($)	30 June 2025 ($)
Trade payables	2,250,415	2,519,184
Accrued expenses	1,158,233	1,162,511
Goods and services tax ("GST")	283,024	210,811
Other payables	81,133	91,873
Total trade and other payables	**3,772,805**	**3,984,379**

Material Accounting Policy

Trade and Other Payables

Trade and other payables comprise liabilities for goods and services received by the Group prior to the end of the financial year which remain unpaid as at the reporting date. These are obligations to pay for goods and services and are typically settled within 30 days of recognition and therefore are classified as current liabilities. Trade payables are non-interest bearing and are usually settled on credit terms between 30 and 90 days.

Goods and Services Tax ("GST")

Revenues, expenses and assets are recognised net of the amount of GST unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense. Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position. Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Note 14. Provision For Employee Benefits

Material Accounting Policy

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. When the Group expects some or all of a provision to be reimbursed, for example, under an insurance contract, the reimbursement is recognised as a separate asset, but only when the reimbursement is virtually certain. The expense relating to a provision is presented in the statement of profit or loss net of any reimbursement.

If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, when appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

(i) Short term benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled within 12 months of the reporting date are recognised in current liabilities in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

Note 14

Provision For Employee Benefits Continued

(ii) Other Long-term Benefits

The liabilities for annual leave and long service leave not expected to be settled within 12 months of the reporting date are recognised in non-current liabilities, provided there is an unconditional right to defer settlement of the liability. A liability is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

Expected future payments are discounted using market yields at the reporting date on corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

(iii) Defined Contribution Superannuation Expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Provision for employee benefits represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Group does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the Group does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

	30 June 2026 ($)	30 June 2025 ($)
Current		
Provision for annual leave	490,200	552,706
Provision for long service leave	255,708	386,464
Non-current		
Provision for long service leave	-	-
Total provision for employee benefits	**745,908**	**939,170**

Amounts not expected to be settled within the next 12 months

The current provision for employee benefits includes all unconditional entitlements where employees have completed the required period of service and also those where employees are entitled to pro-rata payments in certain circumstances. The entire amount is presented as current, since the Group does not have an unconditional right to defer settlement. However, based on past experience, the Group does not expect all employees to take the full amount of accrued leave or require payment within the next 12 months.

The following amounts reflect leave that is not expected to be taken within the next 12 months:

	30 June 2026 ($)	30 June 2025 ($)
Employee benefits obligation expected to be settled after 12 months	75,547	172,060

Note 15 & 16

Note 15. Contract Liabilities

Material Accounting Policy

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Group completes the services. Contract liabilities are recognised as revenue when the Group performs under the contract.

	30 June 2026 ($)	30 June 2025 ($)
Balance at beginning of the year	1,080,938	924,036
Deferred during the year	16,730,664	13,513,122
Recognised as revenue during the year	(16,397,293)	(13,354,713)
Foreign exchange difference	7,597	(1,507)
At the end of the year	**1,421,906**	**1,080,938**

Unsatisfied performance obligations

The Group has elected to use the practical expedient and has not disclosed information about remaining performance obligations for contracts with an original expected duration of one year or less, or for contracts where revenue is recognised in the amount to which the Group has a right to invoice. There are no other unsatisfied performance obligations that do not meet the criteria for the practical expedient.

Invested Capital

This section provides further information about the Group's property and equipment and intangible assets and the carrying value of these non-financial assets.

Note 16. Property, Plant And Equipment

Material Accounting Policy

Plant and equipment is stated at cost, net of accumulated depreciation and accumulated impairment losses, if any. Such historical cost includes the cost of replacing part of the plant and equipment and borrowing costs for long-term construction projects if the recognition criteria are met. When significant parts of plant and equipment are required to be replaced at intervals, the Group depreciates them separately based on their specific useful lives. Likewise, when a major inspection is performed, its cost is recognised in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognised in profit or loss as incurred.

Depreciation is calculated on a straight-line basis over the estimated useful lives of the assets, as follows:

- Computer equipment 3 to 4 years
- Plant & equipment 5 to 20 years
- Leasehold improvements 5 years
- Furniture & fittings 5 to 20 years

An item of plant and equipment and any significant part initially recognised is derecognised upon disposal (i.e., at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of profit or loss when the asset is derecognised.

Critical Accounting Estimate

Estimation of Useful Life of Assets

The Group determines the estimated useful life and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Note 16

Property, Plant And Equipment Continued

Gross carrying amount and the accumulated depreciation at the beginning and end of the year

	Computer equipment	Plant & equipment	Right-of-use assets	Furniture & fittings	Leasehold improvements	Total
	$	$	$	$	$	$
At beginning of the year						
Gross carrying amount	390,277	3,469	1,635,235	4,866	59,595	2,093,442
Accumulated depreciation	(307,403)	(1,720)	(1,062,902)	(1,102)	(31,645)	(1,404,772)
	82,874	**1,749**	**572,333**	**3,764**	**27,950**	**688,670**
At end of the year						
Gross carrying amount	458,853	3,469	1,635,235	4,866	59,595	2,162,018
Accumulated depreciation	(352,332)	(1,895)	(1,389,949)	(1,463)	(41,313)	(1,786,952)
	106,521	**1,574**	**245,286**	**3,403**	**18,282**	**375,066**

Note 16 & 17

Reconciliation of the carrying amount at the beginning and end of the year.

	Computer equipment	Plant & equipment	Right-of-use assets	Furniture & fittings	Leasehold improvements	Total
	$	$	$	$	$	$
Carrying amount as at 30 June 2024	**84,281**	**115**	**939,084**	**25,210**	**68,212**	**1,116,902**
Additions	55,429	1,749	-	-	-	57,178
Depreciation	(57,959)	(115)	(366,666)	(11,005)	(12,936)	(448,681)
Disposal	-	-	(85)	(10,384)	(27,144)	(37,613)
Foreign exchange difference	1,123	-	-	(57)	(182)	884
Carrying amount as at 30 June 2025	**82,874**	**1,749**	**572,333**	**3,764**	**27,950**	**688,670**
Additions	68,576	-	-	-	-	68,576
Depreciation	(44,168)	(175)	(327,047)	(361)	(9,668)	(381,419)
Foreign exchange difference	(761)	-	-	-	-	(761)
Carrying amount as at 30 June 2026	**106,521**	**1,574**	**245,286**	**3,403**	**18,282**	**375,066**

Note 17. Intangible Assets

Material Accounting Policy

Goodwill

Goodwill is initially measured at cost (being the excess of the aggregate of the consideration transferred and the amount recognised for non-controlling interests and any previous interest held over the net identifiable assets acquired and liabilities assumed). If the fair value of the net assets acquired is in excess of the aggregate consideration transferred, the Group re-assesses whether it has correctly identified all of the assets acquired and all of the liabilities assumed and reviews the procedures used to measure the amounts to be recognised at the acquisition date. If the reassessment still results in an excess of the fair value of net assets acquired over the aggregate consideration transferred, then the gain is recognised in profit or loss.

After initial recognition, goodwill is measured at cost less any accumulated impairment losses. For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each of the Group's cash-generating units that are expected to benefit from the combination, irrespective of whether other assets or liabilities of the acquiree are assigned to those units.

Where goodwill has been allocated to a CGU and part of the operation within that unit is disposed of, the goodwill associated with the disposed operation is included in the carrying amount of the operation when determining the gain or loss on disposal. Goodwill disposed in these circumstances is measured based on the relative values of the disposed operation and the portion of the cash-generating unit retained.

Critical Accounting Estimate

The Group tests annually, or more frequently if events or changes in circumstances indicate impairment, whether goodwill has suffered any impairment, in accordance with the accounting policy stated above. The recoverable amounts of cash-generating units have been determined based on value-in-use calculations. These calculations require the use of assumptions, including estimated discount rates based on the current cost of capital and growth rates of the estimated future cash flows.

Intangible Assets

Intangible assets acquired separately are measured on initial recognition at cost. The cost of intangible assets acquired in a business combination is their fair value at the date of acquisition. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and accumulated impairment losses. Internally generated intangibles, excluding capitalised development costs, are not capitalised and the related expenditure is reflected in profit or loss in the period in which the expenditure is incurred.

The useful lives of intangible assets are assessed as either finite or indefinite.

Note 17

Material Accounting Policy Continued

Intangible assets with finite lives are amortised over the useful economic life and assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates. The amortisation expense on intangible assets with finite lives is recognised in the statement of profit or loss in the expense category that is consistent with the function of the intangible assets.

Intangible assets with indefinite useful lives are not amortised, but are tested for impairment annually, either individually or at the cash-generating unit level. The assessment of indefinite life is reviewed annually to determine whether the indefinite life continues to be supportable. If not, the change in useful life from indefinite to finite is made on a prospective basis.

An intangible asset is derecognised upon disposal (i.e., at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising upon derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of profit or loss.

Useful Lives

Goodwill arises on the acquisition of a business. Goodwill is not amortised. Instead, goodwill is tested annually for impairment, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Impairment losses on goodwill are taken to profit or loss and are not subsequently reversed.

A summary of the policies applied to the Group's intangible assets is, as follows:

	Goodwill	Intellectual Property	Customer contracts and relationships	Product Development
Useful lives	Indefinite	Finite (9 years)	Finite (9 years)	Finite (2.5-9 years)
Amortisation method used	No amortisation	Amortised on a straight-line basis over the period of expected benefit	Amortised on a straight-line basis over the period of expected benefit	Amortised on a straight-line basis over the period of expected benefit
Internally generated or acquired	Acquired	Acquired	Acquired	Internally generated

Note 17

Material Accounting Policy Continued

Product Development Costs

The Group capitalises costs for product development projects. Initial capitalisation costs is based on management's judgement that technological and economic feasibility is confirmed, the Group is able to use or sell the asset; the Group has sufficient resources and intent to complete the development; and its costs can be measured reliably.

Critical Accounting Estimate

Capitalising Of Product Development Costs

Costs that are directly associated with the development of software are recognised as intangible assets where the following criteria are met:

- It is technically feasible to complete the software product so that it will be available for use;
- Management intends to complete the software product and use it;
- There is an ability to use or sell the software product;
- It can be demonstrated how the software product will generate probable economic benefits; and
- The expenditure attributable to the software product during its development can be reliably measured.

Other development expenditure that does not meet the above criteria is reocgnised as an expense when incurred. Development costs previously recognised as expenses are not recognised as assets in a subsequent period.

Impairment of non-financial assets other than goodwill and other indefinite life intangible assets

The Group assesses impairment of non-financial assets other than goodwill and other indefinite life intangible assets at each reporting date by evaluating conditions specific to the Group and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Estimation of useful life of assets

Intangible assets are also subject to critical accounting estimates.

Gross carrying amount and the accumulated depreciation at the beginning and end of the year.

	Goodwill	Product development	Intellectual property	Customer contracts	Customer relationships	Total
	$	$	$	$	$	$
At beginning of the year						
Gross carrying amount	4,669,730	15,562,669	7,385,354	1,001,000	1,730,000	30,348,753
Accumulated amortisation	-	(5,820,633)	(3,865,092)	(472,085)	(815,888)	(10,973,698)
	4,669,730	**9,742,036**	**3,520,262**	**528,915**	**914,112**	**19,375,055**
At end of the year						
Gross carrying amount	4,669,730	19,298,720	7,385,354	1,001,000	1,730,000	34,084,804
Accumulated amortisation	-	(8,168,165)	(4,780,176)	(583,306)	(1,008,107)	(14,539,754)
	4,669,730	**11,130,555**	**2,605,178**	**417,694**	**721,893**	**19,545,050**
Carrying amount as at 30 June 2024	**4,669,730**	**7,830,178**	**4,435,346**	**640,136**	**1,106,331**	**18,681,721**
Additions	-	3,664,237	-	-	-	3,664,237
Amortisation	-	(1,752,379)	(915,084)	(111,221)	(192,219)	(2,970,903)
Carrying amount as at 30 June 2025	**4,669,730**	**9,742,036**	**3,520,262**	**528,915**	**914,112**	**19,375,055**
Additions	-	3,736,051	-	-	-	3,736,051
Amortisation	-	(2,347,532)	(915,084)	(111,221)	(192,219)	(3,566,056)
Carrying amount as at 30 June 2026	**4,669,730**	**11,130,555**	**2,605,178**	**417,694**	**721,893**	**19,545,050**

Note 17

Goodwill acquired during previous years through business combinations has been allocated to the following cash-generating units:

	30 June 2026 ($)	30 June 2025 ($)
Australia	3,310,065	3,310,065
New Zealand	1,359,665	1,359,665
Total goodwill	**4,669,730**	**4,669,730**

The recoverable amount of the Group's non-financial assets has been determined by a value-in-use calculation using a discounted cash flow model, based on a 1-year projection period approved by the Board and extrapolated for a further 4 years using a steady rate, together with a terminal value.

Key assumptions are those to which the recoverable amount of an asset or cash-generating units is most sensitive.

The following key assumptions were used in the discounted cash flow model for the Australia operation:

- 13.5 % pre-tax discount rate (2025: 12.2%);
- Expected revenue growth of 22% (2025: 11%) in the first year and minimum of 5% (2025: 5%) thereafter; The revenue growth rate is based on assumptions that the business will concentrate on the SAAS revenue with the launch of the new Kinatico Compliance platform;
- Expected consistent gross margin of 69% in the first year and 66% thereafter (2025: 67% in the first year and 66% thereafter);
- Employee benefits costs increase by 16% (2025: 18%) in the first year, then 3% (2025: 3%) thereafter;
- Other operating costs and overheads increasing in line with revenue growth and the expected CPI% increase at 3% (2025: 3%).

The following key assumptions were used in the discounted cash flow model for the New Zealand operation:

- 13.2 % pre-tax discount rate (2025: 12.1%);
- Expected revenue decline of 2% (2025: 5%) for the first year and 2% (2025: 2%) growth thereafter.
- Gross margin of 83% in the first year and 80% thereafter (2025: 80%);Employee benefits costs increase by 16% (2025: 7%) in the first year, then 2% (2025: 3%) thereafter;
- Other operating costs and overheads increasing in line with revenue growth from years 2 to year 5 and expected CPI% increase at 2% (2025: 2%).

The pre-tax discount rate of 13.5% for Australia CGU (2025: 12.2%) and 13.2% for the New Zealand CGU (2025: 12.1%) reflects management's estimate of the time value of money, the Group's weighted average cost of capital adjusted for the Australian and New Zealand operations and the risk-free rate.

Management believes the projected range of revenue growth is justified, based on the business achieving significantly higher growth rates after leveraging off current operations and internal developments and improvements that has occurred since.

Sensitivity

As disclosed in Note 2, the management have made judgements and estimates in respect of impairment testing of goodwill. Should these judgements and estimates not occur, the resulting goodwill carrying amount may decrease. The key sensitivities are as follows:

Australia operations

i. If revenue declines by over 2% from FY28 to FY31, then goodwill will need to be impaired, with all other assumptions remaining constant.

ii. The gross margin rate is lower than 52% from FY28 to FY31, goodwill will need to be impaired, with all other assumptions remaining constant.

New Zealand operations

i. If revenue declines by over 5% from FY28 to FY31, then goodwill will need to be impaired, with all other assumptions remaining constant.

ii. The gross margin rate is lower than 64% from FY28 to FY31, goodwill will need to be impaired, with all other assumptions remaining constant.

Management believes that other reasonable changes in the key assumptions on which the recoverable amount of goodwill is based would not cause the cash-generating unit's recoverable amount to be less than the carrying amount.

Note 17 & 18

Capital Structure

This section provides further information about the Group's contributed equity, financial liabilities, related financing costs and its exposure to various financial risks. It explains how these risks affect the Group's financial position and performance and what management does to manage these risks.

Note 18. Lease Liability

Material Accounting Policy

Group as a lessee

The Group applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Group recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

(i) Right-of-use assets

The Group recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

The right-of-use assets are also subject to impairment. Refer to note 16 on disclosure of right-of-use assets.

(ii) Lease liabilities

At the commencement date of the lease, the Group recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Group and payments of penalties for terminating the lease, if the lease term reflects the Group exercising the option to terminate.

Variable lease payments that do not depend on an index or a rate are recognised as expenses in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Group uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

The Group has lease contracts for their office premises with lease terms of 5 years. The Group also has leases of office equipment with low value. The Group applies the "lease of low-value assets" recognition exemptions for these leases. The carrying amounts of right-of-use assets recognised and the movements during the period are shown in Note 16.

(iii) Short-term leases and leases of low-value assets

The Group applies the short-term lease recognition exemption to its short-term leases (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

Set out below are the carrying amounts of lease and the movements during the period:

	30 June 2026 ($)	30 June 2025 ($)
At beginning of the year	**711,290**	**1,115,554**
Accretion of interest	23,976	44,124
Principal payments	(393,522)	(404,264)
Interest payments	(23,976)	(44,124)
At end of the year	**317,768**	**711,290**
Current	317,768	393,522
Non-current	-	317,768
Total lease liabilities	**317,768**	**711,290**

The table above is reconcilable to the changes in liabilities arising from financing activities illustrated on the Consolidated Statement of Cash Flows.

The following are the amounts recognised in profit or loss:

	30 June 2026 ($)	30 June 2025 ($)
Depreciation expense of right-of-use assets	327,047	366,666
Interest expense on lease liabilities	23,976	44,124
Expenses relating to leases of low-value assets	3,967	971
Total amount recognised in profit or loss	**354,990**	**411,761**

Note 19. Issued Capital And Reserves

Material Accounting Policy

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds.

Issued Capital

	30 June 2026		30 June 2025	
	No.	$	No.	$
At beginning of the year	**418,591,984**	**46,537,770**	**418,591,984**	**46,537,770**
Transactions during the year:	-	-	-	-
At end of the year	**418,591,984**	**46,537,770**	**418,591,984**	**46,537,770**

The Company has the following shares held in escrow pursuant to the Loan Funded Shares Agreement. These shares will remain in escrow until such time as the Loan Funded Shares vest in accordance with the terms of the agreement. Refer Note 21.

Escrow Shares Tranche A: 7,750,000 shares

Escrow Shares Tranche B: 5,750,000 shares

Escrow Shares Tranche C: 5,500,000 shares*

*3 July 2026, 962,500 Loan Funded shares were subsequently bought back following the non-satisfaction of applicable employment conditions.

Reserves

	30 June 2026			30 June 2025		
	Share-based Payments	Foreign Currency Translation	Total	Share-based Payments	Foreign Currency Translation	Total
	$	$	$	$	$	$
At beginning of the year	**1,920,203**	**(37,156)**	**1,883,047**	**1,552,127**	**(48,409)**	**1,503,718**
Share-based payments	692,044	-	692,044	368,076	-	368,076
Movement of foreign currency translation reserve	-	(101,145)	(101,145)	-	11,253	11,253
At end of the year	**2,612,247**	**(138,301)**	**2,473,946**	**1,920,203**	**(37,156)**	**1,883,047**

Share-based payments reserve

Share-based payments reserve arises on the grant of performance rights, entitlement to performance shares, loan funded shares and options to the key management personnel and executives.

Foreign currency translation reserve

The foreign currency translation is used to record exchange differences arising from the translation of the financial statement of a foreign subsidiary. The movement arises from the translation of foreign subsidiary and the opening balance of equity.

Note 20. Accumulated Losses

	30 June 2026 ($)	30 June 2025 ($)
At beginning of the year	**(21,181,543)**	**(22,309,997)**
Profit for the year	2,014,464	1,128,454
At the end of the year	**(19,167,079)**	**(21,181,543)**

Note 21. Share-based Payments

Employees (including senior executives) of the Group receive remuneration in the form of share-based payments, whereby employees render services as consideration for equity instruments (equity-settled transactions).

Material Accounting Policy

Equity-settled transactions

The cost of equity-settled transactions is determined by the fair value at the date when the grant is made using an appropriate valuation model

Fair value is independently determined using either the Binomial or Black-Scholes option pricing model that takes into account the exercise price, the term of the option, the impact of dilution, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk free interest rate for the term of the option, together with non-vesting conditions that do not determine whether the Group receives the services that entitle the employees to receive payment. No account is taken of any other vesting conditions.

That cost is recognised in employee benefits expense, together with a corresponding increase in equity (other capital reserves), over the period in which the service and, where applicable, the performance conditions are fulfilled (the vesting period). The cumulative expense recognised for equity-settled transactions at each reporting date until the vesting date reflects the extent to which the vesting period has expired and the Group's best estimate of the number of equity instruments that will ultimately vest. The expense or credit in the statement of profit or loss for a period represents the movement in cumulative expense recognised as at the beginning and end of that period. Employees (including senior executives) of the Group receive remuneration in the form of share-based payments, whereby employees render services as consideration for equity instruments (equity-settled transactions).

Service and non-market performance conditions are not taken into account when determining the grant date fair value of awards, but the likelihood of the conditions being met is assessed as part of the Group's best estimate of the number of equity instruments that will ultimately vest. Market performance conditions are reflected within the grant date fair value. Any other conditions attached to an award, but without an associated service requirement, are considered to be non-vesting conditions. Non-vesting conditions are reflected in the fair value of an award and lead to an immediate expensing of an award unless there are also service and/or performance conditions. No expense is recognised for awards that do not ultimately vest because non-market performance and/or service conditions have not been met. Where awards include a market or non-vesting condition, the transactions are treated as vested irrespective of whether the market or non-vesting condition is satisfied, provided that all other performance and/or service conditions are satisfied.

When the terms of an equity-settled award are modified, the minimum expense recognised is the grant date fair value of the unmodified award, provided the original vesting terms of the award are met. An additional expense, measured as at the date of modification, is recognised for any modification that increases the total fair value of the share-based payment transaction, or is otherwise beneficial to the employee. Where an award is cancelled by the entity or by the counterparty, any remaining element of the fair value of the award is expensed immediately through profit or loss. Any dilutive effect of outstanding options is reflected as additional share dilution in the computation of diluted earnings per share.

Note 21

Material Accounting Policy

Critical accounting estimate

The group measures the cost of equity-settled transactions with employees and Directors by reference to the fair value of the equity instruments at the date at which they are granted. The fair value is determined by using either the Binomial or Black- Scholes model taking into account the terms and conditions upon which the instruments were granted. The accounting estimates and assumptions relating to equity-settled share-based payments would have no impact on the carrying amounts of assets and liabilities within the next annual reporting period but may impact profit or loss and equity.

Share Options

On 24 October 2025, 5,000,000 unlisted premium exercise price options were granted to the directors. The options are subject to a three-year performance period commencing on 31 October 2025. Each option has an exercise price of $0.496 and expires on 31 October 2029.

	30 June 2026		30 June 2025	
	No.	$	No.	$
At beginning of the year	-	**437,906**	-	**437,906**
Granted during the year	5,000,000	-	-	-
Expense recognised during the year	-	183,984	-	-
At end of the year	**5,000,000**	**621,890**	-	**437,906**

Performance rights

During the 2026 financial year, there were no performance rights issued.

	30 June 2026		30 June 2025	
	No.	$	No.	$
At beginning of the year	-	**588,599**	-	**588,599**
Expense recognised during the year	-	-	-	-
At end of the year	-	**588,599**	-	**588,599**

Entitlement to Performance shares – Zero Priced Performance Shares (ZPPS)

During the 2026 financial year, there were no new performance shares issued.

	30 June 2026		30 June 2025	
	No.	$	No.	$
At beginning of the year	**4,000,000**	**441,681**	**4,000,000**	**380,270**
Expense recognised during the year	-	61,410	-	61,411
At end of the year	**4,000,000**	**503,091**	**4,000,000**	**441,681**

Note 21

Material Accounting Policy

Loan Funded Shares

On 28 November 2025, 5,500,000 loan funded shares were granted to key employees. The loan funded shares are subject to vesting conditions requiring the ongoing employment for three years from the date of issue and minimum share price reaching 143% of the acquisition. 962,500 loan funded shares were subsequently cancelled following the non-satisfaction of applicable employment conditions.

	30 June 2026		30 June 2025	
	No.	$	No.	$
At beginning of the year	**13,500,000**	**452,017**	**15,000,000**	**145,352**
Granted during the year	5,500,000	-	-	-
Cancelled during the year	(962,500)	(9,579)	(1,500,000)	-
Expense recognised during the year	-	456,229	-	306,665
At end of the year	**18,037,500**	**898,667**	**13,500,000**	**452,017**

Pricing models

The fair value of respective instruments granted under their respective plans are fair value at the grant date. The following tables list the inputs to the models.

Grant Date	Expiry Date	Number	Share Price At Grant Date Cents Per Share	Exercise Price Cents Per Share	Expected Volatility	Dividend Yield	Risk Free Interest Rate	Fair Value At Grant Date Cents Per Share
Entitlement to performance shares								
24-Jan-24	24-Jan-29	4,000,000	11.5	-	70%	-	3.72%	10.6
Loan funded shares								
15-Jan-24	15-Jan-29	8,500,000	11.5	12.0	70.0%	-	3.72%	6.9
15-Jan-24	15-Jan-29	6,500,000	11.5	12.0	70.0%	-	3.72%	6.7
28-Nov-25	27-Nov-30	5,500,000	29.0	29.0	60.0%	-	4.05%	15.8
Premium Exercise Price Options								
24-Oct-25	31-Oct-29	5,000,000	38.5	49.6	60.0%	-	3.55%	16.3

Note 22. Financial Risk Management Objectives and Policies

Financial Instruments

Critical accounting estimate

Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Assets and liabilities measured at fair value are classified into three levels, using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. Classifications are reviewed at each reporting date and transfers between levels are determined based on a reassessment of the lowest level of input that is significant to the fair value measurement.

For recurring and non-recurring fair value measurements, external valuers may be used when internal expertise is either not available or when the valuation is deemed to be significant. External valuers are selected based on market knowledge and reputation. Where there is a significant change in fair value of an asset or liability from one period to another, an analysis is undertaken, which includes a verification of the major inputs applied in the latest valuation and a comparison, where applicable, with external sources of data.

The Group's financial instruments consist of cash and cash equivalents, trade and other receivables, trade and other payables and lease liabilities. The carrying amounts of financial instruments reflect their fair value:

	30 June 2026 ($)	30 June 2025 ($)
Cash and cash equivalents	11,829,090	10,218,007
Trade and other receivables	3,469,050	2,933,842
Trade and other payables	3,772,805	3,984,379
Lease liabilities	317,768	711,290

Note 22

Risk Management Policy

The Board is responsible for overseeing the establishment and implementation of the risk management system, and reviews and assesses the effectiveness of the implementation of that system on a regular basis. The Board is assisted by the Audit & Risk Committee which also regularly reviews the Group's risks, effectiveness of risk mitigation steps and processes and provides recommendations to the Board.

The Board and Senior Management identify the general areas of risk and their impact on the activities of the Group, with Management performing a regular review of:

- the major risks that occur within the business;
- the degree of risk involved;
- the current approach to managing the risk; and
- if appropriate, determine:
- any inadequacies of the current approach; and
- possible new approaches that more efficiently and effectively address the risk.

Management report risks identified to the Board and CEO through their reports and to the CEO at relevant management meetings.

The Group seeks to ensure that its exposure to undue risk which is likely to impact its financial performance, continued growth and survival is minimised in a cost-effective manner.

Material Accounting Policy

Initial recognition and subsequent measurement

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Financial assets

Initial recognition and measurement

Financial assets are classified, at initial recognition, as subsequently measured at amortised cost, fair value through other comprehensive income (OCI), and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Group's business model for managing them. With the exception of trade receivables that do not contain a significant financing component or for which the Group has applied the practical expedient, the Group initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs. Trade receivables that do not contain a significant financing component or for which the Group has applied the practical expedient are measured at the transaction price as disclosed in section (d) Revenue from contracts with customers.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are "solely payments of principal and interest (SPPI)" on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level. Financial assets with cash flows that are not SPPI are classified and measured at fair value through profit or loss, irrespective of the business model.

The Group's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both. Financial assets classified and measured at amortised cost are held within a business model with the objective to hold financial assets in order to collect contractual cash flows while financial assets classified and measured at fair value through OCI are held within a business model with the objective of both holding to collect contractual cash flows and selling.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Group commits to purchase or sell the asset.

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in four categories:

- Financial assets at amortised cost (debt instruments)
- Financial assets at fair value through OCI with recycling of cumulative gains and losses (debt instruments)
- Financial assets designated at fair value through OCI with no recycling of cumulative gains and losses upon derecognition (equity instruments)
- Financial assets at fair value through profit or loss

Note 22

Material Accounting Policy

Initial recognition and subsequent measurement continued

Financial assets at amortised cost (debt instruments)

Financial assets at amortised cost are subsequently measured using the effective interest rate (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

The Group's financial assets at amortised cost includes trade and other receivables.

Derecognition

When the Group has transferred its rights to receive cash flows from an asset or has entered into a passthrough arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership. When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Group continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the Group also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Group has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to repay.

Impairment

The Group recognises an allowance for expected credit losses (ECLs) for all debt instruments not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognised in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

For trade receivables, the Group applies a simplified approach in calculating ECLs. Therefore, the Group does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Group has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

The Group considers a financial asset in default when contractual payments are 30 days past due. However, in certain cases, the Group may also consider a financial asset to be in default when internal or external information indicates that the Group is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Group. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

Financial liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, as financial liabilities at fair value through profit or loss, loans and borrowings, payables, or as derivatives designated as hedging instruments in an effective hedge, as appropriate.

All financial liabilities are recognised initially at fair value and, in the case of loans and borrowings and payables, net of directly attributable transaction costs.

Financial liabilities at amortised cost

This is the category most relevant to the Group. After initial recognition, financial liabilities are subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in the statement of profit or loss.

The Group's financial liabilities at amortised cost includes trade and other payables and lease liabilities

Note 22

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the statement of profit or loss.

Offsetting of financial instruments

Financial assets and financial liabilities are offset and the net amount is reported in the consolidated statement of financial position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

Capital Risk Management

The Group's objectives when managing capital are to safeguard the Group's ability to continue as a going concern and to maintain an optimal capital structure so as to maximise shareholder value.

In order to maintain or achieve an optimal capital structure, the Group may issue new shares or reduce its capital, subject to the provisions of the Group's constitution. The capital structure of the Group consists of equity attributed to equity holders of the Group, comprising contributed equity, reserves and accumulated losses disclosed in Notes 19 and 20.

By monitoring undiscounted cash flow forecasts and actual cash flows provided to the Board by Management, the Board monitors the need to raise additional equity from the equity markets.

Taking account of the Group's current stage of development and the inherent business risks therein, the Board considers it inappropriate to add financial risk by introducing material levels of debt into the capital structure

Financial Risk Management

The key financial risks the Group is exposed to through its operations are interest rate risk, foreign exchange risk, credit risk and liquidity risk.

Interest Rate Risk

The Group is exposed to interest rate risks via the cash and cash equivalents that it holds. Interest rate risk is the risk that a financial instruments value will fluctuate as a result of changes in market interest rates. The objective of managing interest rate risk is to minimise the Group's exposure to fluctuations in interest rate that might impact its interest revenue and cash flow.

The Group has a bias to ensuring high availability of liquidity to ensure underlying business opportunities are maximised. Term deposits may be utilised from time to time to enhance interest returns over at call bank accounts; the Group's cash flow forecast forms the key consideration to the term adopted.

Interest rate risk is considered when managing Group funds. The Group considers the interest rate received by retaining cash and cash equivalents in the Group's operating account compared to placing funds into a term deposit; in recent times interest rates available to the Group for at call or near call accounts have been more attractive than those available in the term deposit market.

The Group's exposure to interest rate risk and the weighted average interest rates on the Group's financial assets and financial liabilities is as follows:

	WAVG Interest Rate	30 June 2026 $	WAVG Interest Rate	30 June 2025 $
Cash and cash equivalents	3.24%	11,829,090	3.86%	10,218,007

There has been no material change to the Group's exposure to interest rate risk or the manner in which it manages and measures its risk in the year ended 30 June 2026.

Interest Rate Sensitivity

The sensitivity analysis in the following table illustrates the impact of 100 basis points in variable interest rate, with all other variables held constant, and would have resulted in an increase/(decrease) in the Group's loss before tax as follows:

	30 June 2026 ($)	30 June 2025 ($)
100bp increase	118,291	102,180
100bp decrease	(118,291)	(102,180)

Note 22

Foreign Currency Risk

The Group is exposed to foreign currency risk via the trade and other receivables and trade and other payables that it holds. Foreign currency risk is the risk that the value of a financial instrument will fluctuate due to changes in foreign exchange rates. The Group does not have a policy to hedge overseas payments or receivables as they are highly variable in amount and timing. To date the annual total value of transactions subject to foreign currency risk has been immaterial and is monitored with monthly reporting cycles.

The following financial assets and liabilities are subject to foreign currency risk:

	30 June 2026 ($)	30 June 2025 ($)
Trade receivables (AUD / NZD)	383,309	255,142
Trade payables (AUD / GBP)	8,959	15,379
Trade payables (AUD / USD)	43,246	87,529
Trade payables (AUD / NZD)	47,251	66,827
Trade payables (AUD / INR)	1,319	2,114

Foreign currency risk is measured by regular review of cash forecasts, monitoring the dollar amount and currencies that payments are anticipated to be paid in. The Group also considers the market fluctuations in relevant currencies to determine the level of exposure. If the level of exposure is considered by Management to be too high, then Management has authority to take steps to reduce the risk.

Steps to reduce risk may include the acquisition of foreign currency ahead of the anticipated due date of an invoice or may include negotiations with suppliers to make payment in our functional currency, or may include holding receipted foreign currency funds in a foreign currency denominated bank account to make future payments denominated in that same currency.

Should Management determine that the Group consider taking out a hedge to reduce the foreign currency risk, they would need to seek Board approval.

The Group conducts activities outside of Australia that expose it to transactional currency movements, where the Group is required to pay in a currency other than its functional currency.

There has been no change in the manner the Group manages and measures its risk for the year ended 30 June 2026.

Credit Risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. The Group has a strict code of credit, including obtaining agency credit information, confirming references and setting appropriate credit limits. The maximum exposure to credit risk at the reporting date to recognised financial assets is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the statement of financial position and notes to the financial statements. The Group does not hold any collateral.

The Group has adopted a lifetime expected loss allowance in estimating expected credit losses to trade receivables through the use of a provisions matrix using fixed rates of credit loss provisioning. These provisions are considered representative across all customers of the Group based on recent sales experience, historical collection rates and forward-looking information that is available.

Generally, trade receivables are written off when there is no reasonable expectation of recovery. Indicators of this include the failure of a debtor to engage in a repayment plan, no active enforcement activity and a failure to make contractual payments for a period greater than 1 year.

The Group has analysed its trade and other receivables below:

	0-30 days $	31-60 days $	61-90 days $	90 + days $
FY26 Trade and other receivables	3,012,783	163,467	103,967	203,083
FY25 Trade and other receivables	2,563,949	146,158	87,893	150,092

Note 22

Financial Risk Management (continued)

Liquidity Risk

The Group is exposed to liquidity risk via its trade and other payables.

Liquidity risk is the risk that the Group will encounter difficulty in raising funds to meet the commitments associated with its financial instruments. Responsibility for liquidity risk rests with the Board who manage liquidity risk by monitoring undiscounted cash flow forecasts and actual cash flows provided to them by the Group's Management at Board meetings to ensure that the Group continues to be able to meet its debts as and when they fall due

Contracts are not entered into unless the Board believes that there is sufficient cash flow to fund the additional activity. The Board considers when reviewing its undiscounted cash flow forecasts whether the Group needs to raise additional funding from the equity markets.

Remaining contractual maturities

The following tables detail the group's remaining contractual maturity for its financial liabilities. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the financial liabilities are required to be paid. The tables include both interest and principal cash flows disclosed as remaining contractual maturities and therefore these totals may differ from their carrying amount in the statement of financial position.

	WAVG Interest Rate	1 year or less $	Between 1 & 2 years $	Between 2 & 5 years $	Over 5 years $
Consolidated - 2026					
Non-interest bearing					
Trade payables	-	2,250,415	-	-	-
Other payables	-	1,522,390	-	-	-
Interest bearing - fixed rate					
Lease liability	4.75%	317,768	-	-	-
Total		**4,090,573**	-	-	-
Consolidated - 2025					
Non-interest bearing					
Trade payables	-	2,519,184	-	-	-
Other payables	-	1,465,195	-	-	-
Interest bearing - fixed rate					
Lease liability	4.75%	418,893	324,090	-	-
Total		**4,403,272**	**324,090**	**-**	**-**

Price Risk

The Group is not exposed to any significant price risk.

Kinatico Group Structure

This section provides information on how the Group's structure affects the financial position and performance of Kinatico Limited as a whole.

Note 23. Interest In Subsidiaries

The following list contains the particulars of all the subsidiaries of Kinatico Limited.

Name of Entity	Country of Incorporation	Class of Shares	Equity Holding 30 June 2026	Equity Holding 30 June 2025
CV Check (NZ) Ltd	New Zealand	Ordinary	100%	100%
Kinatico Compliance Pty Ltd	Australia	Ordinary	100%	100%
Credentials Management Information Systems Pty Ltd	Australia	Ordinary	100%	100%
CI6 Pty Ltd	Australia	Ordinary	100%	100%
Bright People Technologies Pty Ltd	Australia	Ordinary	100%	100%
FIFO 360 Pty Ltd	Australia	Ordinary	100%	100%

Other Information

This section includes other information that must be disclosed to comply with accounting standard and other pronouncements but are not considered critical in understanding the financial performance or position of the Group.

Note 24. Parent Entity Disclosure

The following information relates to the parent entity, Kinatico Limited.

	30 June 2026 ($)	30 June 2025 ($)
Current assets	23,262,911	17,668,242
Total assets	31,568,027	25,671,077
Current liabilities	5,674,296	5,847,770
Total liabilities	5,674,296	6,165,538
Issued capital	46,537,770	46,537,770
Reserves	2,612,247	1,920,204
Accumulated losses	(23,256,287)	(28,952,435)
Total shareholder's equity	25,893,730	19,505,539
Profit of the parent entity	5,696,148	3,516,523
Total comprehensive profit of the parent entity	5,696,148	3,516,526

Note 24 & 25

Contingent liabilities

The parent entity had a bank guarantee as of 30 June 2026 for $524,100 (2025: $524,100).

Material Accounting Policy

The accounting policies of the parent entity are consistent with those of the Group, except for the following:

- Investments in subsidiaries are accounted for at cost, less any impairment, in the parent entity.
- Dividends received from subsidiaries are recognised as other income by the parent entity and its receipt may be an indicator of an impairment of the investment.

Note 25. Related Party Disclosure

Subsidiaries

Interest in subsidiaries are set out in Note 23.

Key management personnel

Disclosures relating to key management personnel are set out in the remuneration report in the Director's Report

	30 June 2026 ($)	30 June 2025 ($)
Short-term employee benefits	1,716,549	1,658,988
Post employment benefits	109,195	105,916
Long-term benefits	-	-
Share-based payments	588,506	300,077
Total key management personnel compensation	**2,414,250**	**2,064,981**

Transaction with related parties

Other than intercompany transactions with wholly owned subsidiaries, there were no other transactions with related parties for the year ended 30 June 2026.

As at 30 June 2026, the balance of remuneration payable and advance payment of remuneration to Key Management Personnel amounted to $471,620 (2025: $384,299) and $12,210 (FY25: nil) respectively.

Term and conditions

All transactions were made on normal commercial terms and conditions at market rates.

Note 26, 27 & 28

Note 26. Auditor’s Remuneration

	30 June 2026 ($)	30 June 2025 ($)
Audit services - RSM Australia Partners		
Audit or review of the financial statements	129,600	86,489
Other services		
Taxation advisory and compliance	36,541	28,181
Total auditor's remuneration	**166,141**	**114,670**

Note 27. Commitments And Contingencies

Commitments

There are no capital commitments as of 30 June 2026 (2025: NIL).

Contingent assets

There are no contingent assets as of 30 June 2026 (2025: NIL).

Contingent liabilities

The Group had a bank guarantee as of 30 June 2026 for $524,100 (2025: $524,100).

Note 28. Events After The Reporting Date

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

Consolidated Entity Disclosure Statement

As at 30 June 2026

Name of Entity	Entity type	Place formed/ Country of incorporation	Ownership interest	Australian tax resident or foreign	Foreign Tax jurisdiction
Kinatico Limited	Body Corporate	Australia	N/A	Australia*	N/A
CV Check (NZ) Ltd	Body Corporate	New Zealand	100%	Foreign	New Zealand
Kinatico Compliance Pty Ltd	Body Corporate	Australia	100%	Australia *	N/A
Credentials Management Information Systems Pty Ltd	Body Corporate	Australia	100%	Australia *	N/A
CI6 Pty Ltd	Body Corporate	Australia	100%	Australia *	N/A
Bright People Technologies Pty Ltd	Body Corporate	Australia	100%	Australia *	N/A
FIFO 360 Pty Ltd	Body Corporate	Australia	100%	Australia *	N/A

*Kinatico Ltd (the 'head entity') and its wholly-owned Australian subsidiaries have formed an income tax consolidated group under the tax consolidation regime.

Directors' Declaration

In the directors' opinion:

- The attached financial statements and notes comply with the Corporations Act 2001, the Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements;
- The attached financial statements and notes comply with International Financial Reporting Standards as issued by the International Accounting Standards Board as described in note 2 to the financial statements;
- The attached financial statements and notes give a true and fair view of the Group's financial position as at 30 June 2026 and of its performance for the financial year ended on that date;
- There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable;
- The information disclosed in the attached consolidated entity disclosure statement is true and correct.

The directors have been given the declarations required by section 295A of the Corporations Act 2001.

Signed in accordance with a resolution of directors made pursuant to section 295(5)(a) of the Corporations Act 2001.

On behalf of the directors

Ivan Gustavino

Non-executive Chairman

Date: 5th August 2026

Auditor’s Report

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INDEPENDENT AUDITOR'S REPORT

To the Members of Kinatico Limited

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of Kinatico Limited (Company) and its subsidiaries (Group), which comprises the consolidated statement of financial position as at 30 June 2026, 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, and notes to the financial statements, including material accounting policy information, the consolidated entity disclosure statement and the directors' declaration.

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

(i) Giving a true and fair view of the Group's financial position as at 30 June 2026 and of its financial performance for the year then ended; 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 are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (the Code) that are relevant to our audit of the financial report of public interest entities in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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

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.

Key audit matter	How our audit addressed this matter
Revenue recognition - Refer to Note 6 and 15 in the financial statements	
The Group earns revenue by providing workforce compliance management technology and related services. We determined this to be a key audit matter because it is the most significant account balance in the consolidated statement of profit or loss and other comprehensive income, and the process of revenue recognition is complex due to multiple revenue streams for services rendered or products offered. Furthermore, the revenue transactions are high volume and of low value. The revenue recognition of each revenue stream is subject to management judgements. These include: • Determining the appropriate revenue recognition policy for each revenue stream; • Determining whether revenue is recognised in an amount that reflects the consideration to which the Group expects to be entitled in exchange for transferring services or products to a customer; and • Revenue recognition is a presumed fraud risk under the Australian Auditing Standards.	Our audit procedures included: • Assessing whether the revenue recognition policy complies with Australian Accounting Standards; • Obtaining a detailed understanding of each revenue stream and the process for calculating and recording revenue; • Performing substantive testing on each revenue stream on a sample basis to supporting documentation; • Testing the deferred revenue calculation for revenue received in advance by assessing the extent to which performance obligations have not been satisfied at year end; • On a sample basis, testing revenue transactions before and after year-end to ensure that revenue is recognised in the correct financial period, including credit notes issued subsequent to the year end; • Performing tests of controls on revenue streams to assess whether the relevant controls were designed and operating effectively; • Performing substantive analytical procedures on revenue streams by establishing an independent expectation of revenue, comparing revenue recognised, and investigating any exceptions; and • Assessing the appropriateness of disclosures in the financial statements.

Impairment of intangible assets – Goodwill - Refer to Note 17 in the financial statements	
As at 30 June 2026, the Group recorded goodwill of $4,669,730 on the consolidated statement of financial position, arising from past business combinations. Goodwill is required to be tested for impairment annually by determining the recoverable amount of each cash generating unit (CGU) to which the assets were allocated. During the financial year, management completed impairment testing for goodwill. We determined this to be a key audit matter due to the extent of management's judgements and estimates involved in: • Determining the attributable goodwill acquired from past business combinations; • Testing goodwill for impairment, including determining the CGU to which the goodwill relates and determining the recoverable amount of the related CGU utilising a value-in-use model, which includes assumptions such as revenue growth rate, discount rate and terminal growth rate; and • Determining the carrying value of each CGU.	Our audit procedures included: • Evaluating management's determination of allocating goodwill to each CGU in accordance with Australian Accounting Standards; • Assessing the valuation methodology used to determine the recoverable amount of goodwill; • Challenging the reasonableness of key assumptions, including the cash flow projections, expected revenue growth rates, the discount rates, terminal growth rate and sensitivities used; • Assessing management's sensitivity analysis over the key assumptions used in the models; • Assessing the appropriateness of management's determination of the carrying value of each CGU; • Checking the mathematical accuracy of the value-in-use models and reconciling input data to supporting evidence, such as approved budgets and considering the reasonableness of these budgets; and • Assessing the appropriateness of disclosures in the financial statements.

Intangible assets – Others - Refer to Note 17 in the financial statements	
As at 30 June 2026, the Group recorded intangible assets - others of $14,875,320 on the consolidated statement of financial position. Intangible assets-others comprise: product development, intellectual property, customer contracts and customer relationships. We determined this to be a key audit matter due to it being the most significant balance in the consolidated statement of financial position. In addition, the capitalisation of internally developed intangible assets requires significant management judgements and estimates. Further to that, management is required to assess any indicators of impairment at the reporting date. This assessment requires judgement, including consideration of both internal and external sources of information.	Our audit procedures included: • Assessing whether the Group's accounting policy for these intangible assets complies with Australian Accounting Standards; • Obtaining an understanding of the nature of the Group's product development activities and critically reviewing management's assessment that capitalised development expenditure met the recognition criteria for an intangible asset set out in AASB 138 Intangible Assets; • On a sample basis, testing and evaluating management's judgement of costs capitalised during the current financial year; • Assessing management's estimates in determining the useful lives of the intangible assets - others; • Testing the reasonableness of the amortisation expense during the year in line with the Group's accounting policy; • Assessing management's determination as to whether any impairment indicators exist and evaluating this assessment, having due consideration of the evidence supplied and any other information gathered as part of the audit process; and • Assessing the appropriateness of disclosures in the financial statements.

Other information

The directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2026 but does not include the financial report and the auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, 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.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors 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 ability of the Group 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 Group 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 an 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 the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: https://www.auasb.gov.au/media/bwvjcgre/ar1_2024.pdf. This description forms part of our auditor's report.

RSM

REPORT ON THE REMUNERATION REPORT

Opinion on the Remuneration Report

We have audited the Remuneration Report included within the directors' report for the year ended 30 June 2026.

In our opinion, the Remuneration Report of Kinatico Limited, for the year ended 30 June 2026, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company 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.

RSM

RSM AUSTRALIA

AIK KONG TING
Partner

Perth, WA
Dated: 5 August 2026

Shareholder Information

The shareholder information set out below was applicable as at 30 July 2026.

Distribution of equitable securities

Analysis of number of equitable security holders by size of holding:

Holding Ranges	Holders	% of total Shares Issued
above 0 up to and including 1,000	36	6,618
above 1,000 up to and including 5,000	181	639,558
above 5,000 up to and including 10,000	234	1,854,611
above 10,000 up to and including 100,000	602	24,667,101
above 100,000	385	409,461,596

Equity security holders

Twenty largest quoted equity security holders which includes shares on escrow.

The names of the twenty largest security holders of quoted equity securities are listed below:

Holder Name	Number of shares	% of total shares issued
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	43,326,271	9.92%
J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	43,259,872	9.91%
NICDAM PTY LTD <BIRMAN FAMILY A/C>	22,850,000	5.23%
Charles Stewart	13,105,319	3.00%
MARTANNMAR PTY LTD	11,960,000	2.74%
WINGADANGEE PTY LTD	11,100,000	2.54%
CERTANE CT PTY LTD <CHARITABLE FOUNDATION>	7,712,738	1.77%
CERTANE CT PTY LTD <BIPETA>	7,497,196	1.72%
Michael & Judith Stewart	7,343,856	1.68%
Neal & Alison Conliffe	6,875,002	1.57%
CARRAMELON PTY LTD	6,835,000	1.57%
Michael Ivanchenko	6,755,000	1.55%
Alan and Kerrie Pearlman	6,151,010	1.41%
FRENTINA PTY LTD<DESPERADO SUPERANNUATION A/C>	6,031,145	1.38%
Hill family	6,017,660	1.38%
BEAUVAIS CAPITAL PTY LTD <THE REGINALD HECTOR A/C>	5,500,000	1.26%
Craig Sharp	5,481,817	1.26%
Myers family	5,441,647	1.25%
MICROEQUITIES ASSET MANAGEMENT PTY LTD <MICROEQTS NANOCAP NO 14 A/C>	5,397,376	1.24%
JACQUIE MORRIS & ASSOCIATES PTY LIMITED <SPARKLE A/C>	5,322,202	1.22%
Total	**233,963,111**	**53.58%**

Unquoted equity securities

	Number on issue	Number of holders
Options with an exercise price of 49.6 cents, expiring 31/10/2029	5,000,000	2

Substantial holders

	Ordinary Shares	
	Number of shares	% of total shares issued
HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	43,326,271	9.92%
HJ P MORGAN NOMINEES AUSTRALIA PTY LIMITED	43,259,872	9.91%
Jon Birman (Group)	22,850,000	5.23%

Voting Rights

The voting rights attached to ordinary shares are set out below:

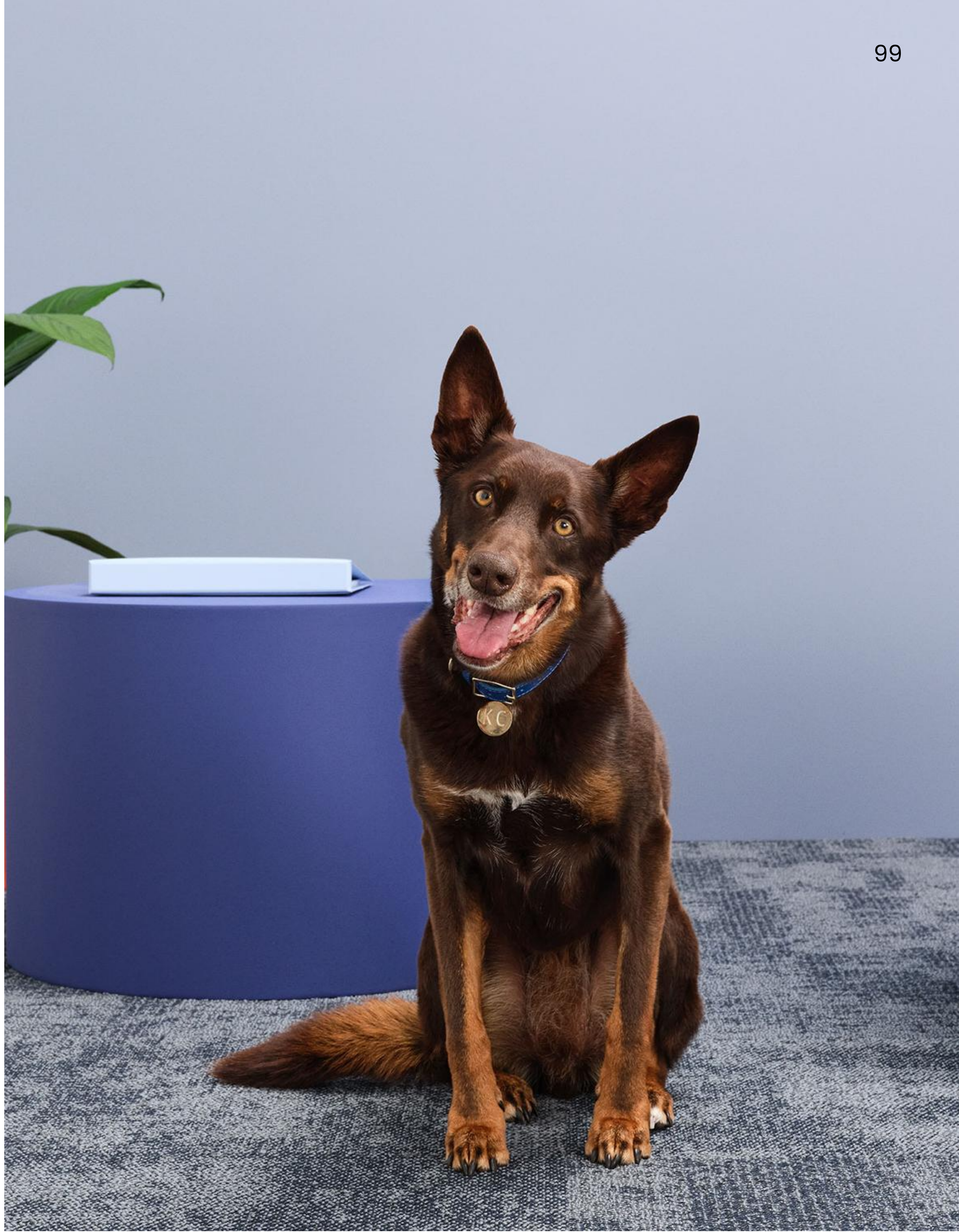
Ordinary shares

On a show of hands every member present at a meeting in person or by proxy shall have one vote and upon a poll each share shall have one vote.

There are no other classes of equity securities.

Escrow shares

Of the total ordinary shares on issue, 18,037,500 shares are subject to voluntary escrow arrangements. These escrowed shares cannot be transferred, sold, or otherwise dealt with until the expiry of the escrow period in accordance with the relevant agreements.



Kinatico

2026 Annual Report