



FY26 FULL YEAR RESULTS

The momentum continues

Kinatico Ltd. (ASX: KYP)

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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.

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Agenda

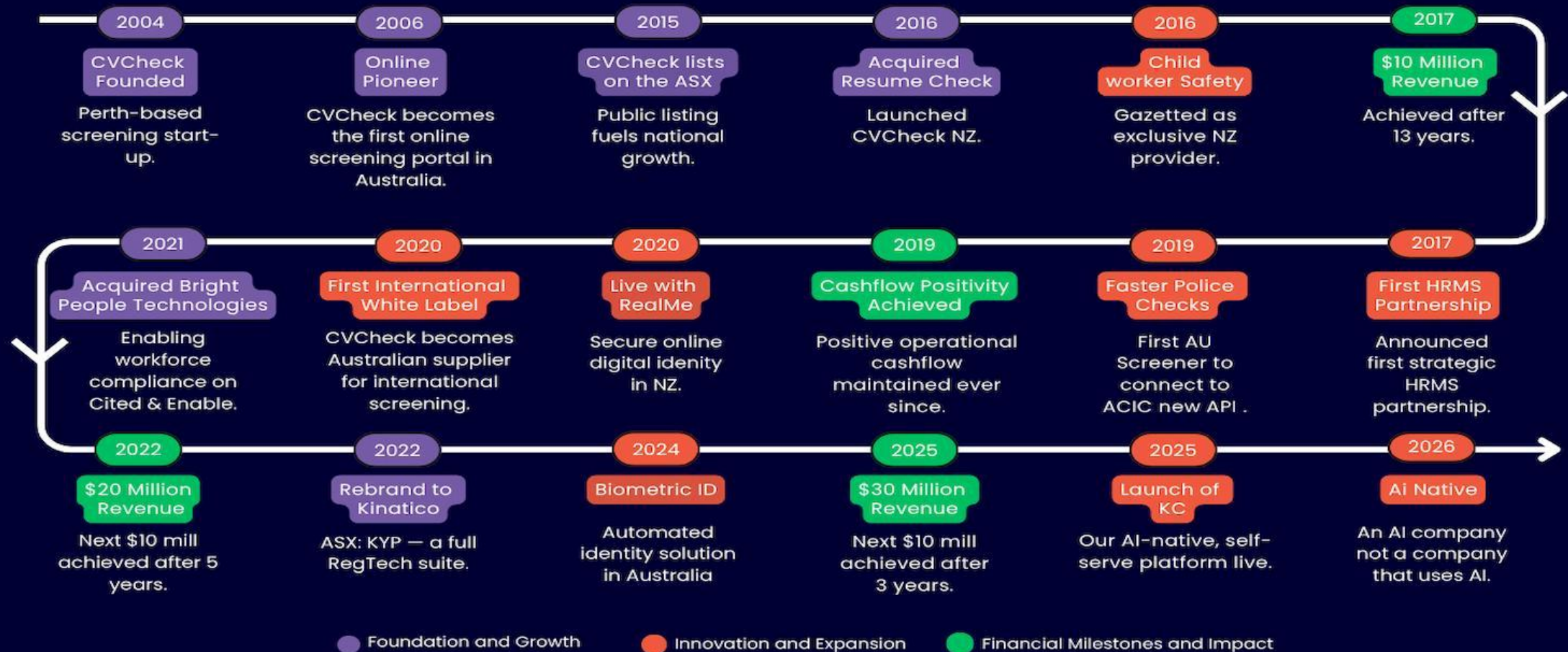
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Our Story built on two decades of trust

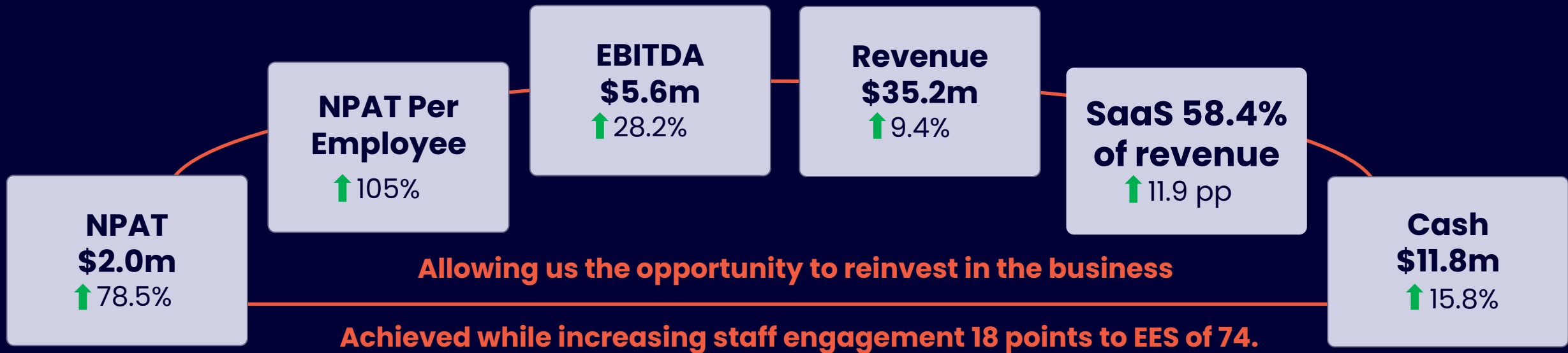


From a humble screening platform to a world-class AI-native workforce compliance platform.



The year the plan became the numbers

Four years building a SaaS-first, AI-native compliance platform, FY26 is where it shows up

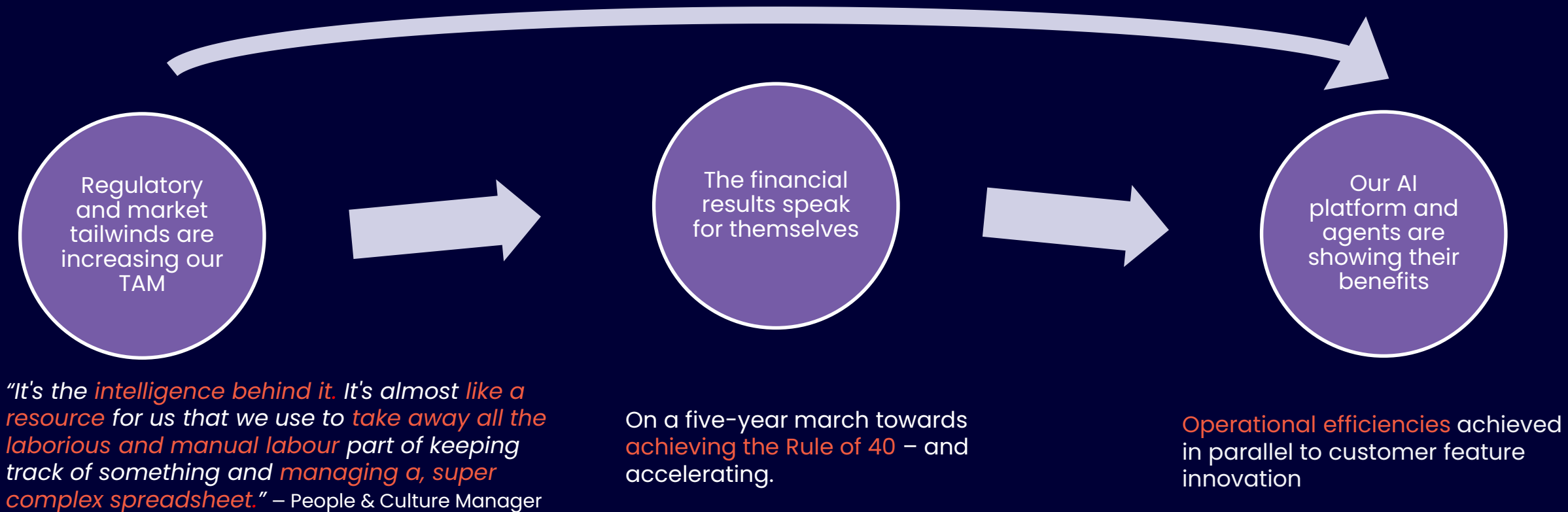


The headlines for the year:

- The foundation built is showing increased quality revenue driving increased operating leverage
- Kinatico Compliance in market and winning customers
- A two-door go to market strategy that is working
- A successful transformation to an AI organization
- AI as an operating system for the company showing benefits
- A strong roadmap of upcoming features and enhancements to take advantage of increasing regulatory tailwinds

Our proof, and why we believe

The result. The AI advantage behind it. The market pulling us forward



**We have the knowledge. We have the product.
We've shown we can execute – and the market is expanding**

Profit growing faster than revenue

Growth in revenue. Material step up in Profitability. Five years of operating leverage

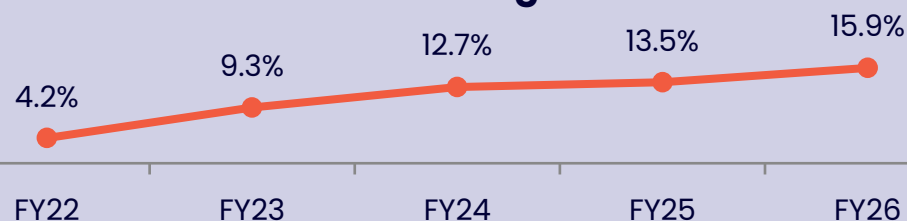
Revenue Growth
+9.4%.

EBITDA Growth
+28.2%

NPAT Growth
+78.5%

NPAT grew ~ 8x faster than revenue
= Operating Leverage

EBITDA Margin %



The mechanism:

Rising SaaS mix expands margin without matching rise in cost.

Total operating expense is now 50.2% of revenue (FY25: 51.3%).

	FY26	FY25	FY24	FY23	FY22
Revenue	\$35.2m	\$32.1m	\$28.7m	\$27.7m	\$26.4m
EBITDA	\$5.6m	\$4.3m	\$3.7m	\$2.6m	\$1.1m
NPAT	\$2.0m	\$1.1m	\$0.8m	\$0.2m	Loss (\$1.5m)
Basic EPS	0.48c	0.27c	0.19c	0.06c	Loss (0.35c)

The revenue mix has flipped

SaaS driving Operating Leverage at 58.4% of Revenue

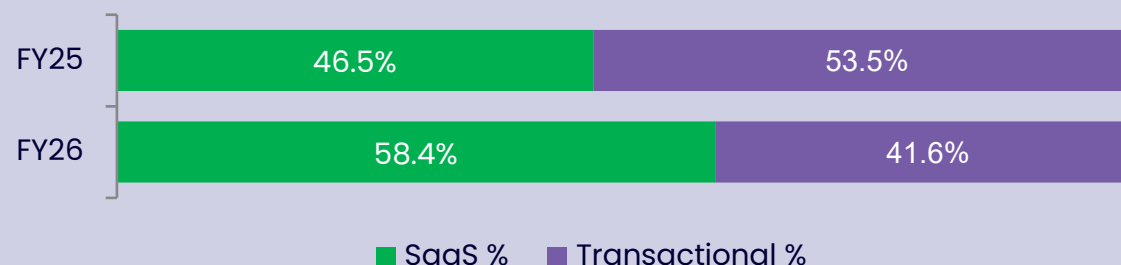
\$20.5m SaaS Revenue

58.4% of group revenue  37.5% (FY25: \$14.9m)

\$14.6m Transactional Revenue

Performing as expected (FY25: 17.2m)

SaaS crossed the 50% line for the first time



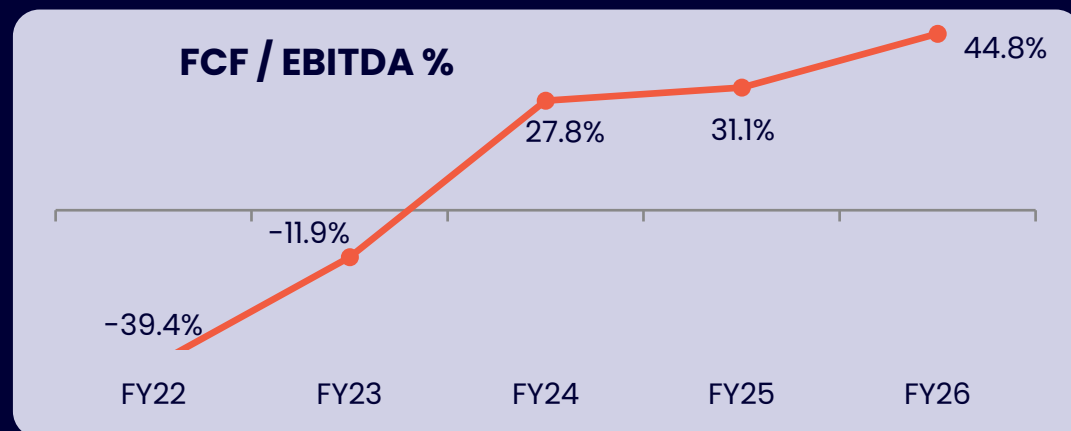
Structural, not cyclical

SaaS carries higher gross margins, expanding margin without a proportionate cost increase.

5 Year Trend	FY26	FY25	FY24	FY23	FY22
Revenue	\$35.2m	\$32.1m	\$28.7m	\$27.7m	\$26.4m
SaaS Revenue	\$20.5m	\$14.9m	\$9.7m	\$5.1m	\$2.4m
SaaS % of Total	58.4%	46.5%	33.8%	18.4%	9.2%
SaaS CAGR	53.2%	57.3%	58.5%	44.8%	SP

Growth we funded ourselves

Fourth consecutive year of rising profit. No capital raised, no dilution, no debt.



FCF / EBITDA now 44.8%

FCF conversion of EBITDA moved from negative in FY22 to 44.8% in FY26.

Clear single measure of how much reported profit converts to cash.

\$2.5m Free Cash Flow

↑ 84.9% (FY25: \$1.4m)

\$1.6m Net Cash Generated

Over the year

	FY26	FY25	FY24	FY23	FY22
Cash & Equivalents	\$11.8m	\$10.2m	\$9.8m	\$9.6m	\$11.9m
Operating Cash Flow	\$6.3m	\$5.3m	\$4.2m	\$3.6m	\$3.1m
Investing Cash Flow	(\$3.8m)	(\$3.9m)	(\$3.2m)	(\$4.0m)	(\$3.5m)
Net Cash Generated	\$1.6m	\$0.5m	\$0.1m	(\$2.2m)	(\$1.0m)

An AI organisation. Not an organisation that uses AI.

Businesses that merely pass data along are exposed. Much of the sector sits here, uncomfortably.

22 years of **proprietary compliance data**,
Follow-Me compliance built
on our technology.

We **originate** the verification, the **result**, and
the **ongoing monitoring**.
Not a reseller of someone else's.

Governance built in, not bolted on

Principles

Responsible AI, Operationalised



Amplify People
Power



Transparent and
Fair Intelligence

Certification

ISO 42001 underway



Privacy by Design

Governing Rule

AI recommends. People decide. Always



Accountable AI
Governance

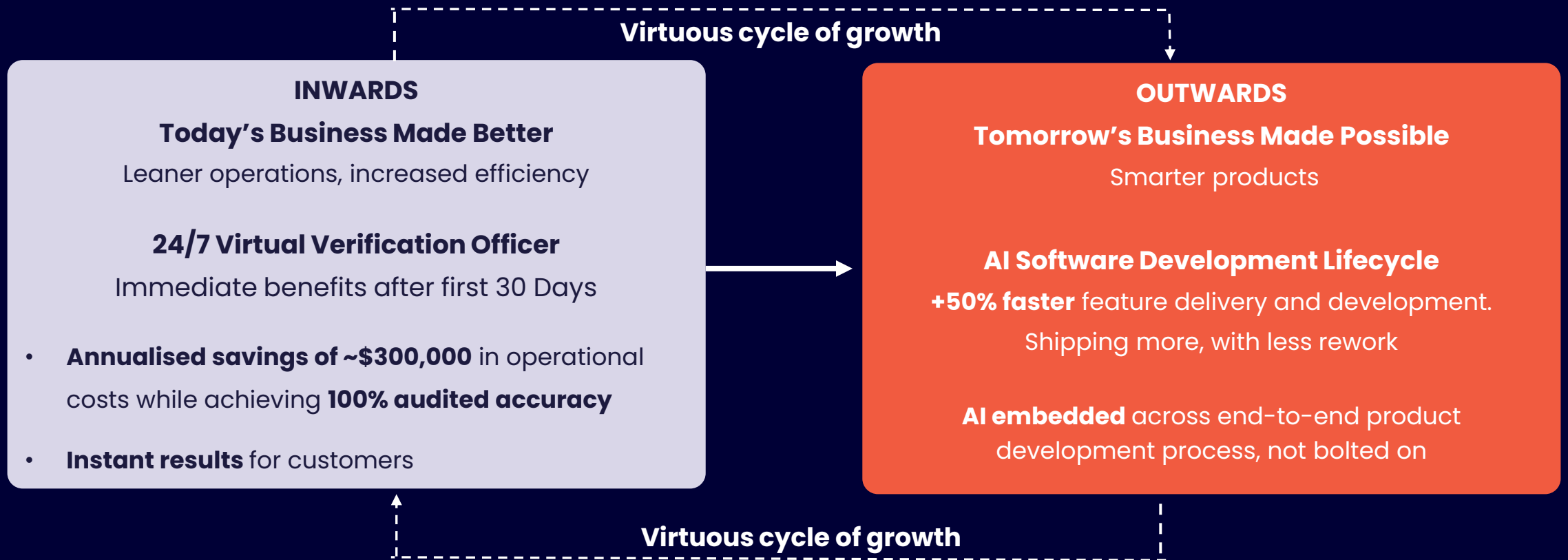


Sustainable Value
Creation

We are not a business at risk of being disrupted by AI – we are one of the disruptors

Dual AI: leaner inside, smarter outside

The result. The AI advantage behind it. The market pulling us forward



AI is embedded across our end-to-end product development process — not bolted on.
The same architecture that drives inward efficiency is what makes our products smarter for customers

AI recommends. People decide. Always.

Our AI in production — and a workforce backing the strategy

**CHATREF**

LIVE

Our **Reimagined reference process**, replacing laborious, time-consuming, uninspiring web forms with an interactive AI assistant that gathers everything required, engaging, efficient, and fast.

**IRIS**

LIVE

Our **AI Intelligent Reader Input System** (IRIS) reads any identity or credential document in minutes, inputting information directly, avoiding manual errors in onboarding and lifecycle worker compliance activity.

**AGENT VERA**

LIVE

24 X 7 operating leverage in action. As volume grows, the architecture absorbs it, our people move up the value chain instead of headcount scaling to match.

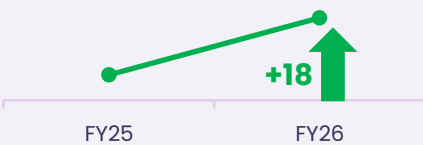
And many more agents in development across the business.

Our people aren't adapting to AI. They're driving it.

While there are global claims that AI is disengaging workforces everywhere. Kinatico's is soaring and now 3 points above global benchmark.

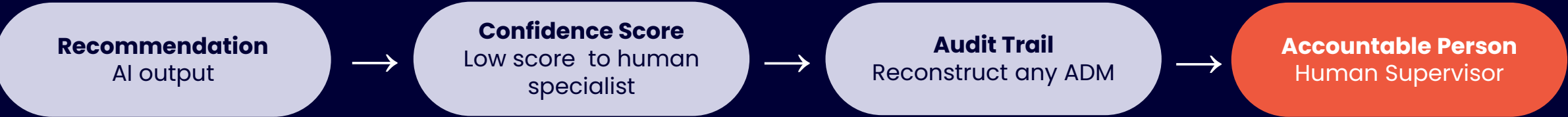
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Employee Engagement



Fiscal Year	Employee Engagement
FY25	Baseline
FY26	+18

Human-in-the-loop is not a policy. Considered Confidence and Governance



One platform, two front doors

Dual go-to-market. Digital self-serve for SME. Direct sales for enterprise.

One Platform. Two very different customers. Both onboarding successfully.

Self-Serve

Digital, low-friction sign-up
Small and mid-sized organisations
No sales process required to get started
Guided self configuration
One of our most effective customer-acquisition channels into the platform

One platform

Direct Sales

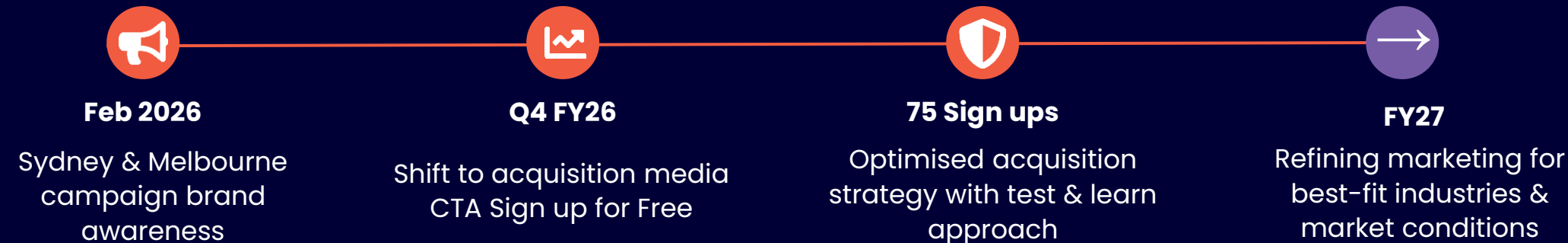
Enterprise-led sales motion for large, complex organisations
Multi-stakeholder buying, tailored onboarding and account management
Same underlying platform and compliance engine as self-serve

Why They Are Signing Up – The Intelligence Compliance Platform

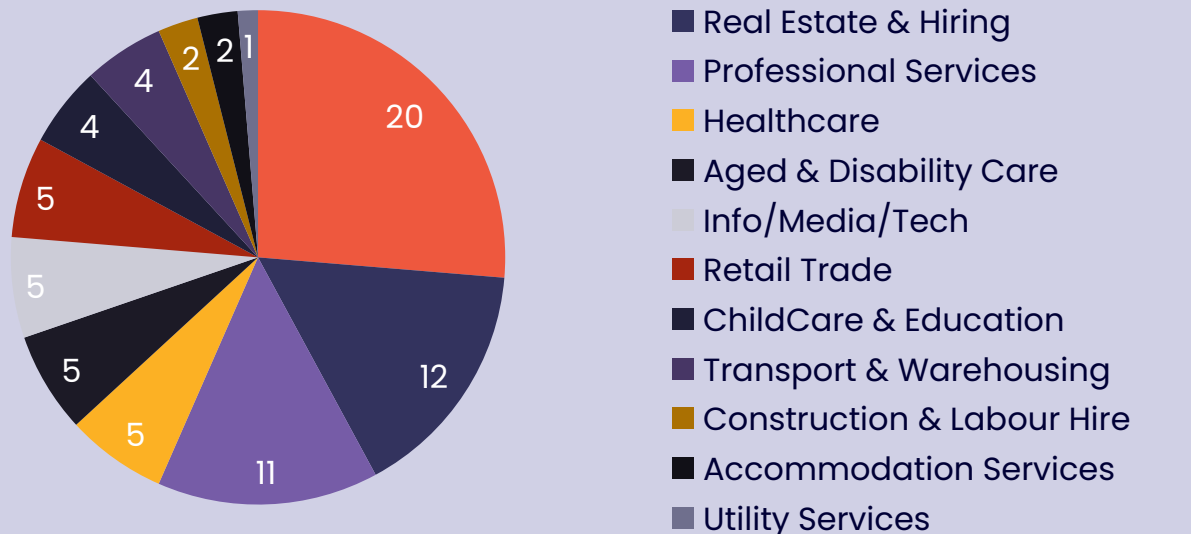
- Kinatico Compliance ensures everything that carries a risk has a mitigation in place – problems get caught before they become a real issue.
- Stand out Features: **Follow-Me Compliance & Mobile interface** enabling efficient worker engagement
- **Follow-Me Compliance** = Every activity a worker completes follows them if they change roles or location. KC fills in the gaps, automatically assigning any genuine new requirements. Simple, Swift, Seamless, Secure and Synchronised.

KC Digital Sales from broad array business Kinatico

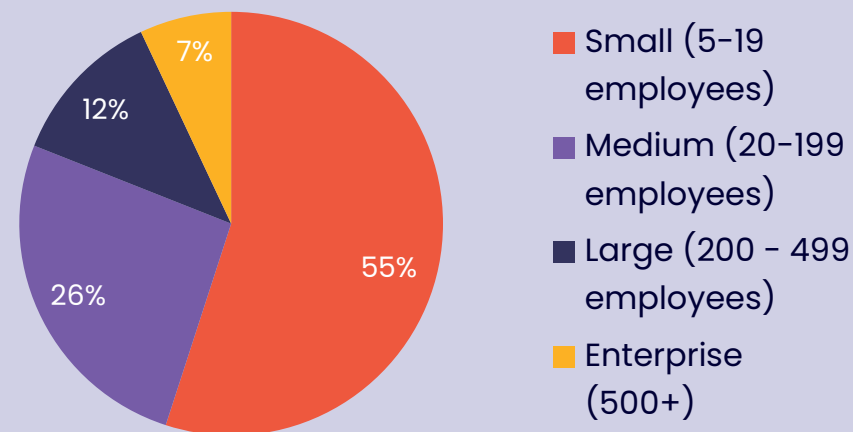
75+ digital sign-ups in FY26 across multiple industries and business size.



Digital Sign ups by Industry

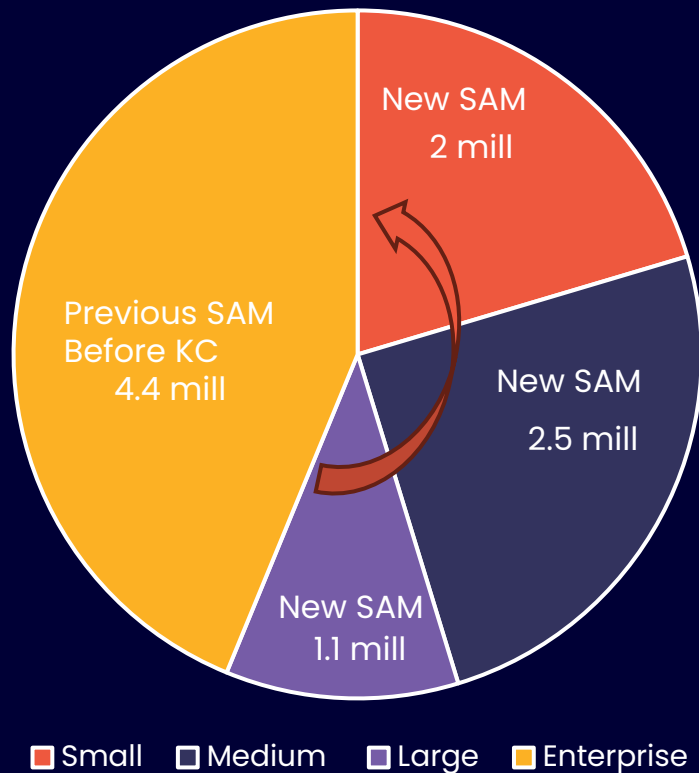


By Headcount



Dual Door recent sales have reinforced new SAM opened up with KC

Number Workers by Org Size



NEW Serviceable Addressable Market (SAM) 5.6mill workers

- **Large** (200 – 499 workers) ~3,000 organisations
- **Med** (20 –199 workers) ~300,000 organisations
- **Small** (5-19 workers) ~232,000 organisations

PLUS

Previous SAM before KC 4.4 mill workers

- **Enterprise** (500+ workers) ~ 2000 organisations

PLUS

Recurring Revenue Base

- Kinatico CVCheck is now the front door, not the foundation
- ~ **8,000** Organisations already rely on us each year

Total New SAM: ~\$1.2B in Australia

Enterprise Proven

Signed Civeo — with a qualified pipeline behind it

In Australia, Civeo (NYSE:CVEO) has a national footprint of approximately 10,000 rooms across twelve villages in Queensland, New South Wales, and Western Australia. In addition, Civeo also operates approximately 16,500 rooms in client-owned properties in remote regions of Western Australia, South Australia and Queensland. Civeo have ~2500 staff and a larger number of contractors and is part of a much larger global group — Civeo Corporation operates across Australia, Canada and the United States. We've signed their Australian business initially.



*"We're moving to a new product called Kinatico Compliance because **our business can't afford to wait**. Civeo provides workforce housing and accommodation, so **knowing in real time that the people on our sites are compliant isn't a nice-to-have — it's essential**. **KC gives us that visibility instantly**, which means we can stay agile and keep our workforce safe and compliant at all times. We're excited to make this advancement as our experience with Kinatico has been successful."*

Ali Barfoot — National P&C Manager, Talent Acquisition, Civeo

Every new enterprise conversation is larger in scope than the last.

Buying Behaviour, Pipeline \$12m+

Multi-stakeholder

RFP-led, across aged care, childcare, healthcare and not-for-profit — bought as a strategic platform.

FY27 Focus

We're building a formal partner program to extend enterprise reach beyond direct sales, with our AWS partnership currently in progress. This creates a scalable channel to complement our direct enterprise motion into FY27

The rules are getting harder & more complex, increasing demand

Regulatory obligations are tightening across every sector we touch. For example:

Enhanced CRIMP rules
under the SOCI Act

NSW mandatory WHS
Codes of Practice

AUSTRAC regulation of
more entities

ASIC enhanced
beneficial ownership
disclosure

National Early
Childhood Worker
Register

Annual minimum
wage reviews

OAIC compliance
sweep

Wage theft
criminalisation

NDIS mandatory
registration expansion

Casual employment
redefinition

Qld Reportable
Conduct Scheme

Statutory tort for
privacy invasion

Modern Slavery law
reforms

Psychosocial safety
oversight expansion

Plus many more...

One thread runs through all of it:

None of these obligations are discretionary, and more contractors and casual workers means more complexity, not less.

We're not dependent on one piece of legislation — we benefit any time the regulatory bar goes up, in any sector.

Why We Believe

The platform is built, the market is expanding, and the regulation expanding it is now law

- The increased operating leverage is showing in the results.
- We have continued to increase revenue, drive innovation and build for the future while still generating increasing cash.
- 75 SME signups, Civeo enterprise customer, others in negotiation.
- Our two-door go to market strategy is working with market data driving further refinements.
- Our staff aren't adapting to AI they are driving it.
- Within 30 days of launch our AI verification agent identified annualised operational savings of ~ \$300K. Vera expansion underway.
- We have a strong roadmap of upcoming features and enhancements to take advantage of increasing regulatory tailwinds.
- The share price was affected by a global software de-rating while the fundamentals of the company have gone the other way and warrants a re-rate.

'AI is working for us, not against us.'

A proven two-track model gives more ways to grow than ever.

*"If I had access to this platform, I could just say, look, can you just bring up Joe Bloggs's current status, everyone's qualifications... **I think it would be a time-saving tool.**"*

–Head of Legal, Mining

*"It's basically a **one-stop dashboard platform that pulls all of this stuff together** [compliance records, incident reports, and audit evidence]... it would be **making sure that we've got all of our T's crossed, all of our I's dotted.**"*

–Compliance Manager, Facilities Management

*"I'm spending 25% of my capacity in lot of these kind of an operational [compliance] activities is not directly impacting my revenue. So, what I would say is **if I have this kind of tool in place I would reduce that effort to maybe 5%** and a lot of these things are automated by the tool and then I would actually **be able to focus more on my other responsibilities.**"*

–Project Manager, IT

Questions...

Transforming compliance from constraint to competitive advantage.

People-led AI, amplifying expertise and creating lasting customer value.



Thank you

