



# **HiTech Group Australia Limited**

A.B.N. 41 062 067 878

## **Annual Report 2016**

## CONTENTS

Corporate Directory	1
Chairman's Report to Shareholders	2
Corporate Governance Statement	3-11
Directors' Report	12-18
Directors' Declaration	19
Auditor's Independence declaration	20
Independent Audit Report	21-22
Consolidated statement of profit or loss and other comprehensive income	23
Consolidated statement of financial position	24
Consolidated statement of changes in equity	25
Consolidated statement of cash flows	25
Notes to the Financial Statements	26-42
Stock Exchange Information	43
Top 20 Shareholders	44
Notice of Annual General Meeting	Enclosed
Proxy Form	Enclosed

## ANNUAL GENERAL MEETING

The Annual General Meeting is to be held at Level 7, 9 Young Street, Sydney on Friday, 25<sup>th</sup> of November, 2016 at 4pm.

The notice of meeting has been sent with a proxy form.

## CORPORATE DIRECTORY

HiTech Group Australia Limited's ("the Company's") shares are quoted on the official list of the Australian Securities Exchange Limited.

The ASX code for the Company's ordinary fully paid shares is "HIT".

### Directors

Ray Hazouri – *Chairman*

Elias Hazouri – *CEO, Executive director*

George Shad – *Non-executive director*

### Company Secretaries

Ray Hazouri

Elias Hazouri

### Registered office and principal place of business

Level 7

9 Young Street

Sydney NSW 2000

Telephone: (02) 9241 1919

Facsimile: (02) 9241 1731

Internet: [www.hitechaust.com](http://www.hitechaust.com)

E-mail: [info@hitechaust.com](mailto:info@hitechaust.com)

### Share registry

Computershare Investor Services Pty Ltd

Level 3,

60 Carrington Street,

Sydney NSW 2000

Telephone: (02) 8234 5000

### Auditors

Raymond Yi Kuen Lee

Suite 272,

Level 2, The Miramar

398-408 Pitt Street

Sydney NSW 2000

### Bankers

St George Bank Limited

4-16 Montgomery Street

Kogarah NSW 2217

## CHAIRMAN'S REPORT TO SHAREHOLDERS

Dear Shareholder,

It is with pleasure that the directors present this 17th annual report of HiTech Group Australia Limited ('HiTech') since the listing of the company on the Australian Securities Exchange ("ASX") on 17 April, 2000.

For the financial year ended 30 June 2016, HiTech's results are at record high:

Operating **revenue is \$18,322,169, an increase of 21% over the previous corresponding period** (pcp). The high margin permanent placement income was 10% higher and contracting revenue was 23% higher.

**Gross Profit is \$3,892,918**, an increase of 22% over pcp (FY15: \$3,180,051). Net profit after taxation (NPAT) is \$2,171,768 (FY15: \$807,721) due, mainly, to an increase in contracting revenue. Earnings before interest, taxes, depreciation and amortization (EBITDA) are \$3,139,789 (FY15: \$1,348,972).

**Our Net Tangible Assets (NTA) are \$0.19 per share, an increase of 58% over pcp** (FY15: \$0.12).

**Cash is \$4,408,703, an increase of 140% over pcp** (FY15: \$1,838,730).

**The directors have declared a fully franked dividend of 2 cents per share.** The dividend was paid on 23 September, 2016 to shareholders registered on close of business on 9 September, 2016. Total amount is \$620,000. This represents a dividend yield of 3.6% at the current share price of 55 cents.

The Australian job market, particularly the ICT sector, has seen renewed demand for quality talent. We have succeeded in retaining our valued clients, winning new business, diversifying and ensuring that operating costs are kept to a minimum. Throughout FY2016, we have been successful in being retained as preferred suppliers to additional government departments including the NSW state government and new Federal Government supply panels. This will provide us with an opportunity to further diversify our revenue base. We are constantly evolving and improving our systems and productivity to provide a better service to our valued clients and candidates.

HiTech is more resilient and stronger than ever. We have our strongest balance sheet to date with no debt which is unique in our industry. We are committed to improving our revenues and profitability. Our outlook for FY2017 is quite positive and already we see improved results for the first quarter.

Our major revenue is still generated from our core ICT recruitment and contracting business and we are active in non-ICT areas of recruitment. We have been active in securing clients all around Australia and international companies to expand our client base. HiTech has a proven business model that has evolved over the past 23 years. I am confident that our commitment to growth and profitability will enhance value for all our shareholders in the future.

We are ready to take advantage of market opportunities and potential EPS accretive acquisitions to increase stakeholder returns. The future for HiTech has never looked brighter. Our results are the best in our market sector in terms of profitability.

The directors extend their appreciation to all our team members for their efforts during the year, shareholders, candidates and our valued clients.

Yours sincerely,



Raymond Hazouri  
Chairman  
28 October 2016

## CORPORATE GOVERNANCE STATEMENT

HiTech Group Australia Limited is committed to good corporate governance and disclosure. The Company has substantially adopted the ASX Corporate Governance Council's "Corporate Governance Principles and Recommendations" (Third edition March 2014) for the entire FY2016 financial year.

Where the ASX Corporate Governance Council's recommendations have not been adopted by the Company, this has been identified and explained below.

		Complied	Note
1.1	(a) Disclose the respective roles and responsibilities of its board and management.	Yes	1
	(b) Disclose those matters expressly reserved to the board and those delegated to management.	Yes	1
1.2	(a) Undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and	Yes	2
	(b) Provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	Yes	2
1.3	Have a written agreement with each director and senior executive setting out the terms of their appointment.	Yes	2
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	Yes	2
1.5	(a) Have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving.	No	7
	(b) Disclose the diversity policy or a summary of it.	N/A	
	(c) Disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them, and either:	N/A	
	(1) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes)	Yes	7
	(2) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.	N/A	
1.6	(a) Have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and	Yes	2
	(b) Disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.	Yes	2

## CORPORATE GOVERNANCE STATEMENT (continued)

		Complied	Note
1.7	(a) Have and disclose a process for periodically evaluating the performance of its senior executives.	Yes	2
	(b) Disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.	Yes	2
2.1	(a) Have a nomination committee.	No	3
	(b) If it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.	Yes	3
2.2	A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.	No	2
2.3	(a) Disclose the names of the directors considered by the board to be independent directors,	Yes	4
	(b) Disclose if a director has an interest, position, association or relationship but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion.	Yes	4
	(c) Disclose the length of service of each director.	Yes	4
2.4	A majority of the board of a listed entity should be independent directors.	No	4
2.5	The chair of the board should be an independent director and, in particular, should not be the same person as the CEO of the entity.	No	5
2.6	Have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.	Yes	2
3.1	(a) Have a code of conduct for its directors, senior executives and employees.	Yes	6
	(b) Disclose the code of conduct or a summary of it.	Yes	6

## CORPORATE GOVERNANCE STATEMENT (continued)

		Complied	Note
4.1	(a) Have an audit committee which:	Yes	8
	(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors;	No	8
	(2) is chaired by an independent director, who is not the chair of the board, and disclose:	Yes	8
	(3) the charter of the committee;	Yes	8
	(4) has the relevant qualifications and experience of the members of the committee.	Yes	8
	(5) In relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings.	Yes	8
	(b) If it does not have an audit committee, disclose that fact.	N/A	
4.2	The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	Yes	9
4.3	Ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	Yes	8
5.1	(a) Have a written policy for complying with its continuous disclosure obligations under the Listing Rules and	Yes	10
	(b) Disclose that policy or a summary of it.	Yes	10
6.1	Provide information about itself and its governance to investors via its website.	Yes	10
6.2	Design and implement an investor relations program to facilitate effective two-way communication with investors.	Yes	11
6.3	Disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.	Yes	11
6.4	Give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	Yes	11

## CORPORATE GOVERNANCE STATEMENT (continued)

		Complied	Note
7.1	(a) have a committee or committees to oversee risk, each of which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.	Yes No Yes Yes Yes N/A	12 12 12 12 12 12
7.2	(a) Review the entity's risk management framework at least annually to satisfy itself that it continues to be sound (b) Disclose, in relation to each reporting period, whether such a review has taken place.	Yes Yes	12 12
7.3	(a) if it has an internal audit function, how the function is structured and what role it performs; or (b) If it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.	No Yes	12 12
7.4	Disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.	Yes	13
8.1	(a) have a remuneration committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or (b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	No N/A N/A N/A N/A N/A Yes	14 14 14 14 14 14



## CORPORATE GOVERNANCE STATEMENT (continued)

		Complied	Note
8.2	Should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	Yes	14
8.3	A listed entity which has an equity-based remuneration scheme should:		
	(a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and	Yes	14
	(b) Disclose that policy or a summary of it.	Yes	14

### Notes

- The directors of the Company are accountable to shareholders for the proper management of the business and affairs of the Company. The role of the board is to approve the strategic direction of the Group, guide and monitor the management of HiTech in achieving its strategic plans, and oversee good governance practice.

The express responsibilities of the board include:

- establishing, monitoring and reviewing corporate strategies and performance objectives;
- appointing and when necessary replacing the CEO, Company Secretary and senior management;
- reviewing the performance and composition of the board and approving board, CEO and executive succession planning and remuneration frameworks;
- approving and monitoring financial reporting and Company performance, including the external audit and ensuring continuous material disclosure;
- approving dividends, major capital expenditure, acquisitions and capital raising/restructures;
- ensuring that appropriate risk management systems, internal compliance and control, reporting systems, codes of conduct, and legal compliance measures are in place and effective; and
- monitoring progress in relation to the Company's diversity objectives and compliance with its diversity policy.

The managing director and Chief Executive Officer (CEO), Mr. E Hazouri, is a member of the board. The CEO has responsibility for the day-to-day operations of the Company and is supported in these functions by senior management. The board maintains ultimate responsibility for strategy and control of the Company.

The board has delegated day-to-day responsibility for the management of the Company to the CEO/Chairman, including:

- implementing corporate strategies and making recommendations to the board on significant corporate strategic initiatives;
- implementing and maintaining appropriate risk management and compliance frameworks; and
- keeping the board updated on the performance of the Company, including financial reporting and continuous disclosure information.

## **CORPORATE GOVERNANCE STATEMENT (continued)**

2. The board oversees the appointment and induction process for directors and committee members, and the selection, appointment and succession planning process of the Company's executive management team. When a vacancy exists or there is a need for particular skills, the board determines the selection criteria based on the required skills. The appropriate skill mix, education, experience, personal qualities, and diversity are factors taken into account in each case, and the appropriate checks are made into the candidate's background. If these criteria are met and the board appoints the candidate as a director, that director must have their appointment approved by shareholders at the next annual general meeting. The skills, experience and expertise relevant to the position of each director in office during the year ended 30 June 2016 are detailed on pages 12 – 13 of this report.

The board aims through the notices of meeting for annual general meetings to provide shareholders with all material information known to the board relevant to a decision on whether or not to elect or re-elect a director, as well as a statement as to whether the board supports the election or re-election of the director.

Senior executives, including the CEO and the Company Secretaries, have a formal job description and letter of appointment describing their term of office, duties, rights and responsibilities. The appointment letter is consistent with the ASX Recommendations.

There is no formal process for periodic evaluation of the performance of the board, board committees, individual directors and senior executive. While no performance evaluation of the Board or management was carried out during the reporting period, this is continually monitored by the Chairman and the Board. The Chairman also speaks to each director individually regarding their role as a director

The Company Secretaries have responsibility for the company secretarial duties, including coordination of all Board business, including agendas, Board papers, minutes, communication with regulatory bodies and ASX, and all statutory and other filings, and are accountable directly to the board, through the Chairman. The decision to appoint or remove company secretaries are made by the board.

3. The company does not have a nomination committee as the size of the company and the board does not warrant such a committee. All board nomination matters are considered by the whole board, including board succession, continuing development of board members and performance evaluation.

4. Of the three directors, Mr. G. Shad is a non-executive and an independent director. While a majority of the board members are not independent directors, the board believes that the people on the board can and do make independent judgements in the best interests of the company at all times.

No independent director of the Company has any interest, position, association or relationship that may compromise the independence of the director based on the criteria described in Box 2.3 of the Corporate Governance Principles and Recommendations (Third edition March 2014).

5. The chairman is an executive director and a major shareholder and therefore is not an independent director. The Board believes that even though the chairman is not an independent director the chairman is able to make quality and independent judgements on all relevant issues falling within the scope of the role of a chairman.

The length of service of each director is set out in the following table:

<b>Director</b>	<b>Length of Service</b>
Mr. R. Hazouri	23 years
Mr. E. Hazouri	23 years
Mr. G. Shad	13 years

## **CORPORATE GOVERNANCE STATEMENT (continued)**

## HiTech Group Australia Limited and Controlled Entities

A.B.N. 41 062 067 878

6. The consolidated entity recognises the need for directors and employees to observe the highest standards of behaviour and business ethics. All directors and employees are required to act in accordance with the law and with the highest standard of propriety.

The Company has adopted a code of conduct to guide compliance with legal and other obligations to stakeholders of the Company which may be accessed on the Company's website (<https://www.hitechaust.com>). This code provides guidance to directors and management on practices necessary to maintain confidence in the integrity of the Company.

7. The Board has not yet established objectives in relation to gender diversity but is committed to a continuation of current employment practices where employees are selected on merit. The aim is to achieve greater diversity not only in gender but also in matters of age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity within director and senior executive positions as they become vacant and appropriately skilled candidates are available.

Details of female representation in the company are set out below:

	Number	%
Number of women employees in the whole organisation	7	70%
Number of women in senior executive positions*	1	33%
Number of women on the Board	-	-

\* Senior executive positions include senior managers, executive Directors and Company Secretaries.

The Company is not a "relevant employer" under the Workplace Gender Equality Act.

8. The Company has established an Audit Committee with an independent chairman Mr George Shad and one other member who is an executive director. The board has established an Audit and Risk Management Committee which provides assistance to the board in fulfilling the corporate governance and oversight responsibilities of the board to verify and safeguard the integrity of the financial reporting of the Company. During the financial year, the audit and risk committee met 2 times.

A formal charter of the audit and risk management committee has been approved by the Board a copy of which can be viewed on the Company's website (<http://www.hitechaust.com>).

As required by Section 250T of the Corporations Act 2001 the company's auditor attends annual general meetings of the company and the chairman of those meetings allows a reasonable opportunity for members to ask questions of the auditor concerning the conduct of the audit and the preparation and content of the auditor's report.

9. The board requires the managing director and the employees who jointly perform the function of the chief financial officer (CFO) to state in writing to the board that in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.

10. The Company has established procedures designed to ensure compliance with the ASX Listing Rules so that Company announcements are made in a timely manner, are factual, do not omit material information and are expressed in a clear and objective manner that allows investors to assess the impact of the information when making investment decisions.

Established policies which can be viewed on the Company's website also ensure accountability at a senior management level for ASX compliance. The Board approves all disclosures necessary to ensure compliance with ASX Listing Rule disclosure requirements.

## **CORPORATE GOVERNANCE STATEMENT (continued)**

11. The Company has a communications strategy and an established policy on stakeholder communication and continuous disclosure to promote effective communication with shareholders, subject to privacy laws and the need to act in the best interests of the Company by protecting commercial information.

The Company's policy on communication with shareholders is set out in the Company's 'Policy on stakeholder communication and continuous disclosure' which can be viewed on the Company's website

Investors are able to access information about the company and its governance via the company's website (<https://www.hitechaust.com>) in the Investor Relations section. Investor relations representatives of HiTech are available to meet with shareholders from time to time, and respond to queries addressed to our investor relations email address ([info@hitechaust.com](mailto:info@hitechaust.com)). Security holders are able to send and receive communications electronically to the Company and our share registry via our share registry, Computershare.

HiTech aims to actively engage with shareholders and other stakeholders at the Annual General Meeting. At each AGM, discussion is encouraged regarding the performance of the company, prospects, management and the board, and any other area of interest or concern. Security holders who are unable to attend the AGM are able to ask questions and make comments ahead of the meeting, for response both individually and as a discussion item at the AGM.

12. The board has established policies on risk oversight and management which may be viewed on the Company website (<https://www.hitechaust.com>). The audit and risk committee oversees both the audit and risk management of the company. Details of the composition, independence and membership of the committee can be found under the section 4.1 of this document, as related to the audit function of the committee, and the committee charter may be found on the HiTech website.

The board continually monitors areas of significant business risk with input from the audit and risk committee. Practices have been established to ensure:

- capital expenditure and revenue commitments above a certain size obtain prior Board approval;
- financial exposures are controlled, including the use of derivatives. Further details of the Company's policies relating to interest rate management, forward exchange rate management and credit risk management are included in the financial statements;
- occupational health and safety standards and management systems are monitored and reviewed to achieve high standards of performance and compliance with regulations;
- business transactions are properly authorised and executed;
- the quality and integrity of personnel;
- financial reporting accuracy and compliance with the financial reporting regulatory framework; and
- crisis management policies are in effect.

Systems of internal financial control have been put in place by the management of the Company and are designed to provide reasonable, but not absolute protection against fraud and material misstatement. These controls are intended to identify, in a timely manner, control issues that require attention by the board or audit and risk committee.

The board continually monitors the Company's risk management framework, and reviews the audit and risk committee charter and policy on risk oversight and management annually to ensure that the framework is robust. The Company's risk management framework has been continuously monitored throughout the year ended 30 June 2016, and revisions have been made as necessary on an ongoing basis throughout the financial year.

The risk management and internal control processes of the Company are evaluated and monitored for effectiveness by the audit and risk committee in conjunction with the board on an ongoing basis.

13. HiTech recognises the importance of ensuring the economic, environmental and social sustainability of the Company. The board monitors sustainability issues and works closely with management to establish best practices. The board has determined that there are no current material exposures to economic, environmental and social sustainability risks.

## **CORPORATE GOVERNANCE STATEMENT (continued)**

14. Due to the size of the Board, the Company does not have a remuneration committee. The functions normally carried out by such a committee are currently handled by the whole Board.

The remuneration policy, which sets the terms and conditions for the chief executive officer and other senior executive has been approved by the board. All executives receive a base salary, superannuation and performance incentives. The board reviews executive packages annually by reference to company performance, executive performance, comparable information from industry sectors and other listed companies. Executives are entitled to participate in the employees share option arrangements. The criteria used in determining the issue of options to management include achievement of revenue and profit targets, new business generated, loyalty and years of service plus other criteria.

Options are issued to Directors and Company Executives as part of their remuneration. The options are not issued based on performance criteria, but are issued to all Directors and executives of the Company to increase goal congruence among Directors, executives and shareholders

The amount of remuneration of all directors and executives, including all monetary and non-monetary components, is detailed in the Director's Report. All remuneration paid and options issued to executives are valued at a cost to the Company and expensed. Options are valued using the Black-Scholes methodology.

If a participant in equity based remuneration scheme established by the Company enters into any transactions (whether through the use of derivatives or otherwise) which is designed to limit the economic risk of participating in the equity based remuneration scheme:

(a) the participant must disclose details of the transaction to the Company Secretary;

(b) the Company Secretary will disclose to the Board all details of any such economic risk management transactions.

The board expects that the remuneration structure implemented will result in the company being able to attract and retain the best executives to run the economic entity. It will also provide executives with the necessary incentives to work to grow long-term shareholder value.

## DIRECTORS' REPORT

The directors of HiTech Group Australia Limited present their report on the company and its controlled entities for the financial year ended 30 June 2016.

### Directors

#### Information on directors

The following persons were Directors of HiTech Group Australia Limited during the whole of the financial year and up to the date of this report, unless otherwise stated.

#### Raymond Hazouri

Chairman, Company Secretary (appointed Company Secretary 13 February 2015)

*Qualifications:* BA (Sydney University), DipEd.

*Experience:* Founded HiTech in 1993 and has over 25 years' experience in the IT industry. Prior to establishing HiTech, Ray worked in a number of capacities in the information technology industry ranging from management positions, technical IT consulting roles including systems analysis/programming, project management and sales roles. Ray worked and consulted for a broad range of employers in the private, multinational, SME, and public sectors.

*Interest in shares and options:* 18,460,000 ordinary shares in HiTech Group Australia Limited.

*Other current and former directorship in last three years:* Nil

#### George Shad

Non-executive Director.

*Qualifications:* Solicitor

*Experience:* Appointed to the Board on 30 July 2003. Principal of Shad Partners Solicitors with thirty years' experience as a lawyer specialising in commercial and conveyancing work.

George is a panel solicitor for a number of major banks and his expertise and contacts in the corporate sector will assist HiTech in furthering its client base.

*Special responsibilities:* Chairman of the Audit and Risk Committee

*Other current and former directorship in last three years:* Nil

#### Elias Hazouri

Executive Director, Company Secretary (appointed Company Secretary 13 February 2015)

*Qualifications:* BSc, MBA

*Experience:* Appointed to the Board on 30 July, 2003 as an alternate Director representing Ray Hazouri when he was not available. Over 26 years' experience in IT and banking. Elias was previously a director of HiTech from 1993-March 2000. Elias's knowledge of HiTech's business is extensive.

Throughout his career, Elias has been integral to the development of many IT systems and IT support departments. He has held roles ranging from programmer to technology support head. Elias is a key resource and knowledge base to the HiTech account managers and is jointly responsible for generating new business and developing new business.

Elias has advised on business strategy, both from a financial and operational perspective, since the inception of HiTech in 1993. Elias is employed in the capacity of Chief Executive Officer.

*Interest in shares and options:* 26,202 ordinary shares, 3.9M options in HiTech Group Australia Limited beneficially owned by him.

*Other current and former directorship in last three years:* Nil

## **Company Secretaries**

**Ray Hazouri (Director)**

**Elias Hazouri (Director)**

## **Directors' meetings**

The following table sets out the number of directors' meetings (including meeting of committees of directors) held during the financial year and the number of meetings attended by each director (while they were a director or a committee member). During the financial year 2 board meetings and 2 audit & risk committee meetings were held.

	<b>Board of Directors</b>		<b>Audit &amp; Risk Committee</b>	
	<b>No eligible to Attend</b>	<b>Attended</b>	<b>No eligible to Attend</b>	<b>Attended</b>
Mr R Hazouri (*by invitation)	3	3	3*	3*
Mr E Hazouri	3	3	3	3
Mr G Shad	3	3	3	3

## **Dividends**

No dividends have been declared in the 2016 financial year (2015: Nil).

## **Earnings per share**

**cents**

Basic and diluted earnings per share (cents)

7.01

## **Corporate structure**

HiTech Group Australia Limited is a listed public company, limited by shares, and is incorporated and domiciled in Australia. HiTech has prepared a consolidated financial report incorporating the entities that it controlled during the financial year.

## **Nature of operations and principal activities**

The consolidated entity's principal activity during the financial year was the supply of recruitment services for permanent and contract staff to the ICT (Information and Communication Technology) sector.

During the financial year, there were no significant changes in the nature of these operations.

## **Group overview**

HiTech currently supplies permanent and contract staff from its large, personalised, database of over 300,000 specialised ICT, Finance and Office Support professionals which has been developed over the past 23 years.

The HiTech client base of over 486 clients is well established, with strong representation by technology companies, banking/financial services companies plus Federal Government departments and agencies. HiTech has also entered into preferred supplier agreements for the supply of staff in both the public and private sectors.

## **Investment activities**

The Group maintains an investment portfolio comprising of traded shares in Australian listed entities.

## **Operating and financial review**

### **Operating results**

For the financial year ended 30 June 2016, the consolidated entity's operating **revenue is \$18,322,169, an increase of 21% over the previous corresponding period (pcp)**. The high margin permanent placement income was 10% higher and contracting revenue was 23% higher.

**Gross Profit is \$3,892,918**, an increase of 22% over pcp (FY15: \$3,180,051). Net profit after taxation (NPAT) is \$2,171,768 (FY15: \$807,721) due mainly to an increase in contracting revenue. Earnings before interest, taxes, depreciation and amortization (EBITDA) are \$3,139,789 (FY15: \$1,348,972).

**Our Net tangible Assets (NTA) is \$0.19 per share.**

Permanent recruitment comprises the search and selection of candidates for full time employment and is characterised by relatively high profit margins. ICT contracting, comprising the provision of ICT professionals for temporary and other non-permanent staffing needs of clients for specific projects has continued to supply HiTech with cash flow.

HiTech's recruitment business is broadly based in this sector and operates across the full range of ICT services, including system development, infrastructure support and networking, operation and other skill sets. As the cycle turns, there is a growing need for skilled ICT professionals. HiTech is addressing the demand for specialised ICT skills by making use of its database and comprehensive contacts internationally.

HiTech has diversified into non-ICT areas of recruitment such as office support, sales, accounting, legal and healthcare. Whilst this diversification remains minor in comparison to ICT recruitment, it marks a start for all these other areas of business with a potential to grow further.

HiTech's reputation for top quality service and the selection of suitable candidates for client job requirements have resulted in HiTech establishing a small but successful niche market position. The recruitment sector has changed with more jobs and less candidates.

HiTech's market share of the total Australian recruitment market is relatively small. This represents a huge growth potential. HiTech is focused on servicing existing clients by providing a complete recruitment solution in addition to contracting.

As HiTech's core competency is in recruitment, our strategy is to build on our existing client base and maximize revenue from existing clients by effectively providing personnel to not only the ICT market but also to other markets such as administration and office support, sales and marketing, finance and legal. There is also a possibility of broadening the consolidated entity's operations into geographical markets in which HiTech operates.

We are working towards winning new business and ensuring that operating costs are kept to a minimum.

### **Future developments, prospects and business strategies**

The FY2017 growth will depend on the prevailing economic conditions at the time. There are signs of growing business confidence coming into the market.

The most significant areas for change will be the continuation of an increase in job vacancies. Skilled professionals of top quality remain in short supply. We cannot, at this point, forecast with any certainty the results of next year.

The directors' main objective will be organic growth in the consolidated entity's core business to enhance existing business and win new business. We are searching for appropriate EPS positive acquisitions.

### **Significant Changes in state of affairs**

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

### **Environmental regulations**

The consolidated entity's operations are not subject to any significant environmental regulation under a law of the Commonwealth or of a State or Territory.



### Indemnifying officers or auditor

During or since the end of the financial year, the company has given an indemnity or entered into an agreement to indemnify, or paid or agreed to pay insurance premiums as follows:

The company has paid premiums to insure all of the directors of the company has named above, the company secretaries and all executive officers of the company against any liability incurred as such by a director, secretary or executive officer to the extent permitted by the Corporations Act 2001.

The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

The company has not otherwise, during or since the financial year, indemnified or agreed to indemnify an officer or auditor of the company or any related body corporate against a liability incurred as such by an officer or auditor.

### Remuneration report - Audited

This report outlines the remuneration arrangements in place for directors and executives of HiTech Group Australia Limited. The information provided in this remuneration report has been audited as required by section 308(3C) of the Corporations Act 2001.

The names of directors in office at any time during or since the end of the year are:-

Mr Raymond Hazouri

Mr George Shad

Mr Elias Hazouri

### Remuneration Policy

The Board determine the remuneration policy applicable to each executive key management person as and when required based on market rates and capacity to pay. Currently all executive key management personnel are contractors to the Company with the exception of the Managing Director Ray Hazouri, and all were appointed under arm's length agreements acceptable to both parties.

Key management personnel are entitled to participate in the employee share option benefits at the discretion of the Board.

### Details of remuneration

Details of the remuneration of the Directors, the key management personnel of the Group (as defined in AASB 124 Related Party Disclosures) and specified executives of HiTech Group Australia Limited are set out in the following table:-

### Remuneration - Key management personnel of the Group 2016

2016	Short-term employee Benefits		Post-employment benefits	Long-term benefits
Name	Cash salary and fees	Superannuation	Long service leave	Total
Non-executive directors	\$	\$		\$
G. Shad*	-	-	-	-
<b>Sub-total non-executive directors</b>	-	-	-	-
Executive directors				
R. Hazouri	325,000	25,437	36,410	386,847
E. Hazouri*	354,758	19,262	-	374,020
<b>Total key management personnel compensation (group)</b>	<b>679,758</b>	<b>44,699</b>	<b>36,410</b>	<b>760,867</b>

**Remuneration - Key management personnel of the Group 2015**

2015	Short-term employee Benefits		Post-employment benefits	Long-term benefits	
Name	Cash salary and fees	Cash bonus	Superannuation	Long service leave	Total
Non-executive directors	\$	\$	\$		\$
G. Shad*	10,000	-	-	-	10,000
<b>Sub-total non-executive directors</b>	10,000	-	-	-	10,000
Executive directors					
R. Hazouri	239,031	-	25,437	35,969	300,437
E. Hazouri*	278,625	40,000	-	-	318,625
<b>Total key management personnel compensation (group)</b>	527,656	40,000	25,437	35,969	629,062

\* Wholly paid to a related entity of the key management personnel

**Group performance in relation to key management personnel compensation**

The following table shows the performance of the Consolidated Group over the past seven financial years:-

FY	Sales Revenue \$	NPAT/(NLAT) \$	Basic EPS Cents	Diluted EPS Cents	Net Equity \$	NTA per share cents	Dividends \$	Average Share Price Cents
2010	5,496,087	136,775	0.44	0.44	1,871,335	6.03	-	2.22
2011	8,748,895	648,404	2.09	2.09	2,519,739	8.12	-	4.02
2012	9,583,560	556,699	1.80	1.80	3,076,438	10.00	-	4.39
2013	7,309,770	164,504	0.53	0.53	3,242,189	10.45	-	4.50
2014	7,975,179	(150,658)	(0.49)	(0.49)	2,940,349	9.00	155,000	7.28
2015	15,104,907	807,721	2.61	2.61	3,749,499	12.08	-	7.50
2016	18,322,169	2,171,768	7.01	7.01	5,953,683	19.00	-	22.00

The outlook for FY2017 will depend on the prevailing state of the local and global economy. We cannot forecast exact results at this point.

**Employment contracts**

The Chairman, Mr Ray Hazouri, is employed under a contract whilst the CEO, Mr Elias Hazouri, is retained as a contractor under a service contract. Under the terms of the present contracts, these executives may resign from their positions and thus terminate their contract by giving one year's written notice.

The company may terminate these employment agreements by providing twelve months written notice or by payment in lieu of the notice period based on the executives' remuneration package.

**Options Granted as Remuneration**

During the reporting period 1,600,000 options over ordinary shares were issued to employees under the HiTech Employee Option Plan.

No shares were issued to key management personnel during the reporting year or since the end of the reporting year up the date of this report, as a result of the exercise of remuneration options.

**END OF AUDITED REMUNERATION REPORT**

### **Auditor Independence declaration**

The lead auditor's independence declaration for the year ended 30 June, 2016, as required under section 307C of the Corporations Act 2001, has been received and is set out on page 20 of the financial report.

### **Non-audit services**

The board of directors, in accordance with advice received from the audit committee, is satisfied that the provision of non-audit services during the year is compatible with the general standard of independence for auditor imposed by the Corporations Act 2001. The directors are satisfied that the services disclosed below did not compromise the external auditor's independence for the following reasons:

- all non-audit services are reviewed and approved by the audit committee prior to commencement to ensure they do not adversely affect the integrity and objectivity of the auditor; and
- the nature of the services provided do not compromise the general principles relating to auditor independence in accordance with APES 110: Code of Ethics for Professional Accountants set by the Accounting Professional and Ethical Standards Board.

The following fees for non-audit services were paid/payable to the auditors for the year ended 30 June, 2016:

Taxation services	<u>\$ 1,200</u>
-------------------	-----------------

### **Proceedings on behalf of the Company**

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

No proceedings have been brought or intervened in on behalf of the company with leave of the Court under section 23 of the Corporations Act 2001.

Signed in accordance with a resolution of the board of directors,



Raymond Hazouri  
Director

Sydney, 28 October 2016

## DIRECTORS' DECLARATION

The Directors of the Company declare that:

1. the financial statements and notes, as set out on pages 23-42, are in accordance with the Corporations Act 2001, including:
  - a) Complying with Australian Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements, and
  - b) giving a true and fair view of the consolidated entity's financial position as at 30 June 2016 and of its performance for the financial year ended on that date, and
2. there are reasonable grounds to believe that the Group will be able to pay its debts as and when they become due and payable.

Note 1(a) confirms that the financial statements also comply with International Financial Reporting Standards as issued by the International Accounting Standards Board.

The Directors have been given the declaration by the Chief Executive Officer and Chief Financial Officer as required by section 295A of the Corporations Act 2001.

This declaration is made in accordance with a resolution of the Directors.



Ray Hazouri  
Director  
Sydney, 28 October 2016

## Auditor's Independence Declaration

### To The Directors of HiTech Group Australia Limited

In accordance with the requirements of section 307C of the Corporation Act 2001, as lead auditor for the audit of HiTech Group Australia Limited for the year ended 30 June 2016, I declare that, to the best of my knowledge and behalf, there have been:

- a) no contraventions of the auditor independence requirements of the Corporation Act 2001 in relation to the audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of HiTech Group Australia Limited and the entities it controlled during the year.



Raymond Yi Kuen Lee  
Registered Company Auditor

Sydney  
28 October, 2016

Office Address: Suite 272 Level 2, The Miramar,  
398-408 Pitt Street Sydney NSW 2000  
Postal Address: P O Box 20003, World Square 2002

Tel: 02-9281 9797 Fax: 02-9281 9985

*Liability limited by a Scheme approved under Professional Standards Legislation*

**INDEPENDENT AUDITOR'S REPORT**

**To the members of HiTech Group Australia Limited**

We have audited the accompanying financial report of HiTech Group Australia Limited ("Company"), which comprises the consolidated statement of financial position as at 30 June 2016, 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 ended on that date, a summary of significant accounting policies, other explanatory notes to the financial statements, and the directors' declaration of the consolidated entity, comprising both the Company and the entities it controlled at the year's end or from time to time during the financial year.

**Directors' Responsibility for the Financial Report**

The directors of HiTech Group Australia Limited are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Corporations Act 2001 and for such control as the directors determine are necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances. In Note 1, the directors also state, in accordance with Accounting Standard AASB 101 Presentation of Financial Statements, that the financial statements comply with International Financial Reporting Standards.

**Auditor's Responsibility**

Our responsibility is to express a conclusion on the consolidated financial report based on our audit. We conducted our audit in accordance with Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls, relevant to the entity's preparation of the financial report that gives a true and fair view, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report. Our audit did not involve an analysis of the prudence of business decisions made by directors or management.

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

*Matters Relating to Electronic Publication of the Audited Financial Report*

This audit report relates to the financial report of HiTech Group Australia Limited for the year ended 30 June 2016 included on the website of HiTech Group Australia Limited. The directors of the company are responsible for the integrity of the website and we have not been engaged to report on this integrity. This audit report refers only to the subject matter described above. It does not provide an opinion on any other information which may have been hyperlinked to or from the financial report. If users of the financial report are concerned with the inherent risk arising from publication on a website, they are advised to refer to the hard copy of the audited financial report to confirm the information contained in the website version of the financial report.

### **Independence**

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We have given to the directors of the company a written Auditor's Independence Declaration, a copy of which is included in the directors' report.

### **Auditor's opinion**

In our opinion:

1. the financial report of HiTech Group Australia Limited is in accordance with the Corporations Act 2001, including:
  - (i) giving a true and fair view of the company's and consolidated entity's financial position as at 30 June 2016 and of their performance for the year ended on that date; and
  - (ii) complying with Australian Accounting Standards and the Corporations Regulations 2001; and
2. the financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

### **Report on the Remuneration Report**

We have audited the Remuneration Report included in pages 4 to 6 of the directors' report for the year ended 30 June 2016. 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.

### **Auditor's Opinion on the Remuneration Report**

In our opinion the Remuneration Report of HiTech Group Australia Limited for the year ended 30 June 2016, complies with section 300A of the Corporations Act 2001.



Raymond Yi Kuen Lee  
Registered Company Auditor

Sydney, 28 September 2016  
Suite 272, 398-408 Pitt Street  
Sydney NSW 2000



## CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Financial Year Ended 30 June 2016

	Note	Consolidated Group	
		2016 \$	2015 \$
<b>Revenue from continuing operations</b>			
Services revenue	4(a)	18,276,359	15,038,428
Cost of services		(14,383,441)	(11,858,377)
<b>Gross Profit</b>		<b>3,892,918</b>	<b>3,180,051</b>
Other revenue	4(b)	45,810	66,479
Marketing expenses		(80,807)	(97,466)
Occupancy expenses		(103,414)	(121,949)
Insurance and legal expenses		(46,526)	(68,391)
Administration expenses		(1,126,878)	(838,953)
Borrowing costs		-	(6,301)
(Impairment)/Gain of current financial assets		870,015	(835,848)
(Loss)/Gain on sale of current financial assets		(291,002)	80,523
Other expenses from ordinary activities		(43,483)	(29,060)
<b>Profit/(Loss) before Income Tax</b>		<b>3,116,633</b>	<b>1,329,085</b>
Income tax expense	6	(944,865)	(521,364)
<b>Profit/(Loss) attributable to Members of the parent entity</b>		<b>2,171,768</b>	<b>807,721</b>
<b>Other comprehensive income</b>		<b>-</b>	<b>-</b>
<b>Total comprehensive income for the year</b>		<b>2,171,768</b>	<b>807,721</b>
<b>Earnings per Share:</b>			
Basic and diluted earnings (cents per share)	29	7.01	2.61

Notes to financial statements are included on pages 26-42

## CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 30 June 2016

	Note	Consolidated Group	
		2016 \$	2015 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	7	4,408,703	1,838,730
Trade and other receivables	8	3,082,699	2,636,241
Financial assets at fair value through profit and loss	9	560,036	654,343
Other assets		14,422	22,717
<b>TOTAL CURRENT ASSETS</b>		<b>8,065,860</b>	<b>5,152,031</b>
<b>NON-CURRENT ASSETS</b>			
Plant and equipment	10	70,674	30,163
Deferred tax assets	11	52,861	297,535
Intangible assets	12	2,277	3,610
Other assets	13	24,063	24,063
<b>TOTAL NON-CURRENT ASSETS</b>		<b>149,875</b>	<b>355,371</b>
<b>TOTAL ASSETS</b>		<b>8,215,735</b>	<b>5,507,402</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	14	1,417,771	1,033,034
Provision for taxation	15	750,702	620,715
Short-term provisions	16	63,543	95,526
<b>TOTAL CURRENT LIABILITIES</b>		<b>2,232,016</b>	<b>1,749,275</b>
<b>NON-CURRENT LIABILITIES</b>			
Long term Provision	16	30,036	8,628
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>30,036</b>	<b>8,628</b>
<b>TOTAL LIABILITIES</b>		<b>2,262,052</b>	<b>1,757,903</b>
<b>NET ASSETS</b>		<b>5,953,683</b>	<b>3,749,499</b>
<b>EQUITY</b>			
Contributed equity	17	2,869,213	2,869,213
Reserves	18	340,905	308,489
Retained earnings		2,743,565	571,797
<b>TOTAL EQUITY</b>		<b>5,953,683</b>	<b>3,749,499</b>

Notes to financial statements are included on pages 26-43

## CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

### For the Financial Year Ended 30 June 2016

#### Consolidated Group

	Share Capital Ordinary	Accumulated Losses/ Accumulated Profits	Employee Equity-settled benefits Reserve	Total
	\$	\$	\$	\$
<b>Balance at 1/7/2014</b>	2,869,213	(235,924)	307,060	2,940,349
Total dividends paid for the year	-	-	-	-
Total comprehensive profit for the period	-	807,721	-	807,721
Employee share options – value of employee services	-	-	1,429	1,429
<b>Balance at 30/6/2015</b>	2,869,213	571,797	308,489	3,749,499
<b>Balance at 1/7/2015</b>	2,869,213	571,797	308,489	3,749,499
Total dividends paid for the year	-	-	-	-
Total comprehensive profit for the year	-	2,171,768	-	2,171,768
Employee share options – value of employee services	-	-	32,416	32,416
<b>Balance at 30/6/2016</b>	2,869,213	2,743,565	340,905	5,953,683

## CONSOLIDATED STATEMENT OF CASH FLOWS

### For the Financial Year Ended 30 June, 2016

	Note	Consolidated Group	
		2016 \$	2015 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from customers		19,657,536	15,495,318
Payments to suppliers and employees		(17,168,679)	(14,372,027)
Dividends received		17,128	44,420
Interest received		1,656	2,972
Interest paid		-	(6,301)
Income tax (expense)/ refund		(565,771)	5,532
<b>Net cash provided by/ (used in) operating activities</b>	<b>28</b>	1,941,870	1,169,914
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of financial assets		(505,903)	(510,536)
Proceeds from sale of financial assets		1,189,055	1,448,141
Payment of property, plant and equipment		(78,520)	(1,505)
Proceeds of sales from plant and equipment		23,470	-
<b>Net cash provided by / (used in) investing activities</b>		628,102	936,100
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Repayment of borrowings		-	(900,000)
<b>Net cash used in financing activities</b>		-	(900,000)
Net increase/(decrease) in cash held		2,569,973	1,206,014
Cash at the beginning of the financial year		1,838,730	632,716
<b>Cash at the end of the financial year</b>	<b>7</b>	4,408,703	1,838,730

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of these consolidated financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial statements are for the consolidated entity consisting of HiTech Group Australia Limited and its subsidiaries.

**(a) Basis of preparation**

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board (AASB) and the Corporations Act 2001.

The financial report was authorised for issue on 28 October 2016 by the Board of Directors.

**(i) Compliance with IFRS**

The consolidated financial statements of the HiTech Group Australia Limited Group also comply with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB).

**(ii) Historical cost convention**

These financial statements have been prepared under the historical cost convention, modified where applicable by the measurement at fair value of selected financial assets and financial liabilities.

**(b) Financial report prepared on a going concern basis**

The Directors believe that it is appropriate to prepare the financial report on a going concern basis because

- a) The Group had \$4,408,703 in cash at 30 June 2016;
- b) The Group had \$560,036 in financial assets at fair value at 30 June 2016
- c) The Group has budgeted for sales in FY2017 at the same level of FY2016 with expected new contracting income from NSW Government contracts.

**(c) Principles of consolidation**

***Subsidiaries***

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of HiTech Group Australia Limited ('company' or 'parent entity') as at 30 June 2016 and the results of all subsidiaries for the year then ended. HiTech Group Australia Limited and its subsidiaries together are referred to in this financial report as the group or the consolidated entity.

Subsidiaries are all entities (including special purpose entities) over which the group has the power to govern the financial and operating policies, generally accompanying a shareholding of more than one-half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the group controls another entity.

Subsidiaries are fully consolidated from the date on which control is transferred to the group. They are de-consolidated from the date that control ceases.

The acquisition method of accounting is used to account for business combinations by the group.

Intercompany transactions, balances and unrealised gains on transactions between group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the group.

**(d) Segment reporting**

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision maker. The chief operating decision maker, who is responsible for allocating resources and assessing performance of the operating segments, has been identified as the Board of Directors.

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

**(e) Revenue recognition**

The group recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met for each of the group's activities as described below. The group bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specifics of each arrangement.

Revenue for the rendering of contracting and consulting services is recognised upon delivery of the service to the client while permanent placement fees are brought to account at the time of placement rather than the day of commencement of work. Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances, rebates and amounts collected on behalf of third parties.

Interest income is recognised using the effective interest method. When a receivable is impaired, the group reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income. Interest income on impaired loans is recognised using the original effective interest rate.

All Australian revenue is stated net of the amount of goods and services tax (GST).

Dividends are recognised as revenue when the right to receive payment is established. This applies even if they are paid out of pre-acquisition profits. However, the investment may need to be tested for impairment as a consequence, refer note 1(k).

**(f) Income tax**

The income tax expense or revenue for the period is the tax payable on the current period's taxable income based on the applicable income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences and to unused tax losses.

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the end of the reporting period in the countries where the company's subsidiaries and associates operate and generate taxable income. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred income tax is provided in full, using the liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, deferred tax liabilities are not recognised if they arise from the initial recognition of goodwill. Deferred income tax is also not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit nor loss. Deferred income tax is determined using tax rates (and laws) that have been enacted or substantially enacted by the end of the reporting period and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

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.

Deferred tax liabilities and assets are not recognised for temporary differences between the carrying amount and tax bases of investments in foreign operations where the company is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets and liabilities and when the deferred tax balances relate to the same taxation authority.

Current tax assets and tax liabilities are offset where the entity has a legally enforceable right to offset and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

HiTech Group Australia and its wholly-owned Australian controlled entities have not implemented the tax consolidation legislation.

Current and deferred tax is recognised in profit or loss, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case, the tax is also recognised in other comprehensive income or directly in equity, respectively.

**(g) Leases**

Leases in which a significant portion of the risks and rewards of ownership are not transferred to the group as lessee are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to profit or loss on a straight-line basis over the period of the lease.

**(h) Impairment of assets**

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets other than goodwill that suffered impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(i) **Cash and cash equivalents**

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the balance sheet.

(j) **Trade receivables**

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. Trade receivables are generally due for settlement within 30 days. They are presented as current assets unless collection is not expected for more than 12 months after the reporting date.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off by reducing the carrying amount directly. An allowance account (provision for impairment of trade receivables) is used when there is objective evidence that the group will not be able to collect all amounts due according to the original terms of the receivables. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments (more than 30 days overdue) are considered indicators that the trade receivable is impaired. The amount of the impairment allowance is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate. Cash flows relating to short-term receivables are not discounted if the effect of discounting is immaterial.

The amount of the impairment loss is recognised in profit or loss within other expenses. When a trade receivable for which an impairment allowance had been recognised becomes uncollectible in a subsequent period, it is written off against the allowance account. Subsequent recoveries of amounts previously written off are credited against other expenses in profit or loss.

(k) **Investments and other financial assets**

**Classification**

The group classifies its financial assets in the following categories: financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments and available-for-sale financial assets. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and, in the case of assets classified as held-to-maturity, re-evaluates this designation at the end of each reporting date.

(i) **Financial assets at fair value through profit or loss**

Financial assets at fair value through profit or loss are financial assets held for trading. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term. Derivatives are classified as held for trading unless they are designated as hedges. Assets in this category are classified as current assets if they are expected to be settled within 12 months; otherwise they are classified as non-current.

(ii) **Loans and receivables**

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for those with maturities greater than 12 months after the reporting period which are classified as non-current assets. Loans and receivables are included in trade and other receivables (note 8) and receivables in the balance sheet.

**Financial assets – reclassification**

The group may choose to reclassify a non-derivative trading financial asset out of the held for trading category if the financial asset is no longer held for the purpose of selling it in the near term. Financial assets other than loans and receivables are permitted to be reclassified out of the held for trading category only in rare circumstances arising from a single event that is unusual and highly unlikely to recur in the near term. In addition, the group may choose to reclassify financial assets that would meet the definition of loans and receivables out of the held for trading or available-for-sale categories if the group has the intention and ability to hold these financial assets for the foreseeable future or until maturity at the date of reclassification.

(l) **Investments and other financial assets (continued)**

Reclassifications are made at fair value as of the reclassification date. Fair value becomes the new cost or amortised cost as applicable, and no reversals of fair value gains or losses recorded before reclassification date are subsequently made.

Effective interest rates for financial assets reclassified to loans and receivables and held-to-maturity categories are determined at the reclassification date. Further increases in estimates of cash flows adjust effective interest rates prospectively.

**Recognition and de-recognition**

Purchases and sales of financial assets are recognised on trade-date – the date on which the group commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the group has transferred substantially all the risks and rewards of ownership. When securities classified as available-for-sale are sold, the accumulated fair value adjustments recognised in other comprehensive income are reclassified to profit or loss as gains and losses from investment securities.

## HiTech Group Australia Limited and Controlled Entities

A.B.N. 41 062 067 878

### **Measurement**

At initial recognition, the group 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 that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at fair value through profit or loss are expensed in profit or loss.

Loans and receivables and held-to-maturity investments are subsequently carried at amortised cost using the effective interest method.

Available-for-sale financial assets and financial assets at fair value through profit or loss are subsequently carried at fair value. Gains or losses arising from changes in the fair value of the 'financial assets at fair value through profit or loss' category are presented in profit or loss within other income or other expenses in the period in which they arise.

Dividend income from financial assets at fair value through profit or loss is recognised in profit or loss as part of revenue from continuing operations when the group's right to receive payments is established. Interest income from these financial assets is included in the net gains/(losses).

### **Impairment**

The group assesses at the end of each reporting period whether there is objective evidence that a financial asset or group of financial assets is impaired. A financial asset or a group of financial assets is impaired and impairment losses are incurred only if there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset (a 'loss event') and that loss event (or events) has an impact on the estimated future cash flows of the financial asset or group of financial assets that can be reliably estimated. In the case of equity investments classified as available-for-sale, a significant or prolonged decline in the fair value of the security below its cost is considered an indicator that the assets are impaired.

Impairment testing of trade receivables is described in note 1(j) and (t).

### **(m) Plant and equipment**

Plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the group and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when replaced. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred.

Depreciation is calculated on a diminishing balance or straight-line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives. Leasehold improvements are depreciated over the shorter of either the expired period of the lease or the estimated useful lives of the improvements. The following estimated useful lives are used in the calculation of depreciation:

	<u>Useful Life</u>
Plant and equipment	3-5 years
Motor vehicles	5 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount (note 1(h)).

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in profit or loss. When revalued assets are sold, it is group policy to transfer any amounts included in other reserves in respect of those assets to retained earnings.

### **(n) Intangible assets**

Costs incurred in developing products or systems and costs incurred in acquiring software and licenses that will contribute to future period financial benefits through revenue generation and/or cost reduction are capitalised to the Non-current asset – Intangible Assets (Note 12). Costs capitalised include external direct costs of materials and service, direct payroll and payroll related costs of employees' time spent on the project. Amortisation is calculated on a diminishing balance basis at 40% per annum.

### **(o) Trade and other payables**

These amounts represent liabilities for goods and services provided to the group prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition. Trade and other payables are presented as current liabilities unless payment is not due within 12 months from the reporting date. They are recognised initially at their fair value and subsequently measured at amortised cost using the effective interest method.

### **(p) Employee benefits**

#### **(i) Short-term obligations**

Liabilities for wages and salaries, including non-monetary benefits plus annual leave and long service leave expected to be settled within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liability for annual leave is recognised in the provision for employee benefits. All other short-term employee benefit obligations are presented as payables.

#### **(ii) Share-based payments**

Share-based compensation benefits may be provided to directors, employees and company consultants (Note 30).

The fair value of shares or options granted is recognised as an employee benefits expense with a corresponding increase in equity. The total amount to be expensed is determined by reference to the fair value of the

## HiTech Group Australia Limited and Controlled Entities

A.B.N. 41 062 067 878

shares/options granted, which includes any market performance conditions and the impact of any non-vesting conditions but excludes the impact of any service and non-market performance vesting conditions.

Non-market vesting conditions are included in assumptions about the number of options that are expected to vest. The total expense is recognised over the vesting period, which is the period over which all of the specified vesting conditions are to be satisfied. At the end of each period, the entity revises its estimates of the number of options that are expected to vest based on the non-marketing vesting conditions. It recognises the impact of the revision to original estimates, if any, in profit or loss, with a corresponding adjustment to equity

**(q) Contributed equity**

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.

**(r) Earnings per share**

**(i) Basic earnings per share**

Basic earnings per share is calculated by dividing the profit attributable to owners of the company, 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 year

**(ii) Diluted earnings per share**

Diluted earnings per share adjusts the figures used in the determination of basic earnings per share 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 additional ordinary shares that would have been outstanding assuming the conversion of all dilutive potential ordinary shares.

**(s) Goods and services tax**

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except, where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the balance sheet are shown inclusive of GST. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are included in the statement of cash flows on a gross basis except for the GST component of cash flows arising from investing and financing activities which are disclosed as operating cash flows.

**(t) Comparative figures**

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

**(u) Critical accounting estimates and judgements**

The directors evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the group.

**Key estimates – Impairment**

The Group assesses impairment at each reporting date by evaluating conditions specific to the group that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use calculations performed in assessing recoverable amounts incorporate a number of key estimates.

The Group's financial assets at fair value through profit or loss are financial assets held for trading and are shares in listed entities which are recorded at fair value at balance date being the closing market bid price on that day. Impairment gains during the reporting period have been recorded as other income in the statement of comprehensive income.

**Key judgements – impairment of receivables**

The directors have reviewed outstanding debtors as at 30 June 2016 and have formed the opinion that all debtors outstanding are collectible and have therefore decided that a provision for impairment should not be made. The major portion of debtors outstanding at balance date was with Australian Government departments with little or no risk of default.

**(v) Parent entity financial information**

The financial information for the parent entity, HiTech Group Australia Limited, disclosed in Note 26 has been prepared on the same basis as the consolidated financial statements, except as set out below,

**Investments in subsidiaries**

Investments in subsidiaries are accounted for at cost in the financial statements of HiTech Group Australia Limited.

**(w) New Accounting Standards for Application in Future Periods**

The AASB has issued a number of new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods, some of which are relevant to the Group. The Group has decided not to early adopt any of the new and amended pronouncements. The Group's assessment of the new and amended pronouncements that are relevant to the Group but applicable in future reporting periods is set out below:

**AASB 9: Financial Instruments and associated Amending Standards (applicable to annual reporting periods beginning on or after 1 January 2018).**

The Standard will be applicable retrospectively (subject to the provisions on hedge accounting outlined below) and includes revised requirements for the classification and measurement of financial instruments, revised



recognition and de-recognition requirements for financial instruments and simplified requirements for hedge accounting.

The key changes that may affect the Group on initial application include certain simplifications to the classification of financial assets, simplifications to the accounting of embedded derivatives, upfront accounting for expected credit loss, and the irrevocable election to recognise gains and losses on investments in equity instruments that are not held for trading in other comprehensive income. AASB 9 also introduces a new model for hedge accounting that will allow greater flexibility in the ability to hedge risk, particularly with respect to hedges of non-financial items. Should the entity elect to change its hedge policies in line with the new hedge accounting requirements of the Standard, the application of such accounting would be largely prospective.

Although the directors anticipate that the adoption of AASB 9 may have an impact on the Group's financial instruments, including hedging activity, it is impracticable at this stage to provide a reasonable estimate of such impact.

**AASB 15: Revenue from Contracts with Customers (applicable to annual reporting periods commencing on or after 1 January 2017).**

When effective, this Standard will replace the current accounting requirements applicable to revenue with a single, principles-based model. Except for a limited number of exceptions, including leases, the new revenue model in AASB 15 will apply to all contracts with customers as well as non-monetary exchanges between entities in the same line of business to facilitate sales to customers and potential customers.

The core principle of the Standard is that an entity will recognise revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for the goods or services. To achieve this objective, AASB 15 provides the following five-step process:

- identify the contract(s) with a customer;
- identify the performance obligations in the contract(s);
- determine the transaction price;
- allocate the transaction price to the performance obligations in the contract(s); and
- recognise revenue when (or as) the performance obligations are satisfied.

This Standard will require retrospective restatement, as well as enhanced disclosures regarding revenue.

Although the directors anticipate that the adoption of AASB 15 may have an impact on the Group's financial statements, it is impracticable at this stage to provide a reasonable estimate of such impact.

**AASB 16: Leases (applicable to annual reporting periods beginning on or after 1 January 2019).**

When effective, this Standard will replace the current accounting requirements applicable to leases in AASB 117: *Leases* and related Interpretations. AASB 16 introduces a single lessee accounting model that eliminates the requirement for leases to be classified as operating or finance leases.

The main changes introduced by the new Standard include:

recognition of a right-to-use asset and liability for all leases (excluding short-term leases with less than 12 months of tenure and leases relating to low-value assets);

depreciation of right-to-use assets in line with AASB 116: *Property, Plant and Equipment* in profit or loss and unwinding of the liability in principal and interest components;

variable lease payments that depend on an index or a rate are included in the initial measurement of the lease liability using the index or rate at the commencement date;

by applying a practical expedient, a lessee is permitted to elect not to separate non-lease components and instead account for all components as a lease; and

Additional disclosure requirements.

The transitional provisions of AASB 16 allow a lessee to either retrospectively apply the Standard to comparatives in line with AASB 108 or recognise the cumulative effect of retrospective application as an adjustment to opening equity on the date of initial application.

Although the directors anticipate that the adoption of AASB 16 will impact the Group's financial statements, it is impracticable at this stage to provide a reasonable estimate of such impact

AASB 2014-3: Amendments to Australian Accounting Standards – Accounting for Acquisitions of Interests in Joint Operations (applicable to annual reporting periods beginning on or after 1 January 2016)

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 2: FINANCIAL RISK MANAGEMENT

The Groups activities expose it to a variety of financial risks: market risk (including interest rate risk and price risk), credit risk and liquidity risk. The Group's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group. The Group uses different methods to measure different types of risk to which it is exposed. These methods include analysing the effect of interest rate rises, and other price risks, aging analysis for credit risk and comparison of the investment portfolios against the ASX All Ordinaries Index to determine market risk.

Risk management is carried out by management under policies approved by the Board of Directors. The Board provides written principles for overall risk management, as well as policies covering specific areas including interest rate risk, credit risk, and investment of excess liquidity. The groups functional and presentation currency is the Australian dollars and the Group has no foreign exchange dealings and therefore does not use derivative financial instruments.

The total for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Consolidated Group	
	2016	2015
	\$	\$
<b>Financial Assets</b>		
Cash	3,653,063	1,774,785
Bank deposits at call	755,640	63,945
Trade and other receivables	3,082,699	2,636,241
Financial assets at fair value through profit and loss	560,036	654,343
Other Assets - Term deposits	24,063	24,063
<b>Total financial assets</b>	<b>8,075,501</b>	<b>5,153,377</b>
<b>Financial Liabilities</b>		
Trade and other payables	1,417,771	1,033,034
<b>Total financial liabilities</b>	<b>1,417,771</b>	<b>1,033,034</b>

#### (a) Credit risk

Credit risk arises from cash and cash equivalents, and deposits with banks and financial institutions, as well as credit exposure to customers as outstanding receivables. For banks and financial institutions, only independently rated parties with a minimum rating of 'A' are accepted. If customers are independently rated, these ratings are used. Otherwise, if there is no independent rating, risk control assesses the credit quality of the customers, taking into account their financial position, past experience and other factors. Individual risk limits are set based on internal or external ratings in accordance with limits set by the Group. The compliance with credit limits by customers is regularly monitored by line management. Sales to customers are required to be settled in cash, mitigating credit risk.

The maximum exposure to credit risk at the reporting date is the carrying amount of the financial assets as summarised on page 30.

### NOTE 2: FINANCIAL RISK MANAGEMENT (continued)

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to external credit ratings (if available) or to historical information about counterparty default rates:

	Consolidated Group	
	2016	2015
	\$	\$
<b>Trade receivables</b>		
Counterparts with external credit rating (Moody's)		
<b>AAA</b> Federal government departments and instrumentalities	2,442,447	1,988,967
Counterparts without external credit rating*		
Group 1	-	-
Group 2	640,252	647,274
Group 3	-	-
<b>Total trade receivables</b>	<b>3,082,699</b>	<b>2,636,241</b>
<b>Cash at bank and short-term bank deposits</b>		
AA2	4,408,703	1,838,730

\* Group 1 — new customers (less than 6 months)

Group 2 — existing customers (more than 6 months) with no defaults in the past

Group 3 — existing customers (more than 6 months) with some defaults in the past. The default was not recovered.

#### (c) Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash and marketable securities, the availability of funding through an adequate amount of committed credit facilities and the ability to close out market positions. The Group manages liquidity risk by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities. Surplus funds are generally only invested in instruments that are tradeable in highly liquid markets

**HiTech Group Australia Limited and Controlled Entities**  
**A.B.N. 41 062 067 878**

Liquidity risk arises from the possibility that the Group might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial Liabilities. The Group manages this risk through the following mechanisms:

- preparing forward looking cash flow analysis in relation to its operational and financing activities;
- Ensuring that adequate capital raising activities are undertaken;
- maintaining a reputable credit profile; and
- investing surplus cash only with major financial institutions.

The Group has no long term financial liabilities and uses existing cash and funds generated from operations to balance cash flow requirements.

All financial liabilities are due to be settled in less than one year.

	Weighted average interest rate	Interest free	Floating	Fixed interest maturing 1 year or less	1 to 5 years	Total
<b>2016</b>						
<b>Financial Assets</b>						
Cash	2.0%	354	3,652,709	-	-	3,653,063
Bank deposits at call	2.0%	-	755,640	-	-	755,640
Trade and other receivables	n/a	3,082,699	-	-	-	3,082,699
Financial assets at fair value through profit or loss	n/a	560,036	-	-	-	560,036
Other Assets – Term deposits	2.0%	-	-	24,063	-	24,063
		3,643,089	4,408,349	24,063	-	8,075,501
<b>Financial Liabilities</b>						
Trade and other payables	n/a	1,417,771	-	-	-	1,417,771
		1,417,771	-	-	-	1,417,771

**NOTE 2: FINANCIAL RISK MANAGEMENT (continued)**

	Weighted average interest rate	Interest free	Floating	Fixed interest maturing 1 year or less	1 to 5 years	Total
<b>2015</b>						
<b>Financial Assets</b>						
Cash	1.5%	354	1,774,431	-	-	1,774,785
Bank deposits at call	1.5%	-	63,945	-	-	63,945
Trade and other receivables	n/a	2,636,241	-	-	-	2,636,241
Financial assets at fair value through profit or loss	n/a	654,343	-	-	-	654,343
Other Assets – Term deposits	1.5%	-	-	24,063	-	24,063
		3,290,938	1,838,376	24,063	-	5,153,377
<b>Financial Liabilities</b>						
Trade and other payables	n/a	1,033,034	-	-	-	1,033,034

**(d) Fair value estimation**

The fair values of financial assets and financial liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair values are those amounts at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Fair values derived may be based on information that is estimated or subject to judgment, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgment and the assumptions have been detailed below. Where possible, valuation information used to calculate fair value is extracted from the market, with more reliable information

## HiTech Group Australia Limited and Controlled Entities

A.B.N. 41 062 067 878

available from markets that are actively traded. In this regard, fair values for listed securities are obtained from quoted market bid prices.

In all cases the carrying values of financial assets and liabilities are the same as the net fair values.

### Financial Instruments Measured at Fair Value

The financial instruments recognised at fair value in the statement of financial position have been analysed and classified using a fair value hierarchy reflecting the significance of the inputs used in making the measurements. The fair value hierarchy consists of the following levels:

- quoted prices in active markets for identical assets or liabilities (Level 1);
- inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices) (Level 2); and
- inputs for the asset or liability that are not based on observable market data (unobservable inputs) (Level 3).

<b>Consolidated</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
<b>2016</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Financial assets</b>				
Financial assets at fair value through profit and loss:				
- Listed investments (Disposed of in July 2016)	560,036	-	-	560,036
<b>Consolidated</b>				
<b>2015</b>				
<b>Financial assets</b>				
Financial assets at fair value through profit and loss:				
- Listed investments	654,343	-	-	654,343

Included within Level 1 of the hierarchy are listed investments. The fair values of these financial assets have been based on the closing quoted bid prices at reporting date, excluding transaction costs.

**NOTE 3: SEGMENT INFORMATION**

The Consolidated Group operates primarily in one geographical and in one business segment, namely the recruitment industry in Australia and reports to the Board on the performance of the Group as a whole.

**NOTE 4: REVENUE**

	Note	Consolidated Group 2016 \$	2015 \$
<b>Revenue from continuing operations</b>			
<b>(a) Services</b>			
- Contracting and permanent placement revenue (i)		18,276,359	15,038,428
<b>(b) Other revenue</b>			
- Interest received – other entities		1,656	2,972
- Dividends – other entities		24,469	63,507
- Other		19,685	-
<b>Total revenue</b>		<u>18,322,169</u>	<u>15,104,907</u>

(i) Contracting revenue includes permanent placement fees, commission earned on contracting and contract services provided.

**NOTE 5: EXPENSES**

Cost of providing services		14,327,353	11,858,377
Rental expense on operating leases			
- Minimum lease payments		103,414	95,701
Depreciation and amortisation of non-current assets			
- Plant and equipment		6,412	6,664
- Motor vehicles		15,271	4,852
- Software		1,473	2,070
Net transfers (from) provisions – employee benefits		(10,575)	17,396
Realised gain/(loss) on disposal of financial assets at fair value through profit and loss		291,002	(80,523)
Impairment (gain)/loss on financial assets at fair value through profit and loss		(870,015)	835,848

**NOTE 6: INCOME TAX**

<b>(a) Income tax expense</b>			
Current tax		750,702	661,272
Deferred tax		194,163	(113,928)
Recoupment of prior year tax losses		-	(25,980)
		<u>944,865</u>	<u>521,364</u>
<b>Deferred income tax expense included:</b>			
Decrease in deferred tax asset	11	244,674	113,231
Increase in deferred tax liability		-	(697)
		<u>244,674</u>	<u>112,534</u>
<b>(b) Numerical reconciliation of income tax expense to prima facie tax payable</b>			
Profit from continuing operations before income tax expense at 30% (2015:30%)		934,990	398,726
Add tax effect of:			
Imputation credits		(2,202)	5,726
Other assessable income		-	-
Non-deductible depreciation and amortisation and other non-allowable items		(265,815)	259,440
Less tax effect of:			
Non-assessable income & imputation credit		-	-
Deductible expenses		1,113	(2,620)
Recoupment of prior year tax losses		-	(25,980)
DTA previously not recognised		276,779	(113,928)
Income tax expense		<u>944,865</u>	<u>521,364</u>

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 7: CASH AND CASH EQUIVALENTS

	Note	Consolidated Group	
		2016	2015
		\$	\$
Cash at bank and in hand		3,653,063	1,774,785
Bank deposits at call		755,640	63,945
		<u>4,408,703</u>	<u>1,838,730</u>

The effective interest rate on bank deposits at call 2.0% (2015: 1.5%)

#### Reconciliation of cash

Cash at the end of the financial year as shown in the cash flow statement is reconciled to items in the balance sheet as follows:

Cash and cash equivalents	4,408,703	1,838,730
	<u>4,408,703</u>	<u>1,838,730</u>

#### Interest rate exposure

The Group and the parent entity's exposure to interest rate risk is discussed in Note 2.

### NOTE 8: CURRENT ASSETS - TRADE AND OTHER RECEIVABLES

Trade receivables	2,817,824	2,632,534
Provision for impairment of receivables	-	-
	<u>2,817,824</u>	<u>2,632,534</u>
Other receivables	264,875	3,707
	<u>3,082,699</u>	<u>2,636,241</u>

#### NOTE 8: CURRENT ASSETS – TRADE AND OTHER RECEIVABLES (continued)

##### (a) Past due but not impaired

As at 30 June 2016, trade receivables of \$375,539 (2015: \$172,247) were past due but not impaired. These relate to a number of independent customers for whom there is no recent history of default. The ageing analysis of these trade receivables is as follows:-

30-60 days	310,095	169,404
61-90 days	1,980	899
90+ days	63,464	1,944
	<u>375,539</u>	<u>172,247</u>

##### (b) Credit terms

Credit terms which apply to trade customers are payment within 30 days from date of invoice.

##### (c) Fair value and credit risk

Due to the short-term nature of these receivables, their carrying amount is assumed to approximate their fair value.

The maximum exposure to credit risk at the reporting date is the carrying amount of each class of receivables mentioned above. Refer to Note 2 for further information on the risk management policy of the Group and the credit quality of the entity's trade receivables.

### NOTE 9: CURRENT ASSETS – FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT & LOSS

Financial assets at fair value through profit and loss are all held for trading and include the following:

Australian listed equity securities	560,036	654,343
-------------------------------------	---------	---------

Changes in the fair value of financial assets at fair value through profit and loss are recorded in the income statement. Refer to expenses Note 5.

These financial assets have been classified as financial assets at fair value through profit and loss as they have been acquired principally for the purpose of selling in the short term and are held for trading.

Information about the Group's exposure to credit and price risk is provided in Note 2.

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 10: NON-CURRENT ASSETS – PLANT AND EQUIPMENT

	Consolidated Entity			TOTAL
	Plant & Equipment	Leasehold Improvements	Motor vehicles	
	\$	\$	\$	\$
<b>As at 1 July 2015</b>				
Cost or fair value	225,461	32,453	82,974	340,888
Accumulated depreciation	(212,663)	(32,453)	(65,609)	(310,725)
Net book value	12,798	-	17,365	30,163
<b>Year ended 30 June 2016</b>				
Opening net book balance	12,798	-	17,365	30,163
Additions	7,486	-	70,894	78,380
Disposal	-	-	(16,186)	(16,186)
Depreciation charge	(6,412)	-	(15,271)	(21,683)
Net book balance	13,872	-	56,802	70,674
<b>As at 30 June 2016</b>				
Cost or fair value	232,947	32,453	70,894	336,294
Accumulated depreciation	(219,075)	(32,453)	(14,092)	(265,620)
Net book value	13,872	-	56,802	70,674

Plant and equipment has been tested for impairment at 30 June 2016 resulting in no impairment loss.

### NOTE 11: NON-CURRENT ASSETS – DEFERRED TAX ASSETS

	Note	Consolidated Group	
		2016	2015
		\$	\$
<b>The balance comprises temporary differences attributable to :</b>			
Provisions		24,787	38,054
Fair value loss adjustments		28,074	285,461
Prior year tax losses brought to account		-	(25,980)
Total deferred tax assets		52,861	297,535

### NOTE 12: NON-CURRENT ASSETS - INTANGIBLE ASSETS

	Consolidated Group	
	Intangibles at cost	
<b>At 1 July 2014</b>		
Computer software at cost		1,086,788
Accumulated amortisation and impairment		(1,083,245)
Net book value		3,543
<b>Year ended 30 June 2015</b>		
Opening net book balance		3,543
Additions		2,137
Accumulated amortisation and impairment		(2,070)
Net book value		3,610
<b>As at 30 June 2015</b>		
Computer software at cost		1,088,925
Accumulated amortisation and impairment		(1,085,315)
Net book value		3,610
<b>Year ended 30 June 2016</b>		
Opening net book balance		3,610
Additions		140
Accumulated amortisation and impairment		(1,473)
Net book value		2,277
<b>As at 30 June 2016</b>		
Computer software at cost		1,089,065
Accumulated amortisation and impairment		(1,086,788)
Net book value		2,277

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 13: NON-CURRENT ASSETS – OTHER ASSETS

	Consolidated Group	
	2016	2015
	\$	\$
Security deposit for leased premises	24,063	24,063

### NOTE 14: CURRENT LIABILITIES - TRADE AND OTHER PAYABLES

#### Unsecured liabilities

Trade payables	158,989	944,408
Sundry payables and accrued expenses	1,258,782	88,626
	1,417,771	1,033,034

### NOTE 15: PROVISION FOR TAXATION

Current Income Tax	750,702	620,715
--------------------	---------	---------

### NOTE 16: LIABILITIES – SHORT AND LONG TERM PROVISIONS

Employee benefits	93,579	104,154
Reconciliation of movement in the liability is recognized in the balance sheet as follows:-		
Prior year closing balance	104,154	86,758
Increase in provision	(10,575)	17,396
Current year closing balance	93,579	104,154
Provisions		
- Total current	63,543	95,526
- Total non-current	30,036	8,628
	93,579	104,154

### NOTE 17: CONTRIBUTED EQUITY

31,000,000 fully paid ordinary share (2015: 31,000,000)	2,869,213	2,869,213
---	-----------	-----------

Ordinary shareholders participate in dividends and the proceeds of winding-up of the parent entity in proportion to the number of shares held.

At the shareholders' meetings each ordinary share is entitled to one vote when a poll is called, otherwise each shareholder has one vote on a show of hands.

No shares were issued during the financial year

#### Share Options

Information relating to Group's employee share option plan, including details of options issued, exercised and lapsed during the financial year and options outstanding at the end of the financial year, is set out in Note 30.

#### Capital risk management

The Group's objective when managing capital is to safeguard their ability to continue as a going concern, so that they can continue to provide returns to shareholders and benefits to other stakeholders and to maintain an optimal capital structure to reduce the cost of capital.

In order to maintain or adjust the capital structure, the Group may adjust the amount of dividends paid to shareholders, return capital to shareholders, issue new shares or sell assets to reduce debt.

There are no externally imposed capital requirements and the Group's capital management strategy has not changed during the reporting period.

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 18: RESERVES

The share option reserve records items recognised as expense on valuation of employee and director share options. Options issued during the year to non key management personnel have been valued using the Black-Scholes options pricing model (refer to Note 30).

	Consolidated Group	
	2016	2015
	\$	\$
<b>Movements</b>		
Balance a at 1 July	308,489	307,060



**HiTech Group Australia Limited and Controlled Entities**  
**A.B.N. 41 062 067 878**

Employee option expenses	7,398	1,429
Balance 30 June	315,887	308,489

**NOTE 19: DIVIDENDS**

Dividends paid	-	-
Franking credits available for subsequent financial years based on a tax rate of 30% (2015: 30%)	240,353	240,353

**NOTE 20: KEY MANAGEMENT PERSONNEL DISCLOSURES**

**(a) Key management personnel compensation:-**

Short-term employee benefits	629,758	557,656
Post-employment benefits	44,699	25,437
Long Service Leave	36,410	35,969
	710,867	619,062

Details of key management personnel compensation are disclosed in the Remuneration Report on pages 15-17.

**(b) Equity instrument disclosures relating to key management personnel**

**(i) Options provided as remuneration and shares issued on exercise of such options**

Details of options provided as remuneration and shares issued on the exercise of such options, together with terms and conditions of the options can be found in the Remuneration Report on pages 15-17.

**(ii) Options holdings**

2016	Balance 1.7.16	Granted as Remun- eration	Options Exercised	Options Cancelled/ lapsed	Balance 30.6.16	Total Vested and Exercisable 30.6.16	Total un- exercisable 30.6.16
Staff	3,900,000	-	-	-	3,900,000	-	3,900,000
	-	-	-	-	-	-	-

2015	Balance 1.7.14	Granted as Remun- eration	Options Exercised	Options Cancelled/ lapsed	Balance 30.6.15	Total Vested and Exercisable 30.6.15	Total un- exercisable 30.6.15
Staff	400,000	-	-	-	400,000	-	400,000
	400,000	-	-	-	400,000	-	400,000

**(iii) Shareholdings**

2016	Balance 1.7.15	Received as Remuneration	Options Exercised	Balance 30.6.16
<i>No of shares held by Key Management Personnel</i>				
R. Hazouri	18,460,000	-	-	18,460,000
E. Hazouri	26,202	-	-	26,202
	18,486,202	-	-	18,486,202

**2015** The shareholding of key management personnel in 2016 was unchanged from 2015. No specified executives or non-executive directors hold shares in the Parent Entity.

**NOTE 21: REMUNERATION OF AUDITORS**

	Consolidated Group	
	2016	2015
	\$	\$
During the year the following fees were paid or payable for services provided by the auditor of the parent entity:-		
Audit and review of the financial statements	11,845	10,800
Other services:		
- preparation of tax return and other services	-	-
	11,845	10,800

**NOTE 22: CONTINGENT ASSETS AND CONTINGENT LIABILITIES**

There were no contingent assets or contingent liabilities at balance date.

**NOTE 23: COMMITMENTS**

**Non-cancellable operating leases**

**HiTech Group Australia Limited and Controlled Entities**  
**A.B.N. 41 062 067 878**

The Group Head Office lease was previously executed for the period 1 January 2013 to 31 December 2015. The current lease is a periodic lease with rent payable monthly in advance.

**NOTE 24: RELATED PARTY DISCLOSURES**

- (a) **Subsidiaries**  
Interests in subsidiaries are set out in Note 25.
- (b) **Key management personnel**  
Disclosures relating to key management personnel are set out in Note 20.

**NOTE 25: SUBSIDIARIES**

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy described in Note 1(b)

Name of entity	Country of Incorporation	Class of Shares	Equity holding**	
			2016	2015
<b>Parent entity</b>				
HiTech Group Australia Limited	Australia	Ordinary		
<b>Controlled entities</b>				
HiTech Contracting Pty Ltd*	Australia	Ordinary	100%	100%
eConsulting Australia Pty Ltd*	Australia	Ordinary	100%	100%

\* These subsidiaries have been granted relief from the necessity to prepare financial reports in accordance with Class Order 98/1418 issued by the Australian Securities and Investments Commission.

\*\* The proportion of ownership interest is equal to the proportion of voting power held.

**NOTE 26: PARENT ENTITY FINANCIAL INFORMATION**

The individual financial statements for the parent entity show the following aggregate amounts:-

	Parent Entity	
	2016	2015
	\$	\$
<b>Statement of Financial Position</b>		
Current assets	8,065,860	5,152,031
Total assets	8,215,735	5,507,402
Current liabilities	2,232,016	1,749,275
Total liabilities	2,262,052	1,757,903
Shareholders' equity		
Contributed equity	2,869,213	2,869,213
Option reserve	340,905	308,489
Retained losses	571,797	571,797
Total equity	5,953,683	3,749,499
(Loss)/Profit for the year	2,171,768	807,721
Total Comprehensive income	2,171,768	807,721

**NOTES TO THE FINANCIAL STATEMENTS**

**NOTE 27: SUBSEQUENT EVENTS**

The directors have declared a fully franked final dividend of 2 cents per share. The dividend was paid on 23 September, 2016 to shareholders registered on close of business on 9 September, 2016.

**NOTE 28: RECONCILIATION OF PROFIT AFTER INCOME TAX TO NET CASH INFLOW FROM OPERATING ACTIVITIES**

	Consolidated Group	
	2016	2015
	\$	\$
Profit from ordinary activities after related income tax	2,171,769	807,721
Depreciation and amortisation of non-current assets	23,156	13,586
Net loss/(gain) on sale of financial assets	291,002	(80,523)
Equity settled share based payments	32,416	1,430
Unrealized (gain)/loss on financial assets	(870,015)	835,848
Gain in disposal of plant and equipment	(17,117)	-
Decrease/(Increase) in assets		
Trade and other receivables	(446,458)	(1,033,764)
Prepayments	8,295	(11,384)

**HiTech Group Australia Limited and Controlled Entities**  
**A.B.N. 41 062 067 878**

	<b>Consolidated Group</b>	
	<b>2016</b>	<b>2015</b>
	<b>\$</b>	<b>\$</b>
Deferred tax assets	244,674	(113,231)
Increase/(Decrease) in liabilities		
Provisions	129,987	620,715
Trade payables	384,737	102,042
Provision	(10,575)	28,171
Deferred tax liability	-	(697)
Net cash flows (used in)/from operating activities	<u>1,941,870</u>	<u>1,169,914</u>

**NOTE 29: EARNINGS PER SHARE**

	<b>Cents per Share</b>	
	<b>2016</b>	<b>2015</b>
Basic earnings per share	7.01	2.61
Diluted earnings per share	<u>7.01</u>	<u>2.61</u>

**Basic earnings per share**

The earnings and weighted average number of ordinary shares used in the calculation of basic earnings per share are as follows:-

	<b>\$</b>	<b>\$</b>
Earnings (i)	<u>2,171,768</u>	<u>807,721</u>
Weighted average number of ordinary shares (ii)	<u>31,000,000</u>	<u>31,000,000</u>

(i) Earnings used in the calculation of basic earnings per share are net profit after tax as per the income statement.

(ii) The options outstanding are considered to be potential ordinary shares and therefore have not been included in the determination of basic earnings per share. Where dilutive, these potential ordinary shares are included in the determination of diluted earnings per share on the basis that each option will convert to one ordinary share (refer below).

**Diluted earnings per share**

(a) Earnings used in the calculation of diluted earnings per share reconciles to net profit in the income statement as follows:

	<b>\$</b>	<b>\$</b>
Net (loss)/ profit	<u>2,171,768</u>	<u>807,721</u>

(b) Weighted average number of ordinary shares and potential ordinary shares used in the calculation of diluted earnings per share reconciles to the weighted average number of ordinary shares used in the calculation of basic earnings per share as follows:

	<b>No</b>	<b>No</b>
Weighted average number of ordinary shares outstanding during the year used in calculating basic EPS	31,000,000	31,000,000
Weighted average number of options outstanding	-	-
Weighted average number of ordinary shares outstanding during the year used in calculating diluted EPS	<u>31,000,000</u>	<u>31,000,000</u>

## NOTES TO THE FINANCIAL STATEMENTS

### NOTE 30: SHARE-BASED PAYMENTS

#### Employee option plan

The Company has established an employee share option plan in respect of which share options may be issued to participating employees and executive directors. Options issued to directors are approved by shareholders at annual general meetings.

The directors consider that the option plan provides employees and directors invited to take part in the plan, with an opportunity and an incentive to participate in the company's future growth and success.

The allocation of options to an employee or directors under the option plan is based on his or her potential future contributions to the growth and profitability of the company.

When the options are converted to shares they carry full dividend and voting rights.

The closing share price of an ordinary share of HiTech Group Australia Limited on the Australian Stock Exchange at 30 June 2016 was 37.0 cents.

	2016		2015	
	No	Weighted Average Exercise Price	No	Weighted Average Exercise Price
Balance at beginning of financial year (i)	400,000	0.03	400,000	0.03
	2,900,000	0.04	2,900,000	0.04
	1,000,000	0.06	1,000,000	0.06
Granted during the financial year (ii)	1,600,000	0.22		
Exercised during the financial year	-		-	
Lapsed/cancelled during the financial year (iii)	400,000		-	
Outstanding at end of financial year (iv)	5,500,000		4,300,000	

#### Fair value of options granted

The assessed fair value at grant date of options granted during the year was determined using a 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.

#### (i) Balance at beginning of financial year

Option series	No.	Grant Date	Exercise Date	Expiry date	Exercise Price \$
Issued 2012	400,000	1/07/2012	14/06/2015	30/06/2015	0.03
Issued 2007	2,900,000	5/06/2007	5/06/2007	5/06/2017	0.04
Issued 2004	1,000,000	1/11/2004	1/11/2004	1/11/2019	0.06
	<u>4,300,000</u>				

#### (ii) Issued during the financial year

1,600,000 options issued on 17/02/2016 to employees under the HiTech Employee Option Plan.

#### (iii) Lapsed/cancelled during the financial year

Option series	No.	Grant Date	Exercise Date	Expiry date	Exercise Price \$
Issued 7/2012	400,000	1/7/2012	14/06/2015	30/06/2015	0.03

## STOCK EXCHANGE INFORMATION

### Statement of quoted securities as at 6 October 2016

#### DISTRIBUTION

- There are 373 shareholders holding a total of 31,000,000 ordinary fully paid shares on issue by the Company.
- The twenty largest shareholders between them hold 85.56% of the total issued shares on issue.
- Voting rights for ordinary shares are that on a show of hands each member present in person or by proxy or attorney or representative shall have one vote and upon a poll every member so present shall have one vote for every fully paid share held and for each partly paid share held shall have a fraction of a vote pro-rata to the amount paid up on each partly paid share relative to its issue price.

#### Distribution of quoted securities as at 6 October 2016

Ordinary fully paid shares

Range of holding		Number of holders
1 -	1,000	30
1,001 -	5,000	177
5,001 -	10,000	51
10,001 -	100,000	94
100,001 -	and over	21
Total holders		373

There are 16 shareholders holding less than a marketable parcel.

#### Substantial shareholdings as at 25 October 2016 of Fully Paid Ordinary Shares

Ordinary shareholder	Total relevant interest notified	% of total voting rights
Rayhazouri Nominees Pty Limited and Raymond Hazouri	18,460,000 ordinary shares	59.07%
Salem Hazouri	1,980,000 ordinary shares	6.39%

#### Directors' share and option holdings

As at 6 October 2016 directors of the Company held a relevant interest in the following shares and options issued by the Company.

Director	Shares	Options
R Hazouri	18,460,000	-
G. Shad	-	-
E Hazouri	26,202	3,900,000

#### On-market buy-backs

There is no on-market buy back currently in place in relation to the securities of the company.

#### Material differences to Appendix 4E

There are no material differences to the financial statements set out in this report when compared to the information set out in the Company's Appendix 4E preliminary final statement released to the ASX on 22 August 2016.

#### Restricted securities

There are no restricted securities on issue by the Company.

## STOCK EXCHANGE INFORMATION

### TOP TWENTY SHAREHOLDERS

Rank	Shareholder name	Number of ordinary fully paid shares held	% of total ordinary shares on issue
1	RAYHAZOURI NOMINEES PTY LIMITED	15,400,000	49.68%
2	RAYMOND HAZOURI	2,700,000	8.71%
3	SALEM HAZOURI	1,980,000	6.39%
4	MR JOHN RICHARD SNELL	1,250,900	4.04%
5	CLAPSY PTY LTD <BARON SUPER FUND A/C>	1,184,992	3.82%
6	BERNE NO 132 NOMINEES PTY LTD <323731 A/C>	740,000	2.39%
7	DORRAN PTY LTD	553,000	1.78%
8	BERNE NO 132 NOMINEES PTY LTD <323723 A/C>	499,250	1.61%
9	MRS THERESE GUY + MR DAVID GUY <THERESE SUPER FUND A/C>	320,000	1.03%
10	BERNE NO 132 NOMINEES PTY LTD <221414 A/C>	240,000	0.77%
11	MR CHARBEL EL HAZOURI <CJ EL HAZOURI SUPERFUND A/C>	214,285	0.69%
12	MR RAY HAZOURI	210,000	0.68%
13	BERNE NO 132 NOMINEES PTY LTD <224266 A/C>	200,000	0.65%
14	MRS THERESE GUY + MR DAVID GUY <THERESE GUY SUPER FUND A/C>	180,000	0.58%
15	NCH PTY LTD	176,000	0.57%
16	DUNCAN TONG HOLDINGS PTY LTD	154,000	0.50%
17	UNIFIED CONSTRUCTIONS PTY LTD <THE SA WANDOO AVENUE A/C>	142,000	0.46%
18	INDWECO PTY LTD	129,400	0.42%
19	EAGLE EYE EQUITIES PTY LTD	125,000	0.40%
20	Alton Super Pty Ltd	100,000	0.32%
<b>TOTAL SHAREHOLDING TOP 20</b>		<b>26,503,827</b>	<b>85.50%</b>