



## ASX Announcement | 28 September 2022

### X2M Connect Limited (ASX:X2M)

### Annual Report 2022

Australian Internet of Things (IoT) technology company X2M Connect Limited (ASX:X2M) ("X2M" or "the Company") is pleased to provide the attached 2022 Annual Report to shareholders.

The Board of X2M has approved this announcement.

---

#### For further information contact:

**X2M Connect Limited**  
**Mohan Jesudason**  
Chief Executive Officer  
[investor.relations@x2mconnect.com](mailto:investor.relations@x2mconnect.com)  
1 800 926 926 (1 800 X2M X2M)

**Shareholder Enquiries**  
Automatic Pty Ltd  
[hello@automatic.com.au](mailto:hello@automatic.com.au)  
+61 2 9698 5414

#### About X2M Connect Limited

X2M Connect Limited (ASX:X2M) is an Australian technology company that has developed and commercialised a patented proprietary Internet of Things (IoT) solution which delivers productivity improvements, cost savings and improved public safety to enterprise and government clients in the utilities sector.

X2M's technology connects devices such as water, gas and electricity meters and other utility sensors to the internet, enabling data exchange and the remote control of these devices. The Company generates revenue from the sale of hardware and monthly subscription fees under Software as a Service arrangements.

X2M now has more than 280,000 devices connected to its IoT platform and distributed intelligence solution, providing real-time information and control to a steadily increasing customer base operating over multiple radio technologies.

X2M's current focus is on servicing the utility sector in the Asia-Pacific region, where it has a number of government and enterprise customer relationships already in place. Going forward, X2M will look to continue its global expansion, with subsidiaries already operating in Japan, South Korea, Taiwan and, most recently, China.

To learn more about X2M click here: [www.x2mconnect.com](http://www.x2mconnect.com) or follow us on [LinkedIn](#).



For personal use only

# 2022 Annual Report

[www.x2mconnect.com](http://www.x2mconnect.com)

ACN 637 951 154

## CONTENTS

|                                                                    |    |
|--------------------------------------------------------------------|----|
| Corporate directory                                                | 2  |
| Snapshot                                                           | 4  |
| Letter to shareholders                                             | 5  |
| Directors' report                                                  | 7  |
| Auditor's independence declaration                                 | 37 |
| Statement of profit or loss and other comprehensive income         | 39 |
| Statement of financial position                                    | 40 |
| Statement of changes in equity                                     | 41 |
| Statement of cash flows                                            | 42 |
| Notes to the financial statements                                  | 43 |
| Directors' declaration                                             | 79 |
| Independent auditor's report to the members of X2M Connect Limited | 80 |
| Corporate Governance Statement                                     | 85 |
| Shareholder information                                            | 95 |

### Key Notes:

- All currency is reported in Australian Dollars unless otherwise noted.
- PCP refers to the previous comparative period.
- FY22 refers to the year ending 30 June 2022

## CORPORATE DIRECTORY

|                                                   |                                                                                                                                                                                                                     |                   |
|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| Directors                                         | Hon. Alan Stockdale AO (Non-Executive Chairman)<br>Ms Jodie Leonard (Non-Executive Director)<br>Mr Damien Johnston (Non-Executive Director)<br>Mr John Stewart (Non-Executive Director)                             |                   |
| Chief Executive Officer                           | Mr Mohan Jesudason                                                                                                                                                                                                  |                   |
| Company secretary                                 | Mr Oliver Carton                                                                                                                                                                                                    |                   |
| Registered office and principal place of business | Suite 1.01b, Building B,<br>18-24 Ricketts Road,<br>Mount Waverley, VIC 3149<br>Telephone: 1800 926 926 (1800 X2M X2M)                                                                                              |                   |
| Share register                                    | Automic Pty Ltd<br>Level 5, 126 Phillip Street,<br>Sydney, NSW 2000<br>Telephone: +61 2 9698 5414                                                                                                                   |                   |
| Auditor                                           | Grant Thornton Audit Pty Ltd<br>Collins Square Tower 5,<br>727 Collins Street,<br>Melbourne, VIC 3008                                                                                                               |                   |
| Stock exchange listing                            | X2M Connect Limited securities are listed on the Australian Securities Exchange (ASX code: X2M and X2MO)                                                                                                            |                   |
| Website                                           | <a href="http://www.x2mconnect.com">www.x2mconnect.com</a>                                                                                                                                                          |                   |
| Corporate Governance Statement                    | The Company's Corporate Governance Statement and Corporate Governance Plan are available on the Company's website at: <a href="https://x2mconnect.com/investor-centre/">https://x2mconnect.com/investor-centre/</a> |                   |
| End of year reporting calendar                    | Reporting requirement                                                                                                                                                                                               | Date              |
|                                                   | FY22 Annual Report                                                                                                                                                                                                  | 28 September 2022 |
|                                                   | Deadline for nomination as Director                                                                                                                                                                                 | 18 October 2022   |
|                                                   | Notice of Annual General Meeting                                                                                                                                                                                    | 25 October 2022   |
|                                                   | ASX Appendix 4C - September 2022 quarter                                                                                                                                                                            | 25 October 2022   |
|                                                   | Annual General Meeting                                                                                                                                                                                              | 29 November 2022  |

# Snapshot

For personal use only

revenue

\$10.4m

up



82%

\*on pcp

connected devices

245k

up



99%

\*on pcp

# Snapshot

For internal use only

customers: 46

up

35%

\*on pcip

X2M

listed on

ASX

Sept 2021

# Letter to shareholders

**The 2021-2022 year has been an exciting one for our company.**

We are pleased to provide the X2M Connect Limited (“the Company”, “X2M”) Annual Report. The results show an outstanding year for the Company as we continued to grow our revenue significantly, we listed on the ASX, and we announced our entry the Australian energy management market.

On the 20th of September 2021, X2M was admitted to the Australian Securities Exchange (“ASX”) and trading of the company’s shares commenced on the 22nd of September 2021.

The Board would like to congratulate our CEO and his senior executive team, as well as our advisers and brokers on the successful listing of X2M.

The current strategic focus of the business is on digitising the utility sector in the Asia Pacific Region (APAC) with its proprietary Internet of Things (IoT) technology. The Company’s core value proposition is to assist both utilities and governments to save time, money and enhance public safety, by enabling new and existing utility devices to communicate both to each other and to a centralised system via the internet.

In the longer term, X2M has potential to participate in markets outside utility industries but, even within utilities in the APAC region, the company’s addressable market is significant. Whilst many customers are placing follow-up orders, in most cases, the company’s share of each such addressable market is still relatively small. The opportunity this provides is the key to X2M’s growth strategy and, as shown in the diagram on page 9 of this report, that strategy is working.

Business development continues to progress well. Revenues for the FY22 year were \$10.4 million and the number of devices connected to our IoT platform at year-end was 245,265. These represent significant growth of 82% and 99% on last year’s results respectively.

Before IPO costs and non-cash share-based payments, the result for the year was an EBITDA loss of \$6.1 million. This reflects the Company’s strategy to invest in growth and scale the business internationally, as well as the costs associated with delivering the

additional revenue and additional costs from being a listed entity.

The share market in the period since X2M listed on the ASX has experienced significant headwinds. There has been heavy downward pressure on many tech stock prices in a tough market. X2M, despite a considerable drop in its share price, is doing very well from a business perspective and we have confidence that the market will recognise continued good business performance.

**We are gaining traction in key markets.**

Our biggest market is currently South Korea and we believe that this market offers good prospects of further growth. The Company has demonstrated great success in securing both new customers and repeat orders from existing customers. This validates our “land and expand” strategy of securing customers and then working to penetrate their entire available market with our technology.

We have built momentum in Japan, and we expect that roll-out to continue apace.

The company established an office in Beijing during 2021 and, following on from early success in securing contracts in 2021, we have more than tripled our revenue in this market in the last year. Our initial focus has been on securing hardware deployments with a view to converting customers onto our IoT platform over time.

X2M announced our entry into the Australian energy management market in May 2022 having secured a term sheet with Resi Ventures for deployment of our solution at a 1,000 home estate in Echuca. The Directors and management are excited with the future developments in this area of our business.

X2M also has identified growth prospects in Taiwan and, over the next few years is targeting entry into other national utility markets in the APAC region.

The rate of growth in revenue and connected devices in FY22 and to-date in FY23 has been very substantial and your Directors and management see great opportunities ahead for our company. We would like to take this opportunity to thank our team at X2M and our shareholders for the continued support of the Company as we realise those opportunities.



HON. ALAN STOCKDALE AO  
CHAIRMAN



MOHAN JESUDASON  
CHIEF EXECUTIVE OFFICER

For personal use only

# Directors' Report

# Directors' Report

The Directors present their report, together with the financial statements, on the consolidated entity (referred to hereafter as the 'Group') consisting of X2M Connect Limited (referred to hereafter as the 'Company' or 'parent entity') and the entities it controlled at the end of, or during, the period ended 30 June 2022.

## Directors

The following persons were Directors of X2M Connect Limited during the whole of the financial period and up to the date of this report, unless otherwise stated:

Hon. Alan Stockdale AO (Non-Executive Chairman)  
Ms Jodie Leonard (Non-Executive Director)  
Mr Damien Johnston (Non-Executive Director)  
Mr John Stewart (Non-Executive Director)

## Principal activities

X2M operates in the utility sector across the Asia Pacific Region with offices in Australia, Japan, South Korea, Taiwan and China. The Company employed 52 people at year end.

During the financial year, the principal continuing activities of the Group included:

- Gas monitoring and control
- Water monitoring and control
- Energy monitoring and optimisation

The technology uses the internet to deliver productivity improvements, cost savings and improved public safety to enterprise and government customers. The technology connects devices over the internet and enables data exchange and the remote control of devices. It enables remote monitoring and control of devices and sensors, including utility meters and pressure sensors, to connect to each other and a centralized system via the internet.

As at 31 August 2022, X2M had more than 280,000 devices connected to its IoT platform and distributed intelligence solution. It generates real-time information and control to over 50 enterprise and government customers across Asia Pacific and operates over multiple radio technologies.

## Dividends

There were no dividends paid, recommended or declared during the current or previous financial period.

## Review of operations

The 2022 financial year was a transformative one for X2M. It saw the Company listed on the Australian Securities Exchange (ASX) in September 2021. The period also saw all core business metrics perform well to deliver strong underlying results. Key operational metrics compared to the prior corresponding period (pcp) ended 30 June 2021 were:

- Revenues from ordinary activities up 82% to \$10.4 million;
- 12 new enterprise and government customers were added during the year increasing the total customer base to 46, up 35% on the pcp;
- Total connected devices increased to 245,265 up from 123,256 on the pcp;
- Zero customer churn; and
- X2M's balance sheet was strengthened following the successful IPO and repayment of the majority of borrowings

X2M's FY22 results reflect the Company's strategy to invest in growth, move into new markets and one-off costs associated with the September 2021 IPO.

Revenue for the period was \$10.4 million, up 82% on the pcg, an increase reflective of significant organic growth across operating jurisdictions. South Korean operations continued to perform well, driven by deployments at Bucheon, Okcheon and Jeonju, with an addressable market of 360,000 households. The Group also won several tenders from Korea Water Resources Corporation (K Water) to deploy remote water monitoring solutions across various municipalities. Taiwan continued its progress as the Group's incubation hub securing the first commercial deployment of X2M's new energy management solution. The China market, which the Group entered in 2021, made good progress reporting revenues of \$3.3 million for the year. The number of devices connected to its patented software IoT platform, Vision, increased by 122,000 to reach 245,265 across the Group at 30 June 2022, an increase of 99% on the pcg.

Other income was \$0.4 million, mainly consisting of a \$0.3 million research and development tax incentive. The reduction compared to the pcg was predominately due to the COVID-19 assistance of \$0.4 million received from the Australian government in the prior year.

Gross profit margin was 22%, compared to 29% pcg. The reduced gross margin was mainly attributable to the Company's investment in entering the China market and higher component costs associated with the global supply shortage of semi-conductors.

Covid-19 did not have a material impact on the Company's operations. Minor impacts included delays in finalising some contracts due to inability to travel, minor workplace attendance issues due to isolation rules, and there were minor operational expenses from compliance with Covid-19 regulations.

Operating expenses, excluding cost of sales and IPO expenses, were \$9.0 million up 27% on pcg. Key expenses were:

- \$5.2 million in employee benefits, up 12%, or \$0.6 million, on pcg. This increase in part reflected the onboarding of staff to support the China market entry and growth in customers. It also included Director and company secretarial fees for a full financial year.
- \$2.0 million in other expenses (pcg: \$1.1 million), including additional costs associated with being a listed entity.
- \$1.4 million in professional fees (pcg: \$0.9 million), including additional contractors and associated recruitment costs to support growth.

Cost of sales were up 98% or \$4.0 million on pcg to \$8.1 million, reflecting increased sales volumes and higher component costs as outlined above.

Non-cash share based payments and IPO expenses were \$3.1 million (pcg: \$2.7 million).

The following table summarises key reconciling items between the statutory after-tax result attributable to the shareholders of the Company and adjusted EBITDA\*:

|                                     | <b>Consolidated</b> |                |
|-------------------------------------|---------------------|----------------|
|                                     | <b>2022</b>         | <b>2021</b>    |
|                                     | <b>\$'000</b>       | <b>\$'000</b>  |
| Loss after income tax               | (10,236)            | (8,255)        |
| Less: Income tax expense/(benefits) | 15                  | (344)          |
| Add: Depreciation and amortisation  | 946                 | 1,245          |
| <b>Statutory EBITDA</b>             | <b>(9,275)</b>      | <b>(7,354)</b> |
| Add: Share based payments expense** | 2,184               | 2,072          |
| Add: One off IPO expenses           | 892                 | 682            |
| Add: Finance costs                  | 75                  | 161            |
| <b>Adjusted EBITDA*</b>             | <b>(6,124)</b>      | <b>(4,439)</b> |

\* Adjusted EBITDA is a non-IFRS measure calculated as earnings before income tax, and before depreciation and amortisation, finance costs, share based payments and one-off IPO expenses. The Board assesses the underlying performance of the business based on measures of Adjusted EBITDA which excludes the effect of non-operating and non-recurring items.

\*\* Share based payments expense relates to non-cash shares and options issued under an Employee Incentive Plan.

The Group's cash and cash equivalents as at 30 June 2022 were \$1.02 million, a decrease of \$0.9 million from 30 June 2021. The Group raised \$8.0 million (before costs) at the IPO to fund its operations in line with the Use of Funds disclosed in the Replacement Prospectus dated 24 August 2021. Borrowings were reduced to \$0.6 million, down from \$2.4 million at 30 June 2021.

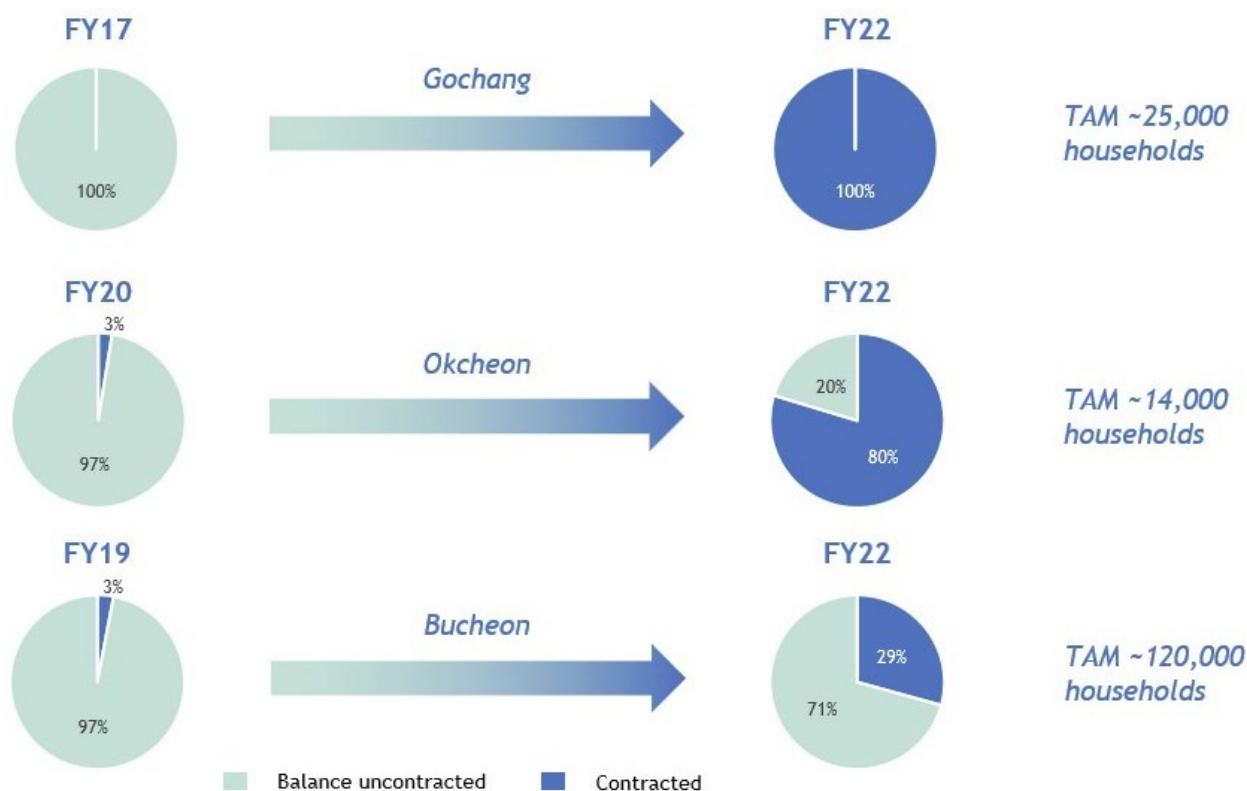
## SEGMENT PERFORMANCE

### South Korea

The Company's South Korean operations performed strongly, driven by continued deployments at Bucheon and Okcheon with significant revenue added in the second half from Korea Water Resources Corporation (K Water).

In a clear positive for X2M's growth prospects in the country, the Company was selected by the principal government-owned water management agency K Water, as the successful bidder for six tenders with an aggregated tender value of approximately A\$6.1 million. X2M's ability to win a number of these tenders is clear evidence the Company is gaining significant traction in this key APAC market. These contract wins align with X2M's long-term growth strategy of securing customers with large numbers of households that will drive future subscription revenues.

The graphic on the following page shows the success of X2M's "land and expand" strategy of increasing customer penetration once its platform has been deployed. The county of Gochang, the first customer to install the X2M IoT platform, now has 100% of its residences with X2M technology. The county of Okcheon, first secured in FY20 now has contracted the X2M technology across 80% of its households and the City of Bucheon, where penetration is at 29%, has announced its intention to adopt remote water reading across its residential base over the next few years. These examples are indicative of the customer experience more broadly and shows that the X2M strategy of securing customers and then pursuing conversion of the customers addressable market is working, also reflecting the stickiness of the X2M business model.



**Note: Based on 30 June 2022 results. (TAM Total Addressable Market)**

## China

X2M entered the China market in FY21 and \$3.3 million was delivered in FY22 (up 202% pcp), highlighting the opportunity in this market. Given the early stage of X2M's market entry, the strategy remains focussed on acquiring new customers through the sale of hardware, and then driving retention of the customer with the connection of devices onto the X2M IoT platform, Vision. Over time, the successful execution of this strategy is expected to impact favourably on customer growth and margin metrics.

## Taiwan

The FY22 period saw Taiwan enhance its status as X2M's incubation hub, with one commercial deployment of the Company's new energy management solution and a further deployment contracted to be completed in FY23.

Taiwan recorded revenue of \$0.3 million, down 46% on pcp. This was mainly due to a one-off hardware contract in the previous comparative period, however, encouragingly the gross margins increased in FY22.

Revenue was mainly attributable to the first ETC project, which completed in November 2021. ETC is the "Taiwan Testing and Certification Center", a government-sponsored body that, amongst other things, advises policymakers on technology trends, technology solutions and public policy formulation. ETC, through a public tender invited applicants to participate in an energy sustainability project. The project brought together energy from solar and the grid, the ability to distribute this to battery storage, electric vehicle (EV) charging, servicing all aspects of building energy management, and remotely controlling end devices such as air conditioners. This project forms part of the X2M strategy to participate in the electricity utility ecosystem.

## Other (including Japan, Hong Kong, and Australia)

The Other segment consists of Japan, Hong Kong and Australia. This geographic segment includes Australia being the cost centre for corporate and R&D software development costs.

In Japan, X2M continued to grow connected devices under a licensing arrangement. Total connected devices in Japan at 30 June 2022 totalled 141,838, 133% above the prior year.

## CONNECTED DEVICES CONTINUE TO CLIMB

Total connected devices numbered 245,265 at 30 June 2022. X2M added approximately 122,009 connected devices to its patented software platform over the year. Enterprise/government customers as at 30 June 2022 rose to 46, up 35% on the pcp with zero churn.



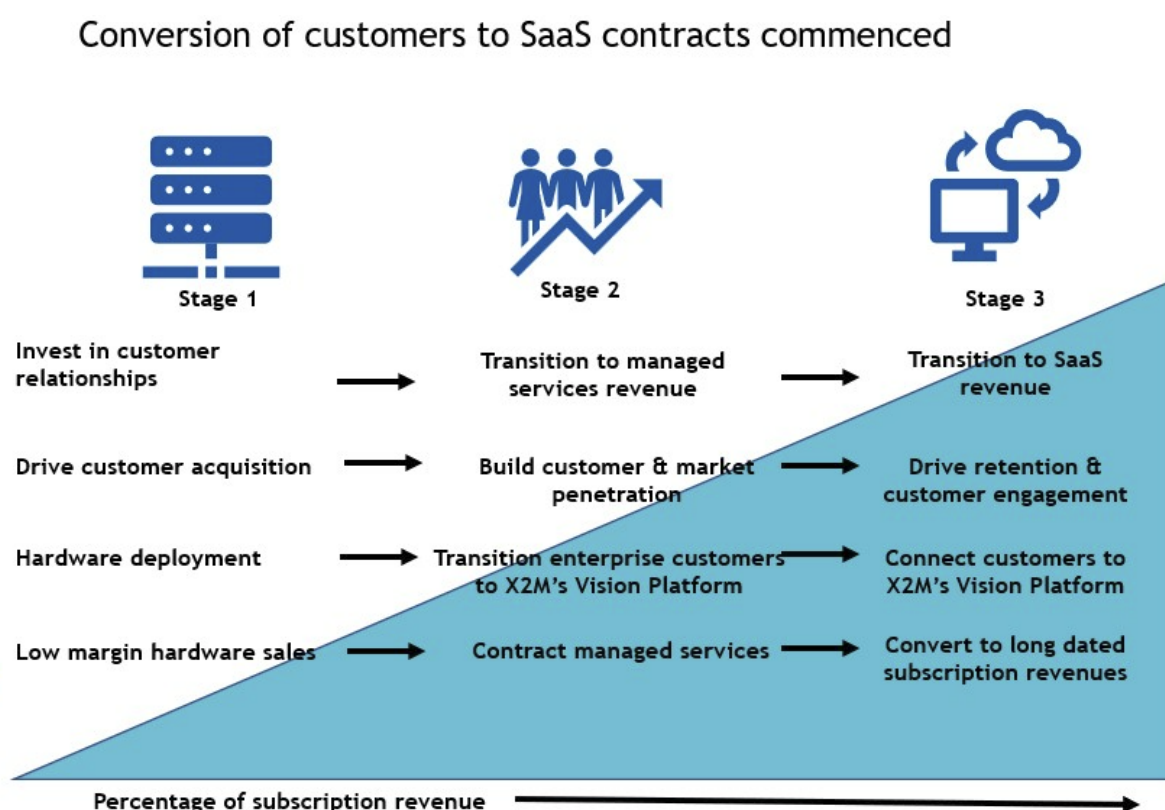
## OVERHEADS

X2M's overheads<sup>1</sup> increased to \$9.0 million in FY22, up 40% on pcp as the Company continued to invest in its growth strategy. Key contributors to the increase in OPEX on a normalised pcp-basis included 'professional fees' and 'other expenses', the latter uplift included additional costs incurred from being a listed entity and \$0.8 million incurred delivering product maintenance. Employee benefit expense rose by 12% on a pcp basis. The increase in OPEX also included a full year of Director and company secretarial fees not incurred in the Company's FY21 accounts

<sup>1</sup> Adjusted for non-cash amounts and one-off IPO expenses not expected to occur in the future.

## X2M WELL INTO STAGE 2 - DRIVING TOWARDS PLATFORM SCALE

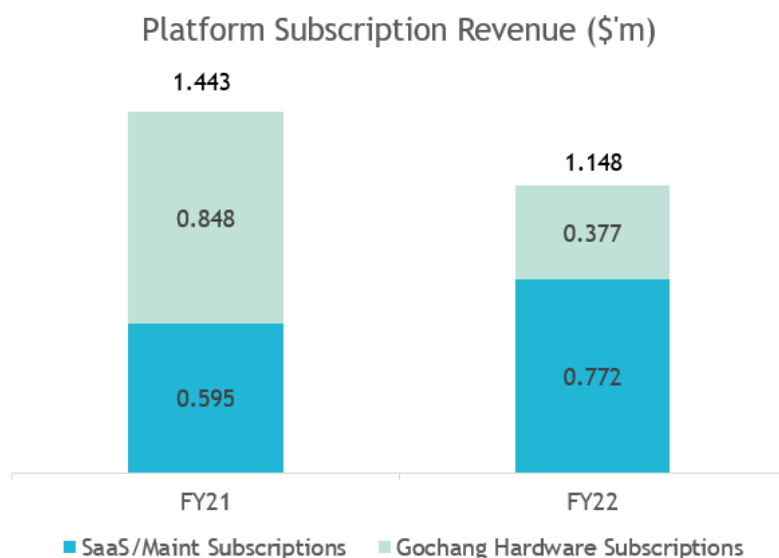
The chart below highlights the evolution of X2M's business model to date.



Software as a Service (SaaS)/maintenance revenues are increasing with device count and have grown by 30% on the previous comparable period after normalising for removal of historical hardware subscriptions.

The original Gochang 5 year contract ended on 31 December 2021. This contract had annual hardware fees of \$0.85 million and SaaS/maintenance fees of \$0.32 million. Gochang entered into a new SaaS/maintenance contract that runs for three years. The FY21 \$1.443 million and FY22 \$1.148 million platform subscription revenue includes all hardware and SaaS/maintenance subscriptions. Once the hardware subscriptions are eliminated, the SaaS/maintenance revenues increased 30%.

The following graphic illustrates the impact of the hardware subscriptions from the original Gochang contract. The ongoing SaaS/maintenance revenues are based on the number of deployed devices and as additional hardware is deployed, the cumulative effect of deployed devices will continue to drive an increase in the SaaS/maintenance revenues along with licensing contracts where no hardware is contracted and revenue is purely SaaS/maintenance based.



### Significant changes in the state of affairs

On 22 September 2021, X2M began trading on the ASX as ASX:X2M. The company raised \$8.0 million (before costs) at the IPO by way of an issue of 32,000,000 fully paid ordinary shares.

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

### Matters subsequent to the end of the financial period

Subsequent to financial year end, the Company successfully completed a 1-for-3 Accelerated Non-Renounceable Entitlement Offer (Entitlement Offer). A total of 46,700,703 shares were issued at \$0.085 (8.5 cents) per share, raising \$3.97 million (before costs). Participating shareholders also received one free attaching option with an exercise price of \$0.16 (16 cents) for every two new X2M shares taken up under the Entitlement Offer with a total of 23,350,397 options issued and these are listed on the Australian Securities Exchange.

On 29 August 2022, the Company issued 986,822 unlisted Long Term Incentive options to eligible employees under the Company's Performance Rights and Options Plan as part of the FY23 remuneration plan. Subject to the satisfaction of a share price hurdle in 2025, the options become exercisable at \$0.14 (14 cents) per option and expire on 29 August 2027.

On 2 September 2022, the Company issued 5,785,510 unlisted Long Term Incentive options to key management personnel as part of the FY23 remuneration plan. Subject to the satisfaction of a share price hurdle in 2025, the options become exercisable at \$0.1375 (13.75 cents) per option and expire on 2 September 2027.

No other matter or circumstance has arisen since 30 June 2022 that has significantly affected, or may significantly affect the Group's operations, the results of those operations, or the Group's state of affairs in future financial years.

## Likely developments and expected results of operations

X2M will continue to focus on growing its customer base providing utility monitoring and control services in the APAC region. The Group will continue to add devices to its IoT platform and focus on growing platform subscription revenue.

### The FY23 outlook and growth strategy

As of the date of this report, X2M have now executed 17 contracts expected to deliver an initial approximately \$11 million in revenue in FY23. The total value of FY23 revenue contracted to date exceeds the total FY22 reported revenue.

The Company's FY23 growth strategy is premised on:

- Capitalising on X2M's APAC position: Utilities and governments in the APAC region are migrating to sophisticated Internet-based technology solutions in search of productivity improvements and environmental sustainability. To meet demand, hardware and sensor manufacturers supplying the sector are seeking access to leading edge technology platforms to enhance their product offerings, which X2M can provide.
- Entering the Australian energy management sector: The Australian market presents scalable opportunities in the energy management sector as organisations work towards net zero emissions and consumers seek to reduce energy costs and support environmental sustainability. X2M announced in May 2022 that it was entering the energy management market and it will continue to build on market sentiment in this arena.

The following graphic provides a visualisation of the Company Land and Expand Growth Strategy



Core strategy based on rapid growth at early stage of the business

1. Competitive pricing for initial hardware sales :
  - incumbency strongly tends to drive repeat orders increasing penetration into the total addressable market of each customer: and
  - hardware sales strongly tend to lock in future annual recurring SaaS revenues
2. SaaS revenues are at higher gross margins than hardware sales.
3. As SaaS recurring revenues become a larger and increasing proportion of total revenues, they will drive future profitability.



## Risk Statement

X2M is committed to the effective management of risk to reduce uncertainty in its commercial activities and business outcomes and to protect and enhance shareholder value. There are various risks that could have a material impact on the achievement of the X2M's strategic objectives and future prospects.

Key risks and mitigation activities associated with the Group's objectives are set out below:

### *Product quality risks*

The Company is dependent on the effective performance, reliability and availability of its technology platforms, hardware, software, third party data centres and communication systems. Therefore, there is a risk that the infrastructure and technology solutions supplied by the Company to customers may not be functional, may be faulty, or not meet customers' expectations. This may lead to the Company being required to repair or improve its products after sale and or installation, which may diminish operating margins or lead to losses. For those systems which the Company retains an ownership in and operates on behalf of the customer under long term agreements, or which the Company maintains under long term maintenance agreements, the Company may be made responsible if such systems are not functional or faulty. The Company may face claims from customers if its products do not meet standards that were contractually agreed upon.

**Mitigation Strategies:** The Company uses outsourced professional partners to manufacture hardware devices deployed. There are warranty terms with the contracted manufacturer. The Company uses tier one cloud providers such as AWS and KT GCloud to host services supplied to its customers. The Company has a quality assurance department to perform functional and regression testing of its products to reduce the chances of failure.

### *Disruption of key business processes risk*

The Company's business model relies on the execution of several critical business processes, particularly to support servicing of customers and to process transactions on their behalf. Key business processes could be disrupted by events outside of the Company's control such as system infrastructure disruption, system failures, service outages, corruption of information technology network or information systems as a result of computer viruses, bugs, worms or cyber attacks, as well as natural disasters, fire, power outages or other events outside the control of the Company, and those measures implemented by the Company to protect against such events are ineffective.

Any systemic failure could cause significant damage to the Company's reputation and its ability to process transactions for customers. Such systemic failure could also impact the Company's ability to retain existing, and generate new customers, any of which could have a material adverse impact on the Company's business, operating and financial performance, and/or growth.

**Mitigation Strategies:** The Company uses tier one services such as AWS, Microsoft 365 and Atlassian to reduce the chances of disruption to services. The Company implements information systems in line with best practice standards and has these audited by external parties to provide confidence of their suitability and resilience.

#### *Price risks*

The price of the Company's products may be high compared to other products, in particular in the APAC region where the Company operates or where there is high price pressure. This may lead to difficulties in the market acceptance for the Company's products, as customers may switch to cheaper products, which may require the Company to decrease prices. As a result, there could be lower operating margins.

**Mitigation Strategies:** The Company reviews competitor pricing and solution capabilities and adjusts pricing accordingly. The Company mitigates for drop in margin by producing products with perceived superiorities so that customers may be prepared to pay more than for competitor products. In South Korea, the Company has received a Performance Excellence Certificate for its products which provides justification for improved product pricing or contract terms.

#### *Supplier and manufacturing risks*

The Company sources certain key components for its devices from third party suppliers and outsources manufacturing of products to third parties.

The delivery of such components may be delayed, or a specific supplier may not be able to deliver at all, which may lead to a longer sales cycle or may force the Company to shift to another supplier. There is a risk that the Company could be disrupted if no alternative suppliers were able to be sought. There is a current global shortage of certain critical components which increases the magnitude and likelihood of this risk. There is a risk that key components provided by third party suppliers may be defective. The Company's products may be subject to product quality risks. The products supplied by the Company may not be functional or not meet customer's expectations. This may lead to requirements for the Company to improve or refine its products, which may diminish operating margins or lead to losses.

**Mitigation Strategies:** The Company manages the supply of critical components by way of forecasting and prepayment with key suppliers. Quality control processes are used in manufacturing to ensure the devices are operating as expected.

#### *Cybersecurity and data protections*

Given the nature of the Company's Software as a Service business, the Company collects and holds some personal information about its customers and their end customers in Japan, South Korea and Taiwan. Notwithstanding that the Company has currently adopted a number of policies and procedures regarding information security protection, the Company's systems, or those of its third-party providers, may fail, or be subject to disruption as a result of external threats or system errors. Cyber-attacks could also compromise or breach the safeguards implemented by the Company to maintain confidentiality in such information.

**Mitigation Strategies:** The Company implements information systems in line with best practice standards and has these audited by external parties to provide confidence of their suitability and resilience. The Company was certified to meet ISO27001:2013 in 2021 and successfully completed the annual audit in 2022, also adding the China entity to the certificate. As part of the review and audit of systems, various improvements are identified and scheduled for implementation to reduce the risk of incidents.

### *Competition risk*

The utility industry in which the Company operates is subject to competition. Current or future competitors may come up with new, better or cheaper products and solutions. The Company's competitors include both small and medium enterprises and large, established corporations or multinationals. Those may decide to enter the Company's target markets and be able to fund aggressive marketing strategies. They may also have stronger financial capabilities than the Company which may negatively affect the operating and financial performance of the business. Although the Company will undertake all reasonable due diligence in its business decisions and operations, the Company will have no influence or control over the activities or actions of its competitors, which activities or actions may, positively or negatively, affect the operating and financial performance of the Company's business.

**Mitigation strategies:** The Company reviews competitor pricing and solution capabilities and adjusts pricing accordingly. The Company attempts to mitigate the need for a reduction in price by producing products perceived to be superior so that customers may be prepared to pay more than for competitive products. In South Korea, the Company has received a Performance Excellence Certificate for its products which provides justification for improved product pricing or contract terms. The Company continues to invest in product development to improve product offerings to stay competitive.

### *Liquidity and additional requirements for capital*

The Company is targeting to grow revenue at a greater rate than expenses. However, there is a risk that expenses cannot be contained to the expected level and will exceed management expectations. Depending on the Company's ability to generate income from its operations, the Company may require further financing in addition to amounts raised to date. Any additional equity financing will dilute shareholdings, and debt financing, if available, may involve restrictions on financing and operating activities. If the Company is unable to obtain additional financing as needed, it may be required to reduce the scope of its operations. There is however no guarantee that the Company will be able to secure any additional funding or be able to secure funding on terms favourable to the Company.

Whilst the Company is targeting to grow revenue at a greater rate than expenses, market variables or elements outside the control of the Company may come into effect. Based on the current assumptions, it is the view of the Directors that the Group is sufficiently capitalised to continue as a going concern. The Directors acknowledge that this assessment incorporates a number of assumptions and judgements and have concluded that the range of possible outcomes considered in arriving at this support the Group's ability to continue as a going concern as at the date of this report.

**Mitigation Strategies:** The Company continuously monitors its cash requirements and capital funding prospects. Subsequent to year end, the Group successfully completed an Entitlement Offer, raising \$3,970,000 before costs. Cash flow forecasts prepared by management indicate that the Group will have sufficient funds to meet budgeted plans and commitments over the next twelve months. However, further cash may be required if the Company decides to accelerate its growth plans, invest in new verticals, pursue entry into a new market or if the planned income and expenses vary significantly from the forecasts.

### *Regulatory risk*

The Company is subject to continuing regulation, including quality regulations applicable to the manufacture and operation of its devices and privacy regulations concerning personal identifying data. Whilst the Company currently meets the regulations applicable to its products and services, there can be no guarantee that the regulatory environment in which the Company operates may not change in the future which may impact on the Company's existing approvals and products. There is a risk that the Company may inadvertently breach a regulation despite the controls implemented to prevent this. There is a risk that a breach of or change in regulations may have a material impact on the Company's activities.

The Company intends to expand its operations into target jurisdictions in the short to medium term. Further regulatory approvals may be required to expand into new jurisdictions including but not limited to safety, electromagnetic radiation and interference requirements and other product quality and safety standards specific to the target jurisdiction. However, as at the date of this report, the Company is not aware that any further regulatory approvals are required. If further regulatory approvals are required, the Company may not be able to obtain the necessary approvals and clearances in a timely fashion or may not be able to obtain the necessary approvals and clearances at all.

**Mitigation Strategies:** The Company understands the importance of complying with all regulations across the jurisdictions in which it operates. Internal process is in place to review compliance with regulations.

#### *Insurance*

The Company intends to insure its operations in accordance with industry practice. However, in certain circumstances the Company's insurance may not be of a nature or level to provide adequate insurance cover. The occurrence of an event that is not covered or fully covered by insurance could have a material adverse effect on the business, financial condition and results of the Company. Insurance of all risks associated with the Company's business may not always be available and where available the costs may be prohibitive. Further there is a risk that any insurance claim by the Company may not be paid by the insurer due to default or other reasons.

**Mitigation strategies:** The Company engages with insurance brokers as part of its review of its insurance covers at least on an annual basis.

#### *Legal proceedings*

Legal proceedings may arise from time to time in the course of the business of the Company including enforcing or defending its intellectual property rights against infringement and unauthorised use by the competitors or in relation to a contract dispute.

As announced to the ASX on 30 November 2021, the plaintiffs in the legal proceedings involving Freestyle Technology Limited (Freestyle) have obtained leave of the Court to join X2M Connect Limited ("X2M" or the Company") to those proceedings following their payment into Court of the required security for costs. X2M did not object to being joined to these proceedings. A directions hearing is set for the 4th of November 2022. While an allowance for legal costs have been budgeted, legal costs may be greater than expected, putting pressure on the Company's cash position.

**Mitigation strategies:** As disclosed in the Replacement Prospectus, those legal proceedings were commenced against Freestyle (the vendor who sold its assets to the Company through a liquidation sale) and other defendants in May 2019. X2M did not exist at this time and will vigorously defend any claim against it. Furthermore, if the plaintiff's claims are ultimately successful (which the Company considers is very unlikely), the Company believes that the appropriate assessment of quantum is nil, and therefore the risk to the Company and Shareholders is not material. The Company continues to closely monitor the cost of the legal proceedings and if and when the Company incurs a material cost in excess of the budget allocated, the Company would seek to adjust the Company's cost base to accommodate any potential impact of the additional cost involved.

### **Environmental regulation**

Environmental regulation does not impose any material obligations or raise any material risk to the Company under any Australian Commonwealth or State law or in any of the other jurisdictions in which we operate.

## Information on Directors

---

### HON. ALAN STOCKDALE AO

---

|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Title:</b>                               | Non-Executive Chairman (appointed on 8 February 2021)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Experience and expertise:</b>            | Mr Stockdale has significant legal, Government, investment banking and other business experience. He was Victorian Treasurer (1992-1999) and was the Minister for IT and Multimedia from 1996 to 1999. He was a successful barrister, law firm Partner and Consultant and worked as an investment banker for Macquarie Bank. Mr Stockdale is Chairman of Knosys Limited and was previously Chairman of ASX-listed companies Senetas, Axon Instruments and Symex (now Pental) and Chairman of the Medical Research Commercialisation Fund. He has been Chairman or a Director of several other listed companies, unlisted companies and voluntary organisations. |
| <b>Other current directorships:</b>         | Non-Executive Chairman of Knosys Limited (ASX: KNO)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Former directorships (last 3 years):</b> | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Special responsibilities:</b>            | Chair of the Board<br>Member, Remuneration and Nomination Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Interests in shares:</b>                 | 768,722 fully paid ordinary shares*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Interests in options:</b>                | 144,135 unlisted options*<br>96,091 listed options*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

\* Shares and options are held indirectly by a nominee

---

### DAMIEN JOHNSTON

---

|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Title:</b>                               | Non-Executive Director (appointed on 8 February 2021)                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Experience and expertise:</b>            | Mr Johnston is an ASX experienced Finance Executive. Mr Johnston was Chief Financial Officer at Tabcorp Holdings Limited until 2019 and held several senior financial roles at BHP Group Limited. Mr Johnston has solid governance experience through his involvement on the Tabcorp Holdings Limited Board and related committees. Mr Johnston has extensive experience in mergers and acquisitions at Tabcorp Holdings Limited and BHP Group Limited. |
| <b>Other current directorships:</b>         | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Former directorships (last 3 years):</b> | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Special responsibilities:</b>            | Chair, Audit and Risk Committee<br>Member, Remuneration and Nomination Committee                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Interests in shares:</b>                 | 384,362 fully paid ordinary shares*                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Interests in options:</b>                | 72,068 unlisted options*<br>48,046 listed options*                                                                                                                                                                                                                                                                                                                                                                                                      |

\* Shares and options are held indirectly by a nominee

## JODIE LEONARD

|                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Title:                               | Non-Executive Director (appointed on 8 February 2021)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Experience and expertise:            | Ms Leonard is an experienced Non-Executive Director with a focus on high-growth businesses undertaking digital transformation. Ms Leonard brings more than 30 years of global experience in corporate strategy, marketing, and digital disruption in ASX, NYSE and FTSE-listed companies including GE, Telstra, British Airways and the Nine Network. Ms Leonard was previously a Non-Executive Director of BWX Limited, Flexigroup Limited (now HUM Limited), RACV, Beyond Bank Australia, Kinetic Superannuation, Racing Victoria and Tourism North East. |
| Other current directorships:         | Non-Executive Director Selfworth Limited (ASX:SWF)<br>Non-Executive Director XPON Technologies Group (ASX:XPN)                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Former directorships (last 3 years): | Non-Executive Director of BWX Limited (ASX: BWX) (resigned on 30 April 2021)<br>Non-Executive Director of Flexigroup Limited (Now Humm Group Limited, ASX: HUM) (resigned on 19 November 2020)                                                                                                                                                                                                                                                                                                                                                              |
| Special responsibilities:            | Chair, Remuneration and Nomination Committee<br>Member, Audit and Risk Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Interests in shares:                 | 384,362 fully paid ordinary shares*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Interests in options:                | 72,068 unlisted options*<br>48,046 listed options*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

\* Shares and options are held indirectly by a nominee

## JOHN STEWART

|                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Title:                               | Non-Executive Director (appointed on 8 February 2021)                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Experience and expertise:            | Mr Stewart has 25 years experience in merger and acquisition advisory roles and has been CEO of a start-up with 50 employees. Mr Stewart held senior roles at Gresham Partners, Lazard, JPMorgan and Thomas Weisel Partners and has strong networks in business, venture capital, finance, law and politics. Mr Stewart is a director of SSW Dairy Proprietary Limited, Stratford Retail Group (UK), Sovereign Investments, Gander APP Pty Ltd and Access Investing Limited. |
| Other current directorships:         | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Former directorships (last 3 years): | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Special responsibilities:            | Member, Audit and Risk Committee<br>Member, Remuneration and Nomination Committee                                                                                                                                                                                                                                                                                                                                                                                            |
| Interests in shares:                 | 384,362 fully paid ordinary shares                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Interests in options:                | 72,068 unlisted options<br>48,046 listed options                                                                                                                                                                                                                                                                                                                                                                                                                             |

'Other current directorships' quoted above are current directorships for listed entities only and excludes directorships of all other types of entities, unless otherwise stated.

'Former directorships (last 3 years)' quoted above are directorships held in the last 3 years for listed entities only and excludes directorships of all other types of entities, unless otherwise stated.

## Company secretary

*Oliver Carton (Company Secretary, appointed on 1 October 2021)*

Mr Carton is a qualified lawyer and experienced Company Secretary with over 30 years' experience in a variety of corporate roles. He is currently a director or company secretary of a number of listed, unlisted and not for profit entities such as the Melbourne Symphony Orchestra and Australian Mines Limited. He currently runs his own consulting business and was previously a Director of the Chartered Accounting firm KPMG. Prior to that, he was a senior legal officer with ASIC.

*Brett Tucker (Joint Company Secretary, resigned on 30 September 2021)*

Mr Tucker is a chartered accountant who has acted as company secretary to over 10 ASX listed companies across a wide range of industries, including communications and technology. Mr Tucker has a strong knowledge of ASX Listing Rules and public company governance.

*Keith Jelley (Joint Company Secretary, resigned on 8 October 2021)*

Mr Jelley is the Group's Chief Operating Officer. He has over 35 years' experience in operations and technology development across 9 countries, delivering mission critical systems and transformations through major programs in the military, telecommunications, and embedded systems industries. Mr Jelley is also a degreed engineer and held senior positions in the highly regulated gaming industry in Victoria.

## Meetings of Directors

The number of meetings of the Company's Board of Directors ('the Board') and of each Board committee held during the period ended 30 June 2022, and the number of meetings attended by each Director were:

|                                | Full Board |      | Remuneration and<br>Nomination Committee <sup>(1)</sup> |      | Audit and Risk<br>Committee |      |
|--------------------------------|------------|------|---------------------------------------------------------|------|-----------------------------|------|
|                                | Attended   | Held | Attended                                                | Held | Attended                    | Held |
| Alan Stockdale <sup>(2)</sup>  | 15         | 15   | 2                                                       | 2    | 6                           | 6    |
| Jodie Leonard <sup>(3)</sup>   | 15         | 15   | 2                                                       | 2    | 6                           | 6    |
| Damien Johnston <sup>(4)</sup> | 15         | 15   | 2                                                       | 2    | 6                           | 6    |
| John Stewart                   | 15         | 15   | 2                                                       | 2    | 6                           | 6    |

Held: represents the number of meetings held during the time the director held office or was a member of the relevant committee.

(1) The Remuneration and Nomination Committee was established on 10 March 2022.

(2) Chair of the Board

(3) Chair of Remuneration and Nomination Committee

(4) Chair of Audit and Risk Committee

## Remuneration report (audited)

The Board of Directors are pleased to present the Remuneration Report for X2M Connect Limited for the financial year ended the 30<sup>th</sup> of June 2022.

At X2M, people are our greatest asset, and the Company aims to provide a workplace that delivers high levels of employee engagement and satisfaction. We have a high-performance culture that supports our pace of growth and aspiration, and we strongly believe that everyone in the team needs to align with the Company values and expectations to drive business performance.

Diversity is about our commitment to treating everyone equally and with respect. We embrace diversity and are represented by over 8 nationalities and speak 10 languages. We believe our diverse and inclusive culture helps drive our innovative and entrepreneurial spirit.

Gender diversity remains a challenge across the technology industry. Given the current size of the team and the limited opportunity for change, we will only be able to address gender diversity as we add to or replace team members. However, the Company is an equal opportunity employer and will seek to improve gender diversity as the business grows. Details of the Company's diversity targets can be found in the Corporate Governance Plan on the X2M company website at [www.x2mconnect.com](http://www.x2mconnect.com) and on page 86 of this report.

The remuneration report is set out under the following main headings:

- Principles used to determine the nature and amount of remuneration
- Details of remuneration
- Service agreements
- Share-based compensation
- Additional disclosures relating to key management personnel

#### **Principles used to determine the nature and amount of remuneration**

The remuneration framework is designed to support the Company's strategic priorities. A clear set of principles have been agreed which guide the Companies remuneration decisions, and remuneration plans are designed to reflect that X2M is an early-stage technology company.

The Remuneration and Nomination Committee was established during the 2022 financial year and is responsible for determining and reviewing remuneration arrangements for the Company's Directors and executives. It determines and reviews the Company's remuneration strategy to ensure it aligns the interests of key management personnel and employees generally with the interests of shareholders, and that it provides a strong link between performance and reward. Executive reward outcomes are dependent on delivering long term value to shareholders, as well as attracting, motivating, and retaining top talent by offering market competitive remuneration and incremental reward for delivery of strong results.

#### **Strategic Priorities**

- Commercialise technology
- Build footprint across Asia Pacific
- Increase market penetration
- Increase recurring revenue from SaaS licensing
- Building our capability

#### **Remuneration Principles**

- Attract and retain talent
- Align with Strategy
- Performance focused
- Reward fairly
- Merit based

#### **Remuneration Governance**

The Remuneration and Nomination Committee actively reviews the remuneration principles and framework and may apply discretion, so it effectively delivers appropriate outcomes for shareholders, customers, and the team.

Additionally, the reward framework should seek to enhance executives' interests by:

- rewarding capability and experience
- reflecting competitive reward for contribution to growth in shareholder wealth
- providing a clear structure for earning rewards

## Remuneration Framework

The remuneration framework outlined below has been structured to support the group strategy.

| Total Fixed Remuneration (TFR)                                                                                                                           | Short Term Incentive (STI)                                                                                                    | Long Term Incentive (LTI)                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Attract and retain the best talent.                                                                                                                      | Rewards current year performance.                                                                                             | Reward long-term sustainable performance.                                                          |
| Base salary and superannuation (where applicable).                                                                                                       | Annual cash payment and/or premium priced options.                                                                            | Options or performance rights.                                                                     |
| TFR is set in relation to the external market and considers size and complexity of role along, with individual responsibilities, experience, and skills. | STI provides appropriate differentiation of pay for performance and is based on business and individual performance outcomes. | LTI supports alignment to long-term overall Company performance and aligns with shareholder value. |
| TFR preferred positioning is 50 <sup>th</sup> to 75 <sup>th</sup> percentile of the market comparator group.                                             | 2022 objectives based on achieving Company and Personal KPI's.                                                                | Hurdles set to align with strategic business drivers and long-term shareholder value.              |

### Non-Executive Directors remuneration

Fees and payments to Non-Executive Directors reflect the demands and responsibilities of their role. Non-Executive Directors' fees and payments are reviewed annually by the Board. The Board may, from time to time, receive advice from independent remuneration consultants to ensure Non-Executive Directors' remuneration is appropriate and in line with the market. The Chairman's fees are determined independently to the fees of other Non-Executive Directors based on comparative roles in the external market. The Chairman is not present at any discussions relating to the determination of his own remuneration.

ASX listing rules require the aggregate Non-Executive Directors' remuneration be determined periodically by a general meeting. The current maximum aggregate remuneration payable to Non-Executive Directors of the consolidated entity in any financial year is \$400,000 as approved at the time of listing.

### Executive remuneration

The Group aims to reward executives based on their position and responsibility, with a level and mix of remuneration which has both fixed and variable at-risk components.

The executive remuneration and reward framework has four components:

- base pay and superannuation
- short-term performance incentives
- share-based payments
- other remuneration such as long service leave

The combination of these comprises the executive's total remuneration.

Fixed remuneration, consisting of base salary and superannuation (where applicable), is reviewed annually by the Remuneration and Nomination Committee and is based on external market benchmarks and considers the size and complexity of the role along with individual responsibilities, experience and skills.

The short-term incentive ('STI') program is designed to align the key executives with the short term financial and strategic objectives of the Company. STI payments are granted to executives based on achievement of specific annual company and personal targets referred to as key performance indicators ('KPI's').

The long-term incentive ('LTI') is based on equity awards. Shares, options or performance rights are awarded to executives with long-term incentive performance measured at the end of the relevant three-year performance period.

### Consolidated entity performance and link to remuneration

The LTI plan aligns key management personnel with shareholder objectives and expectations. A fundamental principle of the plan is to ensure that executives are rewarded when shareholders are rewarded. The LTI plan is also a key retention tool and plays an important part in attracting top talent and retaining key executives.

|                                       | FY18 <sup>(1)</sup> | FY19 <sup>(1)</sup> | 9 December to<br>30 June 2020 <sup>(2)</sup> | FY21    | FY22    |
|---------------------------------------|---------------------|---------------------|----------------------------------------------|---------|---------|
| <b>Short term measures</b>            |                     |                     |                                              |         |         |
| Revenue \$m                           | -                   | -                   | \$1.3                                        | \$5.7   | \$10.4  |
| OPEX \$m <sup>(4)</sup>               |                     |                     | \$1.9                                        | \$7.0   | \$8.4   |
| Adjusted EBITDA \$m <sup>(5)</sup>    | -                   | -                   | (\$1.0)                                      | (\$4.4) | (\$6.1) |
| Connected Devices                     | -                   | -                   | 63, 713                                      | 123,256 | 245,265 |
| <b>Long term measures</b>             |                     |                     |                                              |         |         |
| Share Price at June 30 <sup>(3)</sup> | -                   | -                   | -                                            |         | \$0.093 |
| Earnings per Share cents              | -                   | -                   | (3.25)                                       | (12.21) | (7.70)  |

(1) Results not available as the Company was not incorporated in FY18 or FY19

(2) Results reflect the period from when the Company was incorporated on 9 December 2019.

(3) FY22 share price reflects closing price on ASX on last day of trading.

(4) OPEX is a non-IFRS measure calculated as total expenditure, less cost of sales, share based payments, depreciation and amortisation, finance costs, one-off IPO bonus and one-off IPO expenses

(5) Adjusted EBITDA is a non-IFRS measure calculated as earnings before income tax, and before depreciation and amortisation, finance costs, share based payments and one-off IPO expenses.

In order to incentivise executives and align with shareholder objectives, the 2022 LTI plan provided for the potential to be awarded shares, performance rights and options. A summary of the key LTI plan terms and conditions are noted in the following tables:

### Share Plan Terms and Conditions

| Feature                | Description                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Eligibility            | Directors, employees, and contractors are eligible to participate.                                                                                                                                                                                                                                                                                                                  |
| Administration of Plan | The Board is responsible for the operation of the Share Plan and has broad discretion to administer the plan.                                                                                                                                                                                                                                                                       |
| Issue Price            | Determined by the Board.                                                                                                                                                                                                                                                                                                                                                            |
| Vesting Condition      | Except in the case of Directors, the KMP and other employees must meet plan conditions including current employment, and eligibility. May vest under special conditions including death & disability, retirement, or redundancy.                                                                                                                                                    |
| Resignation            | Unvested shares lapse at the time of resignation unless determined otherwise by the Board. Shares will vest pro rata to the proportion of the period from the date of issue to the date of resignation and must be Board approved.                                                                                                                                                  |
| Hedging                | Hedging prohibited                                                                                                                                                                                                                                                                                                                                                                  |
| Forfeiture             | Forfeiture can occur under conditions that include: <ul style="list-style-type: none"> <li>- Plan vesting conditions not satisfied</li> <li>- Participant no longer an eligible participant</li> <li>- Board discretion to cancel the plan</li> <li>- Change of control or a winding up resolution or order is made, and the Board does not waive the vesting condition.</li> </ul> |

|                                 |                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Good leaver                     | <p>Subject to the terms of an Offer, where a Participant becomes a Good Leaver:</p> <ul style="list-style-type: none"> <li>- Options will continue in force and remain exercisable until the Expiry date</li> <li>- Performance rights held will continue in force and remain exercisable.</li> </ul> <p>The Board has discretion to allow some or all of unvested awards to be held with the remainder lapsing.</p> |
| Bad leaver                      | Unless determined by the Board otherwise, if Bad Leaver determined, all vested Awards not yet exercised will remain in force and exercisable until 1 month after termination date thereafter automatic lapse will occur                                                                                                                                                                                              |
| Malus & Claw Back               | Forfeiture due to fraud, dishonesty, or other improper behaviour.                                                                                                                                                                                                                                                                                                                                                    |
| Restriction on Transfer         | Transfers not permitted unless the sale, transfer or disposal requires the preparation of a disclosure document.                                                                                                                                                                                                                                                                                                     |
| Quotation on ASX                | Plan shares quoted on ASX and subject to the Listing Rules, as well as any holding lock applying to that applies to the shares.                                                                                                                                                                                                                                                                                      |
| Rights Attaching to Plan Shares | Same terms and conditions as the Company's issued shares (other than plan transfer restrictions). Shares will have equal rank with all other issued Shares from the issue date (except for entitlements which have a record date before the issue date).                                                                                                                                                             |
| Appointment of Trustee          | The Board retains discretion for Shares to be held by a Trustee on trust, and the Board maintains power to approve or deny application to withdraw Shares held by the Trustee on their behalf.                                                                                                                                                                                                                       |
| Maximum Number of Shares        | 8,395,387 Shares (being 5% of the issued capital of the Company post IPO on a fully diluted basis).                                                                                                                                                                                                                                                                                                                  |
| Bad leaver                      | Unless determined by the Board otherwise, if Bad Leaver determined, all vested Awards not yet exercised will remain in force and exercisable until 1 month after termination date thereafter automatic lapse will occur                                                                                                                                                                                              |
| Malus & Claw Back               | Forfeiture due to fraud, dishonesty, or other improper behaviour.                                                                                                                                                                                                                                                                                                                                                    |
| Restriction on Transfer         | Transfers not permitted unless the sale, transfer or disposal requires the preparation of a disclosure document.                                                                                                                                                                                                                                                                                                     |
| Quotation on ASX                | Plan shares quoted on ASX and subject to the Listing Rules, as well as any holding lock applying to that applies to the shares.                                                                                                                                                                                                                                                                                      |
| Rights Attaching to Plan Shares | Same terms and conditions as the Company's issued shares (other than plan transfer restrictions). Shares will have equal rank with all other issued Shares from the issue date (except for entitlements which have a record date before the issue date).                                                                                                                                                             |
| Appointment of Trustee          | The Board retains discretion for Shares to be held by a Trustee on trust, and the Board maintains power to approve or deny application to withdraw Shares held by the Trustee on their behalf.                                                                                                                                                                                                                       |
| Maximum Number of Shares        | 8,395,387 Shares (being 5% of the issued capital of the Company post IPO on a fully diluted basis).                                                                                                                                                                                                                                                                                                                  |

| Performance Rights and Options Plan Terms and Conditions |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Feature                                                  | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Eligibility                                              | Directors, employees (full time and part time) and key contractors are eligible to participate.                                                                                                                                                                                                                                                                                                                                                                                               |
| Entitlement                                              | Each Option entitles the holder to subscribe for one Share upon exercise of the Option.                                                                                                                                                                                                                                                                                                                                                                                                       |
| Issue Price                                              | Nil cash consideration. Unless the Options are quoted on the ASX, Options issued will be issued for no more than nominal cash consideration.                                                                                                                                                                                                                                                                                                                                                  |
| Options Exercise Price                                   | Determined by the Board.                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Vesting Conditions                                       | An Award may be made subject to vesting conditions as determined by the Board in its discretion and as specified in the offer for the Awards. Shares may vest under special conditions including death & disability, retirement or redundancy or other special circumstances including financial hardship.                                                                                                                                                                                    |
| Not Transferable                                         | Subject to the Listing Rules, Awards are only transferrable in Special Circumstances with the prior written consent of the Board (which may be withheld in its absolute discretion) or by force of law upon death, to the Participant's legal personal representative or upon bankruptcy to the participant's trustee in bankruptcy.                                                                                                                                                          |
| Shares                                                   | Shares resulting from the exercise of the Awards shall, rank on equal terms with all other Shares on issue.                                                                                                                                                                                                                                                                                                                                                                                   |
| Quotation of Shares                                      | Within 10 Business Days of the later of the date the Shares are issued and the date any Restriction Period applying to the Shares ends.                                                                                                                                                                                                                                                                                                                                                       |
| No Participation Rights                                  | There are no participation rights or entitlements inherent in the Awards and Participants will not be entitled to participate in new issues of capital offered to Shareholders during the currency of the Awards without exercising the Award.                                                                                                                                                                                                                                                |
| Hedging                                                  | Hedging prohibited.                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Forfeiture & Lapsing                                     | <p>Forfeiture can occur under conditions that include:</p> <ul style="list-style-type: none"> <li>- Plan vesting conditions not satisfied.</li> <li>- Participant no longer an eligible participant.</li> <li>- Board discretion to cancel the plan.</li> </ul> <p>Change of control or a winding up resolution or order is made, and the Board does not waive the vesting condition.</p>                                                                                                     |
| Malus & Claw Back                                        | Forfeiture due to fraud, dishonesty, or other improper behaviour.                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Good Leaver                                              | <p>Subject to the terms of an Offer, where a Participant becomes a Good Leaver:</p> <ul style="list-style-type: none"> <li>- Options will continue in force and remain exercisable until the Expiry date</li> <li>- Performance rights held will continue in force and remain exercisable.</li> </ul> <p>The Board has discretion to allow some or all of unvested awards to be held with the remainder lapsing.</p>                                                                          |
| Bad Leaver                                               | Unless determined by the Board otherwise, if Bad Leaver determined, all vested Awards not yet exercised will remain in force and exercisable until 1 month after termination date thereafter automatic lapse will occur.                                                                                                                                                                                                                                                                      |
| Change in Exercise price of no. underlying securities    | No right to a change in exercise price or in the number of underlying Shares over which the Award can be exercised.                                                                                                                                                                                                                                                                                                                                                                           |
| Re-organisation                                          | Rights consistent with the Corporations Act and the Listing Rules at the time of the reorganisation.                                                                                                                                                                                                                                                                                                                                                                                          |
| Cashless exercise                                        | <p>In lieu of paying the aggregate Exercise Price, the Board may, permit holder to receive, without payment of cash or other consideration, (upon surrender) a number of Shares determined in accordance with the following formula:</p> $A = [B \times (C - D)] / C$ <p>where:</p> <p>A = the number of Shares (rounded down to the nearest whole number) to be issued to the Participant.</p> <p>B = the number of Shares otherwise issuable upon the exercise of the Option or portion</p> |

|                              |                                                                                                                                                                    |
|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                              | of the Options being exercised.<br>C = the market value of one Share; and<br>D = the Exercise Price.                                                               |
| Amendments                   | The Board may make amendments subject to plan rules, the Corporations Act, Listing Rules, and any other applicable law.                                            |
| Maximum Number of Securities | 16,790,774 Securities (being 10% of the issued capital post IPO on a fully diluted basis at listing assuming the Maximum Subscription is raised public the offer). |

#### FY22 Long Term Incentive Arrangements

|                            |                                                                                                                      |                                          |                              |
|----------------------------|----------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------|
| Performance period         | 1 July 2021-30 June 2024                                                                                             |                                          |                              |
| Vehicle                    | Premium priced options                                                                                               |                                          |                              |
| Measurement                | Share price target measured using 1 calendar month VWAP share price from the date audited 2024 accounts are released |                                          |                              |
| Exercise price             | \$0.50                                                                                                               |                                          |                              |
| Option value               | \$0.1456                                                                                                             |                                          |                              |
| Targets & Vesting Schedule | ABSOLUTE SHARE PRICE TARGET                                                                                          |                                          |                              |
|                            | Performance Over 3 Year Period vs Target                                                                             | Proportion of options capable of vesting | Multiple Listing Share Price |
|                            | < \$0.50                                                                                                             | Nil                                      | x2                           |
|                            | ≥\$0.50 to \$0.75+                                                                                                   | Straight line vest 33% - 100%            | x2 to x3+                    |
| LTI Rights awarded         | 2,058,286                                                                                                            |                                          |                              |
| Expiry date                | 14 April 2027                                                                                                        |                                          |                              |

### FY22 Short Term Incentive Plan Terms and Conditions

In FY22, a formal STI plan was introduced to align executives with the short-term goals of the Company and reward them for delivery of key financial and strategic imperatives. Details of the plan and outcomes follows:

|                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Hurdles                                   | <ol style="list-style-type: none"> <li>1. No material regulatory breaches</li> <li>2. No material governance breaches</li> <li>3. 90% of team to complete governance training by year end</li> <li>4. Achievement of 90% of group revenue target</li> </ol>                                                                                                                                                                                                                                                                                                                   |
| Weightings                                | <p>Corporate KPI's - 80%</p> <p>Personal KPI's - 20%</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Corporate KPIs                            | <ol style="list-style-type: none"> <li>1. <math>\geq</math> Total Group Budgeted Revenue (50% weighting)</li> <li>2. <math>\geq</math> Group Budgeted EBITDA (10% weighting)</li> <li>3. <math>\leq</math> Group budgeted OPEX (10% weighting)</li> <li>4. <math>\geq</math> Total number of connected devices budgeted (10% weighting)</li> </ol> <p>Margin floor - delivery of &lt; budgeted gross margin % (excluding China) results in the eligible corporate STI payment being reduced by 20%</p>                                                                        |
| Personal KPI's                            | Two personal KPI's set for each executive based on individual responsibilities. Each personal KPI is weighted at 10%.                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| STI Outcomes                              | <ol style="list-style-type: none"> <li>a. Hurdles - all group hurdles were met</li> <li>b. Corporate KPI Outcomes- 60% achieved <ol style="list-style-type: none"> <li>1. Total Group Budgeted Revenue - Achieved</li> <li>2. Group Budgeted EBITDA - Not achieved</li> <li>3. Group budgeted OPEX- Not achieved</li> <li>4. Total number of connected devices budgeted- Achieved</li> </ol> </li> <li>c. Margin floor - Achieved</li> <li>d. Personal KPI's <ul style="list-style-type: none"> <li>• CEO - 20% achieved</li> <li>• COO - 15% achieved</li> </ul> </li> </ol> |
| Payment                                   | <p>Payment is split between cash and premium priced options as follows:</p> <ul style="list-style-type: none"> <li>• 50% paid as cash within 30 days after the audited year end accounts announced to the market</li> <li>• 50% paid as premium priced options (via performance rights for options) based on the Option terms below</li> </ul>                                                                                                                                                                                                                                |
| STI Option terms                          | <ul style="list-style-type: none"> <li>• Allocation price - \$0.20</li> <li>• Exercise price - \$0.34</li> <li>• Option valuation - \$0.086</li> <li>• Vesting date - immediately on issue</li> <li>• Expiry date - 5 years from grant date</li> </ul>                                                                                                                                                                                                                                                                                                                        |
| STI Rights eligible to convert to Options | 1,226,970                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

### Use of remuneration consultants

A remuneration consultant was engaged during 2022 financial year to provide remuneration recommendations as defined in section 9B of the Corporations Act 2001. The consultant was engaged by, and reported directly to, the Board.

An agreed set of protocols were put in place to ensure that the remuneration recommendations would be free from undue influence from key management personnel. These protocols included requiring that the consultant not communicate with affected key management personnel without a member of the Board being present, and that the consultant not provide any information relating to the outcome of the engagement with the affected key management personnel. The Board is satisfied that these protocols were followed and as such there was no undue influence.

*Voting and comments made at the Company's 2021 Annual General Meeting ('AGM')*

At the 2021 AGM, 99.98% of the votes received supported the adoption of the remuneration report for the year ended 30 June 2021. The Company did not receive any specific feedback at the AGM regarding its remuneration practices.

**Details of remuneration**

The key management personnel of the Group consisted of the following Directors of X2M Connect Limited:

- Alan Stockdale (Non-Executive Chairman)
- Jodie Leonard (Non-Executive Director)
- Damien Johnston (Non-Executive Director)
- John Stewart (Non-Executive Director)

Other key management personnel:

- Mohan Jesudason (Chief Executive Officer)
- Keith Jelley (Chief Operating Officer)

*Amounts of remuneration*

Details of the remuneration of key management personnel of the Group are set out in the following tables.

|                                        | Short-term benefits        |                  |                    | Post-employment benefits | Long-term benefits       | Share-based payments                |                  |
|----------------------------------------|----------------------------|------------------|--------------------|--------------------------|--------------------------|-------------------------------------|------------------|
|                                        | Cash salary and fees<br>\$ | Cash bonus<br>\$ | Non-monetary<br>\$ | Super-annuation<br>\$    | Long service leave<br>\$ | Equity-Settled <sup>(6)</sup><br>\$ | Total<br>\$      |
| <b>2022</b>                            |                            |                  |                    |                          |                          |                                     |                  |
| <b>Non-Executive Directors:</b>        |                            |                  |                    |                          |                          |                                     |                  |
| Alan Stockdale <sup>(3)</sup>          | 100,000                    | -                | -                  | 10,000                   | -                        | 6,984                               | 116,984          |
| Jodie Leonard <sup>(3)(4)(5)</sup>     | 58,704                     | -                | -                  | 4,870                    | -                        | 3,492                               | 67,066           |
| Damien Johnston <sup>(3)(4)(5)</sup>   | 58,704                     | -                | -                  | 4,870                    | -                        | 3,492                               | 67,066           |
| John Stewart <sup>(3)(4)</sup>         | 55,662                     | -                | -                  | 4,566                    | -                        | 3,492                               | 63,720           |
| <b>Other Key Management Personnel:</b> |                            |                  |                    |                          |                          |                                     |                  |
| Mohan Jesudason <sup>(1)</sup>         | 478,306                    | 605,667          | -                  | 23,568                   | 9,545                    | 1,488,403                           | 2,605,489        |
| Keith Jelley <sup>(2)</sup>            | 278,306                    | 37,490           | -                  | 23,568                   | 5,539                    | 442,486                             | 787,389          |
|                                        | <u>1,029,682</u>           | <u>643,157</u>   | <u>-</u>           | <u>71,442</u>            | <u>15,084</u>            | <u>1,948,349</u>                    | <u>3,707,714</u> |

- (1) Mr Jesudason received an IPO cash bonus \$525,381 following the successful IPO of the Company as disclosed in the IPO replacement prospectus dated 24 August 2021. Mr Jesudason was also awarded a \$80,286 cash bonus, equating to 50% of his total STI payment for achieving 80% of his FY22 STI. The remaining 50% of his STI payment was awarded as performance rights to be converted into options.
- (2) Mr Jelley was awarded a cash bonus of \$37,490 equating to 50% of his total STI payment for achieving 75% of his FY22 STI. The remaining 50% of his STI payment was awarded as performance rights to be converted into options.
- (3) Options were granted to Non-Executive Directors under the IPO replacement prospectus dated 24 August 2021.

- (4) In FY22, a one-off payment of \$10,000 was made to Non-Executive Directors to reflect the increased workload required to support the Company's listing.
- (5) From 7 March 2022, Committee Chairs were paid an additional \$10,000 per annum reflected in FY22 on a pro rata basis.
- (6) Reflects equity awarded to the KMP or their nominee.

|                                        | Short-term benefits        |                  |                    | Post-employment benefits | Long-term benefits       | Share-based payments |                  |
|----------------------------------------|----------------------------|------------------|--------------------|--------------------------|--------------------------|----------------------|------------------|
|                                        | Cash salary and fees<br>\$ | Cash bonus<br>\$ | Non-monetary<br>\$ | Super-annuation<br>\$    | Long service leave<br>\$ | Equity-Settled<br>\$ | Total<br>\$      |
| <b>2021</b>                            |                            |                  |                    |                          |                          |                      |                  |
| <i>Non-Executive Directors:</i>        |                            |                  |                    |                          |                          |                      |                  |
| Alan Stockdale <sup>(1)</sup>          | 84,632                     | -                | -                  | 3,722                    | -                        | 72,068               | 160,422          |
| Jodie Leonard <sup>(2)</sup>           | 17,889                     | -                | -                  | 1,700                    | -                        | 36,034               | 55,623           |
| Damien Johnston <sup>(3)</sup>         | 17,889                     | -                | -                  | 1,700                    | -                        | 36,034               | 55,623           |
| John Stewart <sup>(4)</sup>            | 17,889                     | -                | -                  | 1,700                    | -                        | 36,034               | 55,623           |
| Michael An <sup>(5)</sup>              | -                          | -                | -                  | -                        | -                        | 124,943              | 124,943          |
| Narender Lakhwani <sup>(6)</sup>       | -                          | -                | -                  | -                        | -                        | -                    | -                |
| Lee Mayberry <sup>(7)</sup>            | -                          | -                | -                  | -                        | -                        | -                    | -                |
| <i>Other Key Management Personnel:</i> |                            |                  |                    |                          |                          |                      |                  |
| Mohan Jesudason                        | 465,704                    | -                | -                  | 21,694                   | 33,948                   | 1,165,431            | 1,686,777        |
| Keith Jelley <sup>(8)</sup>            | 262,597                    | 172,000          | -                  | 21,694                   | 14,102                   | 450,423              | 920,816          |
|                                        | <u>866,600</u>             | <u>172,000</u>   | <u>-</u>           | <u>52,210</u>            | <u>48,050</u>            | <u>1,920,967</u>     | <u>3,059,827</u> |

- (1) Appointed 8th of February 2021. Prior to his appointment, Mr. Stockdale received monthly consulting fees of \$7,575.75 excluding GST from 1st of August 2020 until the 31st of January 2021, totalling \$45,455. This has been disclosed in the "Cash salary and fees" column.
- (2) Appointed 8th of February 2021.
- (3) Appointed 8th of February 2021.
- (4) Appointed 8th of February 2021.
- (5) The Company issued Mr. An's nominee Null Cipher 720,000 fully paid ordinary shares on the 12th of February 2021 (259,201 post the share consolidation on the 7th of June 2021) and 423,546 fully paid ordinary shares on the 30th of June 2021 as compensation for Chairman and Director services rendered. Mr. An resigned on the 12th of February 2021.
- (6) No remuneration was received in 2021. Mr. Lakhwani resigned on the 17th of November 2020.
- (7) No remuneration was received in 2021. Mr. Mayberry resigned on the 8th of February 2021.
- (8) Mr Jelley was paid a \$172,000 sign on bonus upon signing his contract on the 21st of May 2021 and this is shown as a Cash Bonus.

The proportion of remuneration linked to performance and the fixed proportion are as follows:

| Name                                   | Fixed remuneration |      | At risk - STI |      | At risk - LTI |      |
|----------------------------------------|--------------------|------|---------------|------|---------------|------|
|                                        | 2022               | 2021 | 2022          | 2021 | 2022          | 2021 |
| <b>Non-Executive Directors:</b>        |                    |      |               |      |               |      |
| Alan Stockdale                         | 94%                | 55%  | -             | -    | 6%            | 45%  |
| Jodie Leonard                          | 95%                | 35%  | -             | -    | 5%            | 65%  |
| Damien Johnston                        | 95%                | 35%  | -             | -    | 5%            | 65%  |
| John Stewart                           | 95%                | 35%  | -             | -    | 5%            | 65%  |
| Michael An                             | -                  | -    | -             | -    | -             | 100% |
| <b>Other Key Management Personnel:</b> |                    |      |               |      |               |      |
| Mohan Jesudason                        | 20%                | 31%  | 23%           | -    | 57%           | 69%  |
| Keith Jelley                           | 39%                | 32%  | 5%            | 19%  | 56%           | 49%  |

The proportion of the cash bonus paid/payable or forfeited is as follows:

| Name                                   | Cash bonus paid/payable |      | Cash bonus forfeited |      |
|----------------------------------------|-------------------------|------|----------------------|------|
|                                        | 2022                    | 2021 | 2022                 | 2021 |
| <b>Other Key Management Personnel:</b> |                         |      |                      |      |
| Mohan Jesudason                        | 80%                     | -    | 20%                  | -    |
| Keith Jelley                           | 75%                     | 100% | 25%                  | -    |

#### **Service agreements**

Remuneration and other terms of employment for key management personnel are formalised in service agreements. Details of these agreements are as follows:

|                      |                                                                                                   |
|----------------------|---------------------------------------------------------------------------------------------------|
| Name:                | Mohan Jesudason                                                                                   |
| Title:               | Chief Executive Officer                                                                           |
| Agreement commenced: | 1 February 2020                                                                                   |
| Term of agreement:   | Ongoing                                                                                           |
| Details:             | Mr Jesudason will receive a base remuneration of \$501,874 per annum inclusive of superannuation. |

Upon the Company admission to the ASX Official List, Mr Jesudason received a bonus of \$525,381 equivalent to 1.5% of the Company's post-IPO money valuation immediately preceding trading on the ASX.

The Company may issue shares and options to Mr Jesudason under incentive plans as part of Mr Jesudason's ongoing remuneration as deemed appropriate by the Board, subject to all required Shareholder approvals under the Listing Rules and Corporations Act.

The Company has agreed to pay Mr Jesudason a combined cash and premium options based Short Term Incentive (STI) of 40% of base remuneration per annum for on target performance as and when deemed appropriate by the Board under the STI Plan developed by the Company and such STI to be based on Mr Jesudason's achievement of KPIs (as determined by the Board in its sole discretion, acting reasonably) agreed between the Board and Mr Jesudason for the year concerned.

Either party may terminate the employment in writing at any time by giving at least 12 months' notice.

Name: Keith Jelley  
Title: Chief Operating Officer  
Agreement commenced: 1 February 2020  
Term of agreement: Ongoing  
Details: Mr Jelley will receive a base remuneration of \$301,874 per annum inclusive of superannuation.

The Company may issue Shares and Options to Mr Jelley under incentive plans as part of the Mr Jelley's ongoing remuneration as deemed appropriate by the Chief Executive Officer and Board, subject to all required Shareholder approvals under the Listing Rules and Corporations Act.

The Company has agreed to pay Mr Jelley a combined cash and premium options based Short Term Incentive (STI) of 33% of the base remuneration per annum for on target performance as deemed appropriate by the CEO and the Board under the Short Term Incentive Plan.

Either party may terminate the employment in writing at any time by giving at least 6 months' notice

Key management personnel have no entitlement to termination payments in the event of removal for misconduct.

#### Share-based compensation

##### Shares

Details of shares issued to key management personnel as part of IPO compensation arrangements during the period ended 30 June 2022 are set out below:

| Name            | Date         | Shares    | Issue price | \$      |
|-----------------|--------------|-----------|-------------|---------|
| Mohan Jesudason | 14 July 2021 | 1,486,704 | \$0.125     | 185,838 |

##### Options

The terms and conditions of each grant of options over ordinary shares affecting remuneration of key management personnel in this financial period or future reporting years are as follows:

##### Pre-IPO and IPO related

| Name            | Number of options granted | Grant date        | Vesting date and exercisable date | Expiry date       | Exercise price | Fair value per option at grant date |
|-----------------|---------------------------|-------------------|-----------------------------------|-------------------|----------------|-------------------------------------|
| Alan Stockdale  | 144,135                   | 14 September 2021 | 14 September 2023                 | 13 September 2025 | \$0.3575       | \$0.122                             |
| Jodie Leonard   | 72,068                    | 14 September 2021 | 14 September 2023                 | 13 September 2025 | \$0.3575       | \$0.122                             |
| Damien Johnston | 72,068                    | 14 September 2021 | 14 September 2023                 | 13 September 2025 | \$0.3575       | \$0.122                             |
| John Stewart    | 72,068                    | 14 September 2021 | 14 September 2023                 | 13 September 2025 | \$0.3575       | \$0.122                             |
| Mohan Jesudason | 7,058,462                 | 16 July 2021      | 16 July 2021                      | 15 July 2025      | \$0.25         | \$0.052                             |
| Mohan Jesudason | 7,169,691                 | 14 September 2021 | 14 September 2021                 | 13 September 2025 | \$0.3575       | \$0.122                             |
| Keith Jelley    | 2,352,821                 | 16 July 2021      | 16 July 2021                      | 15 July 2025      | \$0.25         | \$0.052                             |
| Keith Jelley    | 2,389,897                 | 14 September 2021 | 14 September 2021                 | 13 September 2025 | \$0.3575       | \$0.122                             |

FY22 LTI plan related

| Name            | Number of options granted | Grant date    | Vesting date and exercisable date | Expiry date   | Exercise price | Fair value per option at grant date |
|-----------------|---------------------------|---------------|-----------------------------------|---------------|----------------|-------------------------------------|
| Mohan Jesudason | 1,373,940                 | 14 April 2022 | 14 April 2025                     | 14 April 2027 | \$0.50         | \$0.042                             |
| Keith Jelley    | 684,346                   | 14 April 2022 | 14 April 2025                     | 14 April 2027 | \$0.50         | \$0.042                             |

Options granted carry no dividend or voting rights.

The number of options over ordinary shares granted to and vested by Directors and other key management personnel as part of LTI, pre-IPO and IPO compensation arrangements during the period ended 30 June 2022 are set out below:

| Name                           | Number of options granted during the period 2022 | Number of options granted during the period 2021 | Number of options vested during the period 2022 | Number of options vested during the period 2021 |
|--------------------------------|--------------------------------------------------|--------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| Alan Stockdale <sup>(1)</sup>  | 144,135                                          | -                                                | -                                               | -                                               |
| Jodie Leonard <sup>(1)</sup>   | 72,068                                           | -                                                | -                                               | -                                               |
| Damien Johnston <sup>(1)</sup> | 72,068                                           | -                                                | -                                               | -                                               |
| John Stewart <sup>(1)</sup>    | 72,068                                           | -                                                | -                                               | -                                               |
| Mohan Jesudason <sup>(2)</sup> | 15,602,093                                       | -                                                | 14,228,153                                      | -                                               |
| Keith Jelley <sup>(2)</sup>    | 5,427,064                                        | -                                                | 4,742,718                                       | -                                               |

(1) Options were granted to the Directors under the IPO replacement prospectus dated 24 August 2021.

(2) Including Pre-IPO and IPO Options granted to the KMP.

Values of options over ordinary shares granted, exercised and lapsed for Directors and other key management personnel as part of LTI, pre-IPO and IPO compensation arrangements during the period ended 30 June 2022 are set out below:

| Name                           | Value of options granted during the period \$ | Value of options exercised during the period \$ | Value of options lapsed during the period \$ | Remuneration consisting of options for the period % |
|--------------------------------|-----------------------------------------------|-------------------------------------------------|----------------------------------------------|-----------------------------------------------------|
| Alan Stockdale <sup>(1)</sup>  | 17,616                                        | -                                               | -                                            | 6%                                                  |
| Jodie Leonard <sup>(1)</sup>   | 8,808                                         | -                                               | -                                            | 5%                                                  |
| Damien Johnston <sup>(1)</sup> | 8,808                                         | -                                               | -                                            | 5%                                                  |
| John Stewart <sup>(1)</sup>    | 8,808                                         | -                                               | -                                            | 5%                                                  |
| Mohan Jesudason <sup>(2)</sup> | 1,298,969                                     | -                                               | -                                            | 55%                                                 |
| Keith Jelley <sup>(2)</sup>    | 442,439                                       | -                                               | -                                            | 46%                                                 |

(1) Options were granted to Directors under the IPO replacement prospectus dated 24 August 2021.

(2) Including Pre-IPO and IPO Options granted to the KMP.

### STI Performance rights

The terms and conditions of each grant of performance rights over options affecting remuneration of key management personnel in this financial period or future reporting years are as follows:

| Name            | Number of performance rights granted | Grant date    | Vesting date and exercisable date | Expiry date     | Option exercise price | Fair value per performance right at grant date |
|-----------------|--------------------------------------|---------------|-----------------------------------|-----------------|-----------------------|------------------------------------------------|
| Mohan Jesudason | 819,023                              | 14 April 2022 | 30 September 2022                 | 30 October 2022 | \$0.34                | \$0.086                                        |
| Keith Jelley    | 407,947                              | 14 April 2022 | 30 September 2022                 | 30 October 2022 | \$0.34                | \$0.086                                        |

### Additional disclosures relating to key management personnel

#### Shareholdings

The number of shares in the Company held during the financial period by each Director and other members of key management personnel of the Group, including their personally related parties, is set out below:

|                        | Balance at the start of the period | Received as part of remuneration | Additions | Disposals/ other | Balance at the end of the period |
|------------------------|------------------------------------|----------------------------------|-----------|------------------|----------------------------------|
| <i>Ordinary shares</i> |                                    |                                  |           |                  |                                  |
| Alan Stockdale         | 576,541                            | -                                | -         | -                | 576,541                          |
| Jodie Leonard          | 288,271                            | -                                | -         | -                | 288,271                          |
| Damien Johnston        | 288,271                            | -                                | -         | -                | 288,271                          |
| John Stewart           | 288,271                            | -                                | -         | -                | 288,271                          |
| Mohan Jesudason        | 9,323,448                          | 1,486,704                        | -         | -                | 10,810,152                       |
| Keith Jelley           | 3,603,384                          | -                                | -         | -                | 3,603,384                        |
|                        | 14,368,186                         | 1,486,704                        | -         | -                | 15,854,890                       |

#### Option holdings

The number of options over ordinary shares in the Company held during the financial period by each Director and other members of key management personnel of the Group, including their personally related parties, is set out below:

|                                     | Balance at the start of the period | Granted    | Exercised | Expired/ forfeited/ other | Balance at the end of the period |
|-------------------------------------|------------------------------------|------------|-----------|---------------------------|----------------------------------|
| <i>Options over ordinary shares</i> |                                    |            |           |                           |                                  |
| Alan Stockdale                      | -                                  | 144,135    | -         | -                         | 144,135                          |
| Jodie Leonard                       | -                                  | 72,068     | -         | -                         | 72,068                           |
| Damien Johnston                     | -                                  | 72,068     | -         | -                         | 72,068                           |
| John Stewart                        | -                                  | 72,068     | -         | -                         | 72,068                           |
| Mohan Jesudason                     | -                                  | 15,602,093 | -         | -                         | 15,602,093                       |
| Keith Jelley                        | -                                  | 5,427,064  | -         | -                         | 5,427,064                        |
|                                     | -                                  | 21,389,496 | -         | -                         | 21,389,496                       |

### STI Performance rights

The number of performance rights over options in the Company held during the financial period by each key management personnel of the Group, including their personally related parties, is set out below:

|                                        | Balance at<br>the start of<br>the period | Granted   | Converted | Expired/<br>forfeited/<br>other | Balance at<br>the end of<br>the period |
|----------------------------------------|------------------------------------------|-----------|-----------|---------------------------------|----------------------------------------|
| <i>Performance rights over options</i> |                                          |           |           |                                 |                                        |
| Mohan Jesudason                        | -                                        | 819,023   | -         | -                               | 819,023                                |
| Keith Jelley                           | -                                        | 407,947   | -         | -                               | 407,947                                |
|                                        | -                                        | 1,226,970 | -         | -                               | 1,226,970                              |

### Loans to key management personnel and their related parties

No loans were provided from the Company to any key management person or their related parties in 2022.

### Other transactions with key management personnel and their related parties

In the 2022 financial year, X2M incurred \$236,406 legal fees on behalf of Mr Mohan Jesudason and Mr Keith Jelley (2021: \$30,607). These legal fees relate to preparation of the defence in relation to legal proceedings regarding Freestyle Technology Limited. Mr Jesudason and Mr Jelley were indemnified by X2M for these proceedings as part of their respective executive employment agreement with the Company. The legal services provided to Mr Jesudason and Mr Jelley also cover a former Director of Freestyle Technology Limited (in liquidation) under a common defence. Should the defence prove successful, reimbursement of some or all of these legal expenses may occur in a future period.

During the 2022 financial year, X2M paid \$1,250 for graphic design and supporting services to Jean Jelley Interior Solutions (an entity associated with Keith Jelley, X2M Chief Operating Officer). The transactions were made on normal commercial terms.

*This concludes the remuneration report, which has been audited.*

### Shares under option

Unissued ordinary shares of X2M Connect Limited under option at the date of this report are as follows:

| Grant date        | Expiry date       | Exercise price | Number under option |
|-------------------|-------------------|----------------|---------------------|
| 16 July 2021      | 15 July 2025      | \$0.250        | 9,411,283           |
| 14 September 2021 | 13 September 2025 | \$0.358        | 9,559,588           |
| 14 September 2021 | 13 September 2025 | \$0.358        | 5,188,029           |
| 14 September 2021 | 13 September 2024 | \$0.250        | 1,646,154           |
| 14 September 2021 | 13 September 2024 | \$0.313        | 1,646,154           |
| 14 April 2022     | 14 April 2027     | \$0.500        | 2,058,286           |
| 27 June 2022      | 27 June 2027      | \$0.500        | 1,571,368           |
| 19 August 2022    | 31 August 2024    | \$0.160        | 21,108,218          |
| 25 August 2022    | 31 August 2024    | \$0.160        | 2,242,179           |
| 29 August 2022    | 29 August 2027    | \$0.140        | 986,822             |
| 2 September 2022  | 2 September 2027  | \$0.138        | 5,785,510           |
|                   |                   |                | <u>61,203,591</u>   |

No person entitled to exercise the options had or has any right by virtue of the option to participate in any share issue of the Company or of any other body corporate.

## Shares issued on the exercise of options

There were no ordinary shares of X2M Connect Limited issued on the exercise of options during the period ended 30 June 2022 and up to the date of this report.

## Shares under performance rights

Unissued options over ordinary shares of X2M Connect Limited under performance rights at the date of this report are as follows:

| Grant date    | Expiry date   | Option exercise price | Number under performance rights |
|---------------|---------------|-----------------------|---------------------------------|
| 14 April 2022 | 14 April 2027 | \$0.34                | <u>1,226,970</u>                |

## Shares issued on the conversion of performance rights

There were no ordinary shares of X2M Connect Limited issued on the conversion of performance rights during the period ended 30 June 2022 and up to the date of this report.

## Indemnity and insurance of officers

The Company has indemnified the Directors and executives of the Company for costs incurred, in their capacity as a Director or executive, for which they may be held personally liable, except where there is a lack of good faith.

During the financial period, the Company paid a premium in respect of a contract to insure the Directors and executives of the Company against a liability 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.

## Indemnity and insurance of auditor

The company has not otherwise, during or since the end of the financial year, except to the extent permitted by law indemnified or agreed to indemnify any current or former officer or auditor of the company against a liability incurred by such an officer or auditor.

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

## Proceedings on behalf of the Company

No person has applied to the 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 part of those proceedings.

## Other proceedings

As per the announcement to ASX dated 30 November 2021, the plaintiffs in the legal proceedings involving Freestyle Technology Limited (Freestyle) have obtained leave of the Court to join X2M Connect Limited to those proceedings following their payment into Court of the required security for costs. X2M did not object to being joined to these proceedings. A directions hearing is set for the 4 November 2022.

As disclosed in the Replacement Prospectus issued by X2M dated 24 August 2021, those legal proceedings were commenced against Freestyle (the vendor who sold its assets to the Company through a liquidation sale) and other defendants in May 2019. X2M did not exist at this time and will vigorously defend any claim against it. Furthermore, if the plaintiff's claims are ultimately successful (which the Company considers is very unlikely), the Company believes that the appropriate assessment of quantum is nil, and therefore the risk to the Company and Shareholders is not material.

The Company will update shareholders with any material developments in the proceedings.

## Non-audit services

Details of the amounts paid or payable to the auditor for non-audit services provided during the financial period by the auditor are outlined in note 24 to the financial statements.

The Directors are satisfied that the provision of non-audit services during the financial period, by the auditor (or by another person or firm on the auditor's behalf), is compatible with the general standard of independence for auditors imposed by the Corporations Act 2001.

The Directors are of the opinion that the services as disclosed in note 24 to the financial statements do not compromise the external auditor's independence requirements of the Corporations Act 2001 for the following reasons:

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

## Officers of the Company who are former partners of Grant Thornton Audit Pty Ltd

There are no officers of the Company who are former partners of Grant Thornton Audit Pty Ltd.

## Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this Directors report.

## Auditor

Grant Thornton Audit Pty Ltd continues in office in accordance with section 327 of the Corporations Act 2001.

This report is made in accordance with a resolution of Directors, pursuant to section 298(2)(a) of the Corporations Act 2001.

On behalf of the Directors



---

Hon. Alan Stockdale AO  
Non-Executive Chairman

28 September 2022

Grant Thornton Audit Pty Ltd  
Level 22 Tower 5  
Collins Square  
727 Collins Street  
Melbourne VIC 3008  
GPO Box 4736  
Melbourne VIC 3001  
T +61 3 8320 2222

## Auditor's Independence Declaration

### To the Directors of X2M Connect Limited

In accordance with the requirements of section 307C of the *Corporations Act 2001*, as lead auditor for the audit of X2M Connect Limited for the year ended 30 June 2022, I declare that, to the best of my knowledge and belief, there have been:

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



Grant Thornton Audit Pty Ltd  
Chartered Accountants



B A Mackenzie  
Partner – Audit & Assurance  
Melbourne, 28 September 2022

[www.grantthornton.com.au](http://www.grantthornton.com.au)  
ACN-130 913 594

Grant Thornton Audit Pty Ltd ACN 130 913 594 a subsidiary or related entity of Grant Thornton Australia Limited ABN 41 127 556 389 ACN 127 556 389. 'Grant Thornton' refers to the brand under which the Grant Thornton member firms provide assurance, tax and advisory services to their clients and/or refers to one or more member firms, as the context requires. Grant Thornton Australia Limited is a member firm of Grant Thornton International Ltd (GTIL). GTIL and the member firms are not a worldwide partnership. GTIL and each member firm is a separate legal entity. Services are delivered by the member firms. GTIL does not provide services to clients. GTIL and its member firms are not agents of, and do not obligate one another and are not liable for one another's acts or omissions. In the Australian context only, the use of the term 'Grant Thornton' may refer to Grant Thornton Australia Limited ABN 41 127 556 389 ACN 127 556 389 and its Australian subsidiaries and related entities. Liability limited by a scheme approved under Professional Standards Legislation.

For personal use only

# Financial Statements

X2M Connect Limited Annual Report FY22  
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

|                                                                                                                 | Note | Consolidated<br>2022<br>\$ | 2021<br>\$                |
|-----------------------------------------------------------------------------------------------------------------|------|----------------------------|---------------------------|
| <b>Revenue</b>                                                                                                  | 4    | 10,387,638                 | 5,700,396                 |
| Other income                                                                                                    | 5    | 443,213                    | 819,279                   |
| Total revenue and other income                                                                                  |      | <u>10,830,851</u>          | <u>6,519,675</u>          |
| <b>Expenses</b>                                                                                                 |      |                            |                           |
| Cost of sales                                                                                                   |      | (8,074,964)                | (4,074,487)               |
| Employee benefits expense                                                                                       | 6    | (5,194,039)                | (4,622,097)               |
| Share based payments expense                                                                                    | 32   | (2,184,136)                | (2,072,156)               |
| Depreciation and amortisation expense                                                                           | 6    | (946,043)                  | (1,244,792)               |
| Finance costs                                                                                                   | 6    | (74,658)                   | (161,084)                 |
| Telephone expenses                                                                                              |      | (271,008)                  | (205,055)                 |
| Short-term lease expenses                                                                                       |      | (62,203)                   | (101,779)                 |
| Other expenses                                                                                                  |      | (1,979,152)                | (1,089,671)               |
| Professional fees                                                                                               |      | (1,373,894)                | (866,441)                 |
| IPO expenses                                                                                                    |      | (891,708)                  | (681,534)                 |
| Total expenses                                                                                                  |      | <u>(21,051,805)</u>        | <u>(15,119,096)</u>       |
| <b>Loss before income tax (expense)/benefit</b>                                                                 |      | (10,220,954)               | (8,599,421)               |
| Income tax (expense)/benefit                                                                                    | 7    | <u>(14,826)</u>            | <u>344,307</u>            |
| <b>Loss after income tax (expense)/benefit for the period attributable to the owners of X2M Connect Limited</b> |      | (10,235,780)               | (8,255,114)               |
| <b>Other comprehensive income/(loss)</b>                                                                        |      |                            |                           |
| <i>Items that may be reclassified subsequently to profit or loss</i>                                            |      |                            |                           |
| Foreign currency translation                                                                                    |      | <u>(9,957)</u>             | <u>(260,670)</u>          |
| <b>Other comprehensive income/(loss) for the period, net of tax</b>                                             |      | <u>(9,957)</u>             | <u>(260,670)</u>          |
| <b>Total comprehensive income/(loss) for the period attributable to the owners of X2M Connect Limited</b>       |      | <u><u>(10,245,737)</u></u> | <u><u>(8,515,784)</u></u> |
|                                                                                                                 |      | <b>Cents</b>               | <b>Cents</b>              |
| Basic earnings per share                                                                                        | 33   | (7.70)                     | (12.21)                   |
| Diluted earnings per share                                                                                      | 33   | (7.70)                     | (12.21)                   |

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

X2M Connect Limited Annual Report FY22  
STATEMENT OF FINANCIAL POSITION

|                                                       | Note | Consolidated<br>2022<br>\$ | 2021<br>\$         |
|-------------------------------------------------------|------|----------------------------|--------------------|
| <b>Assets</b>                                         |      |                            |                    |
| <b>Current assets</b>                                 |      |                            |                    |
| Cash and cash equivalents                             | 8    | 1,020,020                  | 1,952,842          |
| Trade and other receivables                           | 9    | 241,489                    | 204,826            |
| Contract assets                                       | 10   | 796,228                    | 237,483            |
| Inventories                                           | 11   | 135,135                    | 76,317             |
| Other assets                                          | 12   | 2,054,133                  | 1,506,599          |
| Total current assets                                  |      | <u>4,247,005</u>           | <u>3,978,067</u>   |
| <b>Non-current assets</b>                             |      |                            |                    |
| Property, plant and equipment and right-of-use assets | 13   | 627,622                    | 632,856            |
| Intangible assets                                     | 14   | 3,095,854                  | 2,196,687          |
| Other assets                                          | 12   | 201,972                    | 128,021            |
| Total non-current assets                              |      | <u>3,925,448</u>           | <u>2,957,564</u>   |
| <b>Total assets</b>                                   |      | <u>8,172,453</u>           | <u>6,935,631</u>   |
| <b>Liabilities</b>                                    |      |                            |                    |
| <b>Current liabilities</b>                            |      |                            |                    |
| Trade and other payables                              | 15   | 2,236,186                  | 2,044,068          |
| Contract liabilities                                  | 16   | 2,203,139                  | 1,070,696          |
| Borrowings                                            | 17   | 558,476                    | 2,408,423          |
| Lease liabilities                                     | 19   | 243,075                    | 129,056            |
| Derivative financial instruments                      |      | -                          | 31,488             |
| Employee benefits                                     | 18   | 739,164                    | 675,331            |
| Provisions                                            |      | -                          | 28,540             |
| Total current liabilities                             |      | <u>5,980,040</u>           | <u>6,387,602</u>   |
| <b>Non-current liabilities</b>                        |      |                            |                    |
| Lease liabilities                                     | 19   | 340,380                    | 113,232            |
| Employee benefits                                     | 18   | 296,341                    | 249,577            |
| Total non-current liabilities                         |      | <u>636,721</u>             | <u>362,809</u>     |
| <b>Total liabilities</b>                              |      | <u>6,616,761</u>           | <u>6,750,411</u>   |
| <b>Net assets</b>                                     |      | <u>1,555,692</u>           | <u>185,220</u>     |
| <b>Equity</b>                                         |      |                            |                    |
| Issued capital                                        | 20   | 19,293,275                 | 9,412,958          |
| Reserves                                              | 21   | 2,141,509                  | 415,574            |
| Accumulated losses                                    |      | <u>(19,879,092)</u>        | <u>(9,643,312)</u> |
| <b>Total equity</b>                                   |      | <u>1,555,692</u>           | <u>185,220</u>     |

The above statement of financial position should be read in conjunction with the accompanying notes

| Consolidated                                                 | Issued capital<br>\$ | Reserves<br>\$ | Accumulated losses<br>\$ | Total equity<br>\$ |
|--------------------------------------------------------------|----------------------|----------------|--------------------------|--------------------|
| Balance at 1 July 2020                                       | 260                  | 23,813         | (1,388,198)              | (1,364,125)        |
| Loss after income tax benefit for the period                 | -                    | -              | (8,255,114)              | (8,255,114)        |
| Other comprehensive income/(loss) for the period, net of tax | -                    | (260,670)      | -                        | (260,670)          |
| Total comprehensive income/(loss) for the period             | -                    | (260,670)      | (8,255,114)              | (8,515,784)        |
| <i>Transactions with owners in their capacity as owners:</i> |                      |                |                          |                    |
| Contributions of equity, net of transaction costs (note 20)  | 2,013,000            | -              | -                        | 2,013,000          |
| Share-based payments (note 32)                               | 1,419,725            | 652,431        | -                        | 2,072,156          |
| Issue of shares on conversion of convertible notes           | 5,979,973            | -              | -                        | 5,979,973          |
| Balance at 30 June 2021                                      | <u>9,412,958</u>     | <u>415,574</u> | <u>(9,643,312)</u>       | <u>185,220</u>     |

| Consolidated                                                 | Issued capital<br>\$ | Reserves<br>\$   | Accumulated losses<br>\$ | Total equity<br>\$ |
|--------------------------------------------------------------|----------------------|------------------|--------------------------|--------------------|
| Balance at 1 July 2021                                       | 9,412,958            | 415,574          | (9,643,312)              | 185,220            |
| Loss after income tax expense for the period                 | -                    | -                | (10,235,780)             | (10,235,780)       |
| Other comprehensive income/(loss) for the period, net of tax | -                    | (9,957)          | -                        | (9,957)            |
| Total comprehensive income/(loss) for the period             | -                    | (9,957)          | (10,235,780)             | (10,245,737)       |
| <i>Transactions with owners in their capacity as owners:</i> |                      |                  |                          |                    |
| Contributions of equity, net of transaction costs (note 20)  | 7,042,048            | -                | -                        | 7,042,048          |
| Issue of shares on conversion of convertible notes           | 2,000,000            | -                | -                        | 2,000,000          |
| Transfers                                                    | 652,431              | (652,431)        | -                        | -                  |
| Share-based payments (note 32)                               | 185,838              | 1,998,298        | -                        | 2,184,136          |
| Options issued as consideration for Public Offer services    | -                    | 390,025          | -                        | 390,025            |
| Balance at 30 June 2022                                      | <u>19,293,275</u>    | <u>2,141,509</u> | <u>(19,879,092)</u>      | <u>1,555,692</u>   |

The above statement of changes in equity should be read in conjunction with the accompanying notes

X2M Connect Limited Annual Report FY22  
STATEMENT OF CASH FLOWS

|                                                                    | Note | Consolidated<br>2022<br>\$ | 2021<br>\$       |
|--------------------------------------------------------------------|------|----------------------------|------------------|
| <b>Cash flows from operating activities</b>                        |      |                            |                  |
| Receipts from customers                                            |      | 12,074,079                 | 7,279,600        |
| Receipts from government grants                                    |      | 352,389                    | 497,178          |
| Payments to suppliers and employees                                |      | (18,634,402)               | (11,017,595)     |
| Net cash used in operating activities                              | 31   | (6,207,934)                | (3,240,817)      |
| <b>Cash flows from investing activities</b>                        |      |                            |                  |
| Payments for property, plant and equipment                         | 13   | (38,608)                   | -                |
| Payments for intangibles                                           |      | (1,659,929)                | (776,738)        |
| (Payment)/Proceeds (for)/ from release of security deposits        |      | (114,889)                  | 128,097          |
| Net cash used in investing activities                              |      | (1,813,426)                | (648,641)        |
| <b>Cash flows from financing activities</b>                        |      |                            |                  |
| Proceeds from issue of shares                                      | 20   | 8,000,000                  | 2,070,000        |
| Share issue transaction costs                                      |      | (694,743)                  | (57,000)         |
| Proceeds from convertible notes                                    |      | 500,000                    | 2,800,000        |
| Net proceeds/(repayments) from/(of) borrowings                     |      | (395,612)                  | 952,221          |
| Repayment of lease liabilities (including interest)                |      | (195,635)                  | (225,013)        |
| Net cash from financing activities                                 |      | 7,214,010                  | 5,540,208        |
| Net increase/(decrease) in cash and cash equivalents               |      | (807,350)                  | 1,650,750        |
| Cash and cash equivalents at the beginning of the financial period |      | 1,952,842                  | 302,092          |
| Effects of exchange rate changes on cash and cash equivalents      |      | (125,472)                  | -                |
| Cash and cash equivalents at the end of the financial period       | 8    | <u>1,020,020</u>           | <u>1,952,842</u> |

The above statement of cash flows should be read in conjunction with the accompanying notes

## Note 1. Significant accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and in respective notes to the financial statements. These policies have been consistently applied to all the years presented, unless otherwise stated.

### New or amended Accounting Standards and Interpretations adopted

The Group has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

### Going concern

The consolidated financial report has been prepared on a going concern basis which contemplates continuity of normal business activities, funding of operating activities and the realisation of assets and settlement of liabilities in the ordinary course of business.

The Group recorded a net loss for the year ended 30 June 2022 of \$10,235,780 (2021: \$8,255,114) and Cash outflows from operating and investing activities were \$8,021,360 (2021: \$3,889,458). As at 30 June 2022 the Group had net assets of \$1,555,692 and had a working capital deficiency, being current assets less current liabilities, of \$1,733,035.

During the period, the Group completed a successful Initial Public Offering to list on the ASX raising \$8,000,000 (before transaction costs). The Group's trading performance during the period is broadly in line with management's expectations and consistent with a clear strategy to invest in growth. The growth strategy is working as shown by the growth in top-line revenue.

Subsequent to year end, the Group successfully completed an Entitlement Offer, raising \$3,970,000 before costs. Proceeds from the Offer will be utilised to fund current and future growth initiatives. Cash flow forecasts prepared by management indicate that the Group will have sufficient funds to meet commitments over the next twelve months from the date of this report. These cashflow projections assume the Group's ability to achieve sales and prudent control on expenditure. If required, the Group has the ability to seek additional capital by one of, or a combination of, the following: placement of shares, pro-rata issue to shareholders and/or further issue of shares to public.

Based on these factors, it is the view of the Directors that the Group is sufficiently capitalised to continue as a going concern. The Directors acknowledge that this assessment incorporates a number of assumptions and judgements and have concluded that the range of possible outcomes considered in arriving at this support the Group's ability to continue as a going concern as at the date of this report.

The financial statements do not include any adjustments relating to the recoverability and classification of recorded asset amounts or to the amounts and classification of liabilities that might be necessary should the Group not continue as a going concern.

### Basis of preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the Corporations Act 2001, as appropriate for for-profit oriented entities. These financial statements also comply with International Financial Reporting Standards as issued by the International Accounting Standards Board ('IASB').

#### *Historical cost convention*

The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value.

## Note 1. Significant accounting policies (continued)

### *Critical accounting estimates*

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Group's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

### Parent entity information

These financial statements present the results of the Group only. Supplementary information about the parent entity is disclosed in note 28.

### Principles of consolidation

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of X2M as at 30 June 2022 and the results of all subsidiaries for the period then ended.

Subsidiaries are all those entities over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the 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.

Intercompany transactions, balances and unrealised gains on transactions between entities in the Group 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.

The acquisition of subsidiaries is accounted for using the acquisition method of accounting. A change in ownership interest, without the loss of control, is accounted for as an equity transaction, where the difference between the consideration transferred and the book value of the share of the non-controlling interest acquired is recognised directly in equity attributable to the parent.

Where the Group loses control over a subsidiary, it derecognises the assets including goodwill, liabilities and non-controlling interest in the subsidiary together with any cumulative translation differences recognised in equity. The Group recognises the fair value of the consideration received and the fair value of any investment retained together with any gain or loss in profit or loss.

### Foreign currency translation

The financial statements are presented in Australian dollars, which is X2M Connect Limited's functional and presentation currency.

### *Foreign currency transactions*

Foreign currency transactions are translated into Australian dollars using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at financial period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

### *Foreign operations*

The assets and liabilities of foreign operations are translated into Australian dollars using the exchange rates at the reporting date. The revenues and expenses of foreign operations are translated into Australian dollars using the average exchange rates, which approximate the rates at the dates of the transactions, for the period. All resulting foreign exchange differences are recognised in other comprehensive income through the foreign currency reserve in equity.

The foreign currency reserve is recognised in profit or loss when the foreign operation or net investment is disposed of.

## Note 1. Significant accounting policies (continued)

### Interest

Interest income is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

### Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the Group's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the Group's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

### Impairment of financial assets

The Group recognises a loss allowance for expected credit losses on financial assets which are measured at amortised cost. The measurement of the loss allowance depends upon the Group's assessment at the end of each reporting period as to whether the financial instrument's credit risk has increased significantly since initial recognition, based on reasonable and supportable information that is available, without undue cost or effort to obtain.

Where there has not been a significant increase in exposure to credit risk since initial recognition, a 12-month expected credit loss allowance is estimated. This represents a portion of the asset's lifetime expected credit losses that is attributable to a default event that is possible within the next 12 months. Where a financial asset has become credit impaired or where it is determined that credit risk has increased significantly, the loss allowance is based on the asset's lifetime expected credit losses. The amount of expected credit loss recognised is measured on the basis of the probability weighted present value of anticipated cash shortfalls over the life of the instrument discounted at the original effective interest rate.

The loss allowance reduces the asset's carrying value with a corresponding expense through profit or loss.

### Impairment of non-financial assets

Non-financial assets are reviewed 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.

At the end of each reporting period, the Group reviews the carrying amounts of its non-financial assets including intellectual property in progress to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). When it is not possible to estimate the recoverable amount of an individual asset, the Group estimates the recoverable amount of the cash-generating unit to which the asset belongs. When a reasonable and consistent basis of allocation can be identified, corporate assets are also allocated to individual cash-generating units, or otherwise they are allocated to the smallest Group of cash-generating units for which a reasonable and consistent allocation basis can be identified.

## Note 1. Significant accounting policies (continued)

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

### Finance costs

Finance costs attributable to qualifying assets are capitalised as part of the asset. All other finance costs are expensed in the period in which they are incurred.

### Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST/VAT, unless the GST/VAT incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST/VAT receivable or payable. The net amount of GST/VAT recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST/VAT components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST/VAT recoverable from, or payable to, the tax authority.

## Note 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

### *Initial Public Offering (IPO) costs*

On 20 September 2021, the Group undertook an IPO to list on the ASX. Costs incurred that are directly attributable and incremental to the issuance of new equity (net of tax) have been recognised in equity as an offset to the value of capital raised. The Directors exercised judgement in determining an allocation methodology (between equity and expense) for costs which relate to both the issuance of new equity and other activities. The Group's methodology was determined with reference to the number of new shares issued in raising capital, and the nature and purpose of services rendered in incurring costs. All other costs were taken directly to the statement of profit or loss and other comprehensive income during the period.

## Note 2. Critical accounting judgements, estimates and assumptions (continued)

### *Coronavirus (COVID-19) pandemic*

Judgement has been exercised in considering the impacts that the Coronavirus (COVID-19) pandemic has had, or may have, on the Group based on known information. The Covid-19 pandemic had limited impact on X2M in 2022. The Company currently services the utility sector, which is relatively immune to external influences, including the pandemic. Because the utility sector remained operational, the Company was able to continue servicing customers and developing the sales pipeline. Management also adopted several proactive strategies that included establishing a virtual management operating rhythm, very tight control of discretionary expenses, and a number of supply chain initiatives to minimise any potential impact.

X2M will continue to adapt to the operating environment and manage risk appropriately as the impacts of the global pandemic continue to evolve.

### *Revenue from contracts with customers*

When recognising revenue in relation to hardware sales to customers, the key performance obligation of the Group is considered to be the point of delivery of the goods to the customer, as this is deemed to be the time that the customer obtains control of the promised goods and therefore the benefits of unimpeded access.

Recognised amounts of platform subscriptions revenue reflect the Group's best estimate of each contracts outcome and progress towards completion of performance obligations. Changes in estimates related to service revenue are recorded as an increase or decrease to revenue in the period that the changes are identified.

### *Allowance for expected credit losses*

The allowance for expected credit losses assessment requires a degree of estimation and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue, and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience and historical collection rates.

### *Impairment of non-financial assets*

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

## Note 3. Operating segments

### *Identification of reportable operating segments*

The Consolidated Entity has identified its operating segments based on business activities in South Korea, China and Taiwan. These operating segments are based on the internal reports that are reviewed and used by the Chief Executive Officer in assessing the performance and in determining the allocation of resources.

The principal continuing activities of the Consolidated Entity consisted of carrying on its business to deploy devices and connect them to its proprietary software platform, where the company generates upfront hardware revenue and platform subscription fees.

The Other segment comprises Australia, which is a cost centre for corporate costs including head office, R&D and software development; and Hong Kong and Japan.

### *Intersegment transactions*

Intersegment transactions were made at market rates. These transactions included internal services provided by Australian head office to overseas subsidiaries and intersegment sales. Intersegment transactions are eliminated on consolidation.

### Note 3. Operating segments (continued)

#### Intersegment receivables, payables and loans

Intersegment loans are initially recognised at the consideration received. Intersegment loans receivable and loans payable that earn or incur non-market interest are not adjusted to fair value based on market interest rates. Intersegment loans are eliminated on consolidation.

#### Major customers

During the year ended 30 June 2022, three customers from South Korea contributed \$3,307,717, representing 32% of total external revenues. One customers from China contributed \$3,294,587, representing 32% of total external revenues.

#### Operating segment information

|                                       | South<br>Korea<br>\$ | China<br>\$ | Taiwan<br>\$ | Other<br>\$ | Total<br>\$         |
|---------------------------------------|----------------------|-------------|--------------|-------------|---------------------|
| <b>Consolidated - 2022</b>            |                      |             |              |             |                     |
| <b>Revenue</b>                        |                      |             |              |             |                     |
| Sales to external customers           | 6,183,307            | 3,294,587   | 296,092      | 613,652     | 10,387,638          |
| Intersegment sales                    | 289,753              | -           | -            | -           | 289,753             |
| Total sales revenue                   | 6,473,060            | 3,294,587   | 296,092      | 613,652     | 10,677,391          |
| Other income                          | 75,432               | 5,845       | 11,610       | 350,326     | 443,213             |
| Total segment revenue                 | 6,548,492            | 3,300,432   | 307,702      | 963,978     | 11,120,604          |
| Intersegment eliminations             |                      |             |              |             | (289,753)           |
| <b>Total revenue and other income</b> |                      |             |              |             | <b>10,830,851</b>   |
| <b>Adjusted EBITDA*</b>               | (1,620,124)          | (194,948)   | (838,136)    | (3,471,201) | (6,124,409)         |
| Depreciation and amortisation         | (430,290)            | (91,626)    | (20,237)     | (403,890)   | (946,043)           |
| <b>Adjusted EBIT*</b>                 | (2,050,414)          | (286,574)   | (858,373)    | (3,875,091) | (7,070,452)         |
| <b>Unallocated</b>                    |                      |             |              |             |                     |
| Share based payments**                |                      |             |              |             | (2,184,136)         |
| IPO expenses***                       |                      |             |              |             | (891,708)           |
| Finance costs                         |                      |             |              |             | (74,658)            |
| Income tax expense                    |                      |             |              |             | (14,826)            |
| <b>Loss after income tax expense</b>  |                      |             |              |             | <b>(10,235,780)</b> |
| <b>Assets</b>                         |                      |             |              |             |                     |
| Segment assets                        | 2,374,285            | 213,188     | 270,562      | 5,314,418   | 8,172,453           |
| <b>Total assets</b>                   |                      |             |              |             | <b>8,172,453</b>    |
| <b>Liabilities</b>                    |                      |             |              |             |                     |
| Segment liabilities                   | 3,391,293            | 170,642     | 163,551      | 2,891,275   | 6,616,761           |
| <b>Total liabilities</b>              |                      |             |              |             | <b>6,616,761</b>    |

\* Adjusted EBITDA is a non-IFRS measure calculated as earnings before income tax, and before depreciation and amortisation, finance costs, share based payments and one-off expenses. The Board assesses the underlying performance of the business based on measures of Adjusted EBITDA and Adjusted EBIT which excludes the effect of non-operating and non-recurring items.

\*\* Share based payments expense relate to non-cash options issued under an Employee Incentive Plan.

\*\*\* IPO expenses are non-recurring in nature.

### Note 3. Operating segments (continued)

|                                       | South<br>Korea<br>\$ | China<br>\$ | Taiwan<br>\$ | Other<br>\$ | Total<br>\$        |
|---------------------------------------|----------------------|-------------|--------------|-------------|--------------------|
| <b>Consolidated - 2021</b>            |                      |             |              |             |                    |
| <b>Revenue</b>                        |                      |             |              |             |                    |
| Sales to external customers           | 3,778,735            | 1,088,774   | 547,219      | 285,668     | 5,700,396          |
| Intersegment sales                    | 122,139              | -           | -            | -           | 122,139            |
| Total sales revenue                   | 3,900,874            | 1,088,774   | 547,219      | 285,668     | 5,822,535          |
| Other income                          | 2,603                | 418         | 26           | 816,232     | 819,279            |
| Total segment revenue                 | 3,903,477            | 1,089,192   | 547,245      | 1,101,900   | 6,641,814          |
| Intersegment eliminations             |                      |             |              |             | (122,139)          |
| <b>Total revenue and other income</b> |                      |             |              |             | <b>6,519,675</b>   |
| <b>Adjusted EBITDA</b>                | (1,108,544)          | (201,604)   | (924,016)    | (2,205,691) | (4,439,855)        |
| Depreciation and amortisation         | (803,346)            | (77,990)    | (20,020)     | (343,436)   | (1,244,792)        |
| <b>Adjusted EBIT</b>                  | (1,911,890)          | (279,594)   | (944,036)    | (2,549,127) | (5,684,647)        |
| <i>Unallocated</i>                    |                      |             |              |             |                    |
| Share based payments                  |                      |             |              |             | (2,072,156)        |
| IPO expenses                          |                      |             |              |             | (681,534)          |
| Finance costs                         |                      |             |              |             | (161,084)          |
| Income tax benefit                    |                      |             |              |             | 344,307            |
| <b>Loss after income tax benefit</b>  |                      |             |              |             | <b>(8,255,114)</b> |
| <b>Assets</b>                         |                      |             |              |             |                    |
| Segment assets                        | 2,064,136            | 824,901     | 333,795      | 3,712,799   | 6,935,631          |
| <b>Total assets</b>                   |                      |             |              |             | <b>6,935,631</b>   |
| <b>Liabilities</b>                    |                      |             |              |             |                    |
| Segment liabilities                   | 3,006,383            | 1,031,528   | 650,568      | 2,061,932   | 6,750,411          |
| <b>Total liabilities</b>              |                      |             |              |             | <b>6,750,411</b>   |

#### Accounting policy for operating segments

Operating segments are presented using the 'management approach', where the information presented is on the same basis as the internal reports provided to the Chief Operating Decision Makers ('CODM'). The CODM is responsible for the allocation of resources to operating segments and assessing their performance.

### Note 4. Revenue

|                                              | <b>Consolidated</b> |                  |
|----------------------------------------------|---------------------|------------------|
|                                              | <b>2022</b>         | <b>2021</b>      |
|                                              | <b>\$</b>           | <b>\$</b>        |
| <b>Revenue from contracts with customers</b> |                     |                  |
| Platform subscriptions revenue               | 1,148,177           | 1,443,801        |
| Hardware sales                               | 8,894,685           | 4,139,630        |
| Proof of concepts and other services revenue | 344,776             | 116,965          |
| <b>Revenue</b>                               | <b>10,387,638</b>   | <b>5,700,396</b> |

## Note 4. Revenue (continued)

### Disaggregation of revenue

The disaggregation of revenue from contracts with customers is as follows:

|                                      | Consolidated      |                  |
|--------------------------------------|-------------------|------------------|
|                                      | 2022              | 2021             |
|                                      | \$                | \$               |
| <i>Timing of revenue recognition</i> |                   |                  |
| Goods transferred at a point in time | 9,057,983         | 4,139,630        |
| Services transferred over time       | 1,329,655         | 1,560,766        |
|                                      | <u>10,387,638</u> | <u>5,700,396</u> |

### Accounting policy for revenue recognition

The Group recognises revenue as follows:

#### Revenue from contracts with customers

Revenue arises from the sale of goods and the rendering of services. It is measured by reference to the fair value of consideration the Group is entitled to, excluding sales taxes, rebates, and trade discounts. The Group enters into sales transactions involving an outright sale to the client, on a subscription basis or for the rendering of services.

The Group applies the revenue recognition criteria set out below to each separately identifiable component of the sales transaction in order to reflect the substance of the transaction.

To determine whether to recognise revenue, the Group follows a five-step process:

1. Identifying the contract with a customer
2. Identifying the performance obligations
3. Determining the transaction price
4. Allocating the transaction price to the performance obligations
5. Recognising revenue when/as performance obligation(s) are satisfied

When the Group enters into transactions involving its products and services, the total transaction price for a contract is allocated amongst the various performance obligations based on either individual selling price or cost plus model as prescribed under para. 79 of AASB 15 *Revenue from Contracts with Customers*.

Revenue is recognised either at a point in time or over time, when the Group satisfies performance obligations by transferring the promised goods or services to customers.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

The following table provides information about the nature and timing of the satisfaction of performance obligations in contracts with customers and the related revenue recognition policies.

## Note 4. Revenue (continued)

| Type of product/service                     | Nature and timing of satisfaction of performance obligations                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Platform subscription revenue               | Subscription revenue is recognised evenly over time.<br><br>Where a contract provides pricing for licence/subscription fees, revenue is recognised over the service period following the completion of hardware being installed.                                                                                                                                                                   |
| Hardware sales                              | Hardware sales are recognised at a point in time when the Group has transferred to the buyer control of the goods and where there is no unfulfilled obligation that could affect the buyer's acceptance of the goods. The timing of the transfer of control varies depending on the individual terms of the sales agreement. The transfer usually occurs once the units of hardware are installed. |
| Proof of concepts and other service revenue | Revenue is recognised over time, subject to the principal of constraint as receipt of payment is contingent upon achievement of the objectives defined in the contract. The constraint is relieved and revenue recognised when the management are able to determine that it is highly likely that there is no significant reversal of revenue associated with the constrained revenue              |

## Note 5. Other income

|                                      | Consolidated<br>2022<br>\$ | 2021<br>\$     |
|--------------------------------------|----------------------------|----------------|
| Research and development tax credits | 339,476                    | 322,101        |
| Government assistance                | 10,631                     | 393,381        |
| Export market development grant      | -                          | 100,000        |
| Interest income                      | 1,137                      | 612            |
| Other income                         | 91,969                     | 3,185          |
| Other income                         | <u>443,213</u>             | <u>819,279</u> |

### *Accounting policy for research and development tax credits and government assistance*

Research and development tax credits and government assistance are recognised in profit or loss over the period necessary to match them with the costs that they are intended to compensate.

Research and development tax credits are recognised as income once the Group is satisfied that the Group has complied with the conditions attached to the tax credits and that the tax credits will be received. Research and development tax credits that are associated with capitalised development costs are offset against intangibles where applicable.

Government assistance represents the JobKeeper payments received/receivable from governments in response to the ongoing novel coronavirus (COVID-19) pandemic. Government assistance is recognised as income once the Group is satisfied that there are no unfulfilled conditions or other contingencies attaching to these amounts and that the assistance will be received.

### *Accounting policy for interest income*

Interest income is recognised on a time proportion basis using the effective interest rate method.

## Note 6. Expenses

|                                                                  | Consolidated |           |
|------------------------------------------------------------------|--------------|-----------|
|                                                                  | 2022         | 2021      |
|                                                                  | \$           | \$        |
| Loss before income tax includes the following specific expenses: |              |           |
| <i>Finance costs</i>                                             |              |           |
| Interest and finance charges paid/payable on borrowings          | 63,961       | 152,627   |
| Interest on lease liabilities                                    | 10,697       | 8,457     |
| Finance costs expensed                                           | 74,658       | 161,084   |
| <i>Employee benefits expense</i>                                 |              |           |
| Salaries and wages expense                                       | 3,890,422    | 3,854,384 |
| Defined contribution expense                                     | 506,245      | 369,270   |
| Short term incentives                                            | 328,504      | 154,576   |
| Long term incentives                                             | 103,625      | -         |
| Other employee benefits                                          | 365,243      | 243,867   |
| Total employee benefits expense                                  | 5,194,039    | 4,622,097 |
| <i>Depreciation and amortisation expense</i>                     |              |           |
| Depreciation of property, plant and equipment                    | 386,734      | 764,334   |
| Deprecation of right-of-use assets                               | 191,549      | 138,905   |
| Amortisation of intangible assets                                | 367,760      | 341,553   |
| Total depreciation and amortisation expense                      | 946,043      | 1,244,792 |

## Note 7. Income tax

|                                                                                               | Consolidated<br>2022<br>\$ | 2021<br>\$       |
|-----------------------------------------------------------------------------------------------|----------------------------|------------------|
| <i>Income tax expense/(benefit)</i>                                                           |                            |                  |
| Current tax                                                                                   | 14,826                     | -                |
| Deferred tax                                                                                  | -                          | (344,307)        |
| Aggregate income tax expense/(benefit)                                                        | <u>14,826</u>              | <u>(344,307)</u> |
| Deferred tax included in income tax expense/(benefit) comprises:                              |                            |                  |
| Decrease in deferred tax liabilities                                                          | -                          | (344,307)        |
| <i>Numerical reconciliation of income tax expense/(benefit) and tax at the statutory rate</i> |                            |                  |
| Loss before income tax (expense)/benefit                                                      | (10,220,954)               | (8,599,421)      |
| Tax at the statutory tax rate of 25% (2021: 26%)                                              | (2,555,239)                | (2,235,849)      |
| Tax effect amounts which are not deductible/(taxable) in calculating taxable income:          |                            |                  |
| Permanent differences                                                                         | 741,135                    | 463,201          |
| Difference in overseas tax rates                                                              | 53,336                     | 180,185          |
| Current period tax losses not recognised (net of difference in overseas tax rates)            | 1,726,742                  | 1,248,156        |
| Other deferred tax assets not recognised                                                      | 34,026                     | -                |
| Prior period adjustments                                                                      | 14,826                     | -                |
| Income tax expense/(benefit)                                                                  | <u>14,826</u>              | <u>(344,307)</u> |

|                                                                | Consolidated<br>2022<br>\$ | 2021<br>\$       |
|----------------------------------------------------------------|----------------------------|------------------|
| <i>Carry forward tax losses not recognised</i>                 |                            |                  |
| Carry forward tax losses not recognised comprise:              |                            |                  |
| Carry forward losses: X2M Connect Limited                      | 1,485,787                  | 717,885          |
| Carry forward losses: Freestyle Technology Taiwan Limited (1)  | 1,287,757                  | 414,269          |
| Carry forward losses: Freestyle Technology Co., Ltd (2)        | 1,478,404                  | 1,426,384        |
| Carry forward losses: Golden Sino Hong Kong Limited            | 1,400                      | -                |
| Carry forward losses: Freestyle Technology (Shanghai) Co., Ltd | 338                        | 138              |
| Carry forward losses: Freestyle Technology Japan KK (2)        | 112,779                    | 44,246           |
| Carry forward losses: Beijing Freestyle Technology Co., Ltd    | 115,277                    | 51,954           |
| Total carry forward tax losses not recognised                  | <u>4,481,742</u>           | <u>2,654,876</u> |

The above carry forward tax losses have not been recognised in the statement of financial position as the recovery of this benefit is uncertain.

(1) Tax losses may be carried forward for up to 10 years provided the entity keeps accounting records and files an annual corporate tax return that has been examined and certified by a local CPA within the prescribed period, both in the year the losses are incurred and the year the losses are utilised.

(2) Tax losses may be carried forward for up to 10 years, no restrictions on the amount of tax losses to be utilised in a fiscal year, on the basis the company is classified as a small or medium sized enterprise (SME).

## Note 7. Income tax (continued)

|                                                                         | Consolidated |           |
|-------------------------------------------------------------------------|--------------|-----------|
|                                                                         | 2022         | 2021      |
|                                                                         | \$           | \$        |
| <i>Deferred tax liability</i>                                           |              |           |
| Deferred tax liability comprises temporary differences attributable to: |              |           |
| Intellectual property, patents and copyright                            | 453,592      | 566,334   |
| Employee benefits                                                       | (258,876)    | (240,476) |
| Other                                                                   | (194,716)    | (325,858) |
| Deferred tax liability                                                  | -            | -         |
| Movements:                                                              |              |           |
| Opening balance                                                         | -            | 346,066   |
| Credited to profit or loss                                              | -            | (344,307) |
| Credited to equity                                                      | -            | (1,759)   |
| Closing balance                                                         | -            | -         |

### *Accounting policy for income tax*

The income tax expense or benefit for the period is the tax payable on that period's taxable income based on the applicable income tax rate for each jurisdiction, adjusted by the changes in deferred tax assets and liabilities attributable to temporary differences, unused tax losses and the adjustment recognised for prior periods, where applicable.

Deferred tax assets and liabilities are recognised for temporary differences at the tax rates expected to be applied when the assets are recovered or liabilities are settled, based on those tax rates that are enacted or substantively enacted, except for:

- When the deferred income tax asset or liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and that, at the time of the transaction, affects neither the accounting nor taxable profits; or
- When the taxable temporary difference is associated with interests in subsidiaries, associates or joint ventures, and the timing of the reversal can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

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.

The carrying amount of recognised and unrecognised deferred tax assets are reviewed at each reporting date. Deferred tax assets recognised are reduced to the extent that it is no longer probable that future taxable profits will be available for the carrying amount to be recovered. Previously unrecognised deferred tax assets are recognised to the extent that it is probable that there are future taxable profits available to recover the asset.

Deferred tax assets and liabilities are offset only where there is a legally enforceable right to offset current tax assets against current tax liabilities and deferred tax assets against deferred tax liabilities; and they relate to the same taxable authority on either the same taxable entity or different taxable entities which intend to settle simultaneously.

Interpretation 23 requires the assessment of whether the effect of uncertainty over income tax treatments should be included in the determination of taxable profit (tax loss), tax bases, unused tax losses, unused tax credits and tax rates. The interpretation outlines the requirements to determine whether any entity considers uncertain tax treatments separately, the assumptions an entity makes about the examination of tax treatments by taxation authorities, how an entity determines taxable profit (tax loss), tax bases, unused tax losses, unused tax credits and tax rates and how an entity considers changes in facts and circumstances.

## Note 7. Income tax (continued)

The Group adopted Interpretation 23 from 1 July 2019, based on an assessment of whether it is “probable” that a taxation authority will accept and uncertain tax treatment. There has been no financial reporting impact from the adoption of Interpretation 23 in this or the previous reporting period

## Note 8. Cash and cash equivalents

|                       | Consolidated<br>2022<br>\$ | 2021<br>\$       |
|-----------------------|----------------------------|------------------|
| <i>Current assets</i> |                            |                  |
| Cash on hand          | 732                        | 716              |
| Cash at bank          | 1,019,288                  | 1,952,126        |
|                       | <u>1,020,020</u>           | <u>1,952,842</u> |

### *Accounting policy for cash and cash equivalents*

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.

## Note 9. Trade and other receivables

|                       | Consolidated<br>2022<br>\$ | 2021<br>\$     |
|-----------------------|----------------------------|----------------|
| <i>Current assets</i> |                            |                |
| Trade receivables     | 184,372                    | 104,826        |
| Other receivables     | 57,117                     | 100,000        |
|                       | <u>241,489</u>             | <u>204,826</u> |

### *Accounting policy for trade and other receivables*

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

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

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

## Note 10. Contract assets

|                                                                                                                                    | Consolidated |           |
|------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------|
|                                                                                                                                    | 2022         | 2021      |
|                                                                                                                                    | \$           | \$        |
| <i>Current assets</i>                                                                                                              |              |           |
| Contract assets                                                                                                                    | 796,228      | 237,483   |
| <i>Reconciliation</i>                                                                                                              |              |           |
| Reconciliation of the written down values at the beginning and end of the current and previous financial period are set out below: |              |           |
| Opening balance                                                                                                                    | 237,483      | 437,759   |
| Additions                                                                                                                          | 732,768      | 465,866   |
| Transfer to trade receivables                                                                                                      | (174,023)    | (666,142) |
| Closing balance                                                                                                                    | 796,228      | 237,483   |

### *Accounting policy for contract assets*

Contract assets are recognised when the Group has transferred goods or services to the customer but where the Group is yet to establish an unconditional right to consideration. Contract assets are treated as financial assets at amortised cost for impairment purposes.

## Note 11. Inventories

|                          | Consolidated |        |
|--------------------------|--------------|--------|
|                          | 2022         | 2021   |
|                          | \$           | \$     |
| <i>Current assets</i>    |              |        |
| Finished goods - at cost | 135,135      | 76,317 |

### *Accounting policy for inventories*

Finished goods are stated at the lower of cost and net realisable value on a 'first in first out' basis. Cost comprises of purchase and delivery costs, net of rebates and discounts received or receivable.

Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

## Note 12. Other assets

|                                                 | Consolidated<br>2022<br>\$ | 2021<br>\$       |
|-------------------------------------------------|----------------------------|------------------|
| <i>Current assets</i>                           |                            |                  |
| Research and development tax credit receivables | 1,314,897                  | 905,895          |
| Prepayments                                     | 739,236                    | 501,078          |
| Other assets                                    | -                          | 99,626           |
|                                                 | <u>2,054,133</u>           | <u>1,506,599</u> |
| <i>Non-current assets</i>                       |                            |                  |
| Deposits                                        | 201,972                    | 128,021          |
|                                                 | <u>2,256,105</u>           | <u>1,634,620</u> |

## Note 13. Property, plant and equipment and right-of-use assets

|                                                  | Consolidated<br>2022<br>\$ | 2021<br>\$     |
|--------------------------------------------------|----------------------------|----------------|
| <i>Non-current assets</i>                        |                            |                |
| Office equipment - at cost                       | 66,214                     | 18,933         |
| Less: Accumulated depreciation                   | (10,019)                   | (2,948)        |
|                                                  | <u>56,195</u>              | <u>15,985</u>  |
| Deployed infrastructure - at cost                | 1,140,723                  | 1,281,404      |
| Less: Accumulated depreciation                   | (1,140,723)                | (903,474)      |
|                                                  | <u>-</u>                   | <u>377,930</u> |
| Right-of-use assets (land & buildings) - at cost | 846,255                    | 396,688        |
| Less: Accumulated depreciation                   | (274,828)                  | (157,747)      |
|                                                  | <u>571,427</u>             | <u>238,941</u> |
|                                                  | <u>627,622</u>             | <u>632,856</u> |

## Note 13. Property, plant and equipment and right-of-use assets (continued)

### Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial period are set out below:

| Consolidated                            | Office equipment<br>\$ | Deployed infrastructure<br>\$ | Right-of-use assets (land & buildings)<br>\$ | Total<br>\$ |
|-----------------------------------------|------------------------|-------------------------------|----------------------------------------------|-------------|
| Balance at 1 July 2020                  | 17,639                 | 1,163,261                     | 125,772                                      | 1,306,672   |
| Additions (net of exchange differences) | -                      | -                             | 252,074                                      | 252,074     |
| Exchange differences                    | 631                    | (23,282)                      | -                                            | (22,651)    |
| Depreciation expense                    | (2,285)                | (762,049)                     | (138,905)                                    | (903,239)   |
| Balance at 30 June 2021                 | 15,985                 | 377,930                       | 238,941                                      | 632,856     |
| Additions (net of exchange differences) | 38,608                 | -                             | 449,567                                      | 488,175     |
| Exchange differences                    | 6,627                  | 3,779                         | 74,468                                       | 84,874      |
| Depreciation expense                    | (5,025)                | (381,709)                     | (191,549)                                    | (578,283)   |
| Balance at 30 June 2022                 | 56,195                 | -                             | 571,427                                      | 627,622     |

### Accounting policy for property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses. Any gain or loss on disposal of an item of property, plant and equipment is recognised in profit or loss. Subsequent expenditure is capitalised only when it is probable that the future economic benefits associated with the expenditure will flow to the Group.

The carrying amount of property, plant and equipment is reviewed annually by the Directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Property, plant and equipment are depreciated on a straight line basis over their estimated useful lives commencing from the time each asset is held ready for use. Leased assets are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the assets.

The estimated useful lives of property, plant and equipment are as follows:

|                         |            |
|-------------------------|------------|
| Office equipment        | 5-20 years |
| Deployed infrastructure | 5 years    |
| Right-of-use assets     | 2-5 years  |

Depreciation methods, useful lives and residual values are reviewed at each reporting date and adjusted, if appropriate.

### Accounting policy for right-of-use assets

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

## Note 13. Property, plant and equipment and right-of-use assets (continued)

Right-of-use assets are depreciated on a straight-line basis over the unexpired term of the lease or the estimated useful life of the asset, whichever is the shorter. Where the Group expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life of 2-3 years. Right-of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The Group has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets of \$62,203 (2021: \$101,779) are expensed to profit or loss on a straight line basis.

## Note 14. Intangible assets

|                                                        | Consolidated            |                         |
|--------------------------------------------------------|-------------------------|-------------------------|
|                                                        | 2022                    | 2021                    |
|                                                        | \$                      | \$                      |
| <i>Non-current assets</i>                              |                         |                         |
| Intellectual property, patents and copyright - at cost | 3,808,628               | 1,610,855               |
| Less: Accumulated amortisation                         | (812,786)               | (448,943)               |
|                                                        | <u>2,995,842</u>        | <u>1,161,912</u>        |
| Intellectual property in progress - at cost            | <u>100,012</u>          | <u>1,034,775</u>        |
|                                                        | <u><u>3,095,854</u></u> | <u><u>2,196,687</u></u> |

### Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial period are set out below:

| Consolidated                                                             | Intellectual property, patents and copyright \$ | Intellectual property in progress \$ | Total \$                |
|--------------------------------------------------------------------------|-------------------------------------------------|--------------------------------------|-------------------------|
| Balance at 1 July 2020                                                   | 1,503,465                                       | 258,037                              | 1,761,502               |
| Capitalisation of expenses (net of exchange differences and tax credits) | -                                               | 776,738                              | 776,738                 |
| Amortisation expense                                                     | (341,553)                                       | -                                    | (341,553)               |
| Balance at 30 June 2021                                                  | 1,161,912                                       | 1,034,775                            | 2,196,687               |
| Capitalisation of expenses (net of exchange differences and tax credits) | -                                               | 1,266,927                            | 1,266,927               |
| Transfers in/(out)                                                       | 2,197,773                                       | (2,197,773)                          | -                       |
| Amortisation expense                                                     | (363,843)                                       | (3,917)                              | (367,760)               |
| Balance at 30 June 2022                                                  | <u><u>2,995,842</u></u>                         | <u><u>100,012</u></u>                | <u><u>3,095,854</u></u> |

### Impairment Testing of Intangible balances

## Note 14. Intangible assets (continued)

X2M holds intangible balances relating to intellectual property, patents and copyrights purchased in February 2020 and intangible balances relating to capitalised development costs.

The Group assessed indicators of impairment for these intangible assets. As at 30 June 2022, the carrying value of capitalised intellectual properties was \$3,095,854. Management assessed both internal and external information as described in paragraph 12 of AASB 136 *Impairment of Assets*, no indicators of impairment were noted.

### *Accounting policy for intangible assets*

Intangible assets acquired as part of a business combination, other than goodwill, are initially measured at their fair value at the date of the acquisition. Intangible assets acquired separately are initially recognised at cost. Indefinite life intangible assets are not amortised and are subsequently measured at cost less any impairment. Finite life intangible assets are subsequently measured at cost less amortisation and any impairment. The gains or losses recognised in profit or loss arising from the derecognition of intangible assets are measured as the difference between net disposal proceeds and the carrying amount of the intangible asset. The method and useful lives of finite life intangible assets are reviewed annually. Changes in the expected pattern of consumption or useful life are accounted for prospectively by changing the amortisation method or period.

### *Intellectual property, patents and copyright*

Costs associated with intellectual property, patents and copyright are capitalised when it is probable that the project will be a success considering its commercial and technical feasibility; the Group is able to use or sell the asset; the Group has sufficient resources and intent to complete the development, where applicable; and its costs can be measured reliably. At the election of the Group, costs are capitalised net of related tax credits under AASB 120.

Such costs are amortised on a straight-line basis over the period of their expected benefit, being their finite life of 5 years.

Research costs are expensed in the period in which they are incurred.

### *Intellectual property in progress*

Costs associated with intellectual property in progress are capitalised when it is probable that the project will be a success considering its commercial and technical feasibility; the Group is able to use or sell the asset; the Group has sufficient resources and intent to complete the development, where applicable; and its costs can be measured reliably. At the election of the Group, costs are capitalised net of related tax credits under AASB 120. Such costs will be amortised once the project is completed.

## Note 15. Trade and other payables

|                            | Consolidated     |                  |
|----------------------------|------------------|------------------|
|                            | 2022             | 2021             |
|                            | \$               | \$               |
| <i>Current liabilities</i> |                  |                  |
| Trade payables             | 1,093,714        | 695,746          |
| Accrued expenses           | 1,142,472        | 1,348,322        |
|                            | <u>2,236,186</u> | <u>2,044,068</u> |

Refer to note 22 for further information on financial instruments.

## Note 15. Trade and other payables (continued)

### *Accounting policy for trade and other payables*

These amounts represent liabilities for goods and services provided to the Group prior to the end of the financial period and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

## Note 16. Contract liabilities

|                                                                                                                                    | Consolidated<br>2022<br>\$ | 2021<br>\$       |
|------------------------------------------------------------------------------------------------------------------------------------|----------------------------|------------------|
| <i>Current liabilities</i>                                                                                                         |                            |                  |
| Contract liabilities                                                                                                               | <u>2,203,139</u>           | <u>1,070,696</u> |
| <i>Reconciliation</i>                                                                                                              |                            |                  |
| Reconciliation of the written down values at the beginning and end of the current and previous financial period are set out below: |                            |                  |
| Opening balance                                                                                                                    | 1,070,696                  | 7,798            |
| Payments received in advance                                                                                                       | 2,203,139                  | 1,743,604        |
| Transfer to revenue - included in the opening balance                                                                              | (1,070,696)                | (7,798)          |
| Transfer to revenue - other balances                                                                                               | <u>-</u>                   | <u>(672,908)</u> |
| Closing balance                                                                                                                    | <u>2,203,139</u>           | <u>1,070,696</u> |

### *Accounting policy for contract liabilities*

Contract liabilities represent the Group's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the Group recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the Group has transferred the goods or services to the customer.

## Note 17. Borrowings

|                                    | Consolidated<br>2022<br>\$ | 2021<br>\$       |
|------------------------------------|----------------------------|------------------|
| <i>Current liabilities</i>         |                            |                  |
| Insurance premium funding          | 23,037                     | 36,142           |
| Other borrowings                   | 535,439                    | 542,821          |
| Related party borrowings (note 27) | -                          | 329,460          |
| Convertible notes                  | <u>-</u>                   | <u>1,500,000</u> |
|                                    | <u>558,476</u>             | <u>2,408,423</u> |

Refer to note 22 for further information on financial instruments.

## Note 18. Employee benefits

|                                | Consolidated<br>2022<br>\$ | 2021<br>\$     |
|--------------------------------|----------------------------|----------------|
| <i>Current liabilities</i>     |                            |                |
| Employee benefits              | 739,164                    | 675,331        |
| <i>Non-current liabilities</i> |                            |                |
| Employee benefits              | 296,341                    | 249,577        |
|                                | <u>1,035,505</u>           | <u>924,908</u> |

### Accounting policy for employee benefits

#### Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

#### Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on high quality corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

## Note 19. Lease liabilities

|                                | Consolidated<br>2022<br>\$ | 2021<br>\$     |
|--------------------------------|----------------------------|----------------|
| <i>Current liabilities</i>     |                            |                |
| Lease liability                | 243,075                    | 129,056        |
| <i>Non-current liabilities</i> |                            |                |
| Lease liability                | 340,380                    | 113,232        |
|                                | <u>583,455</u>             | <u>242,288</u> |

Refer to note 22 for further information on financial instruments.

### Accounting policy for lease liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

## Note 19. Lease liabilities (continued)

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

## Note 20. Issued capital

|                              | 2022<br>Shares | Consolidated<br>2021<br>Shares | 2022<br>\$ | 2021<br>\$ |
|------------------------------|----------------|--------------------------------|------------|------------|
| Ordinary shares - fully paid | 140,101,536    | 88,062,050                     | 19,293,275 | 9,412,958  |

### Movements in ordinary share capital

| Details                                                             | Date              | Shares        | Issue price | \$         |
|---------------------------------------------------------------------|-------------------|---------------|-------------|------------|
| Balance                                                             | 1 July 2020       | 2,598         |             | 260        |
| Share split                                                         | 4 February 2021   | 50,800,480    |             |            |
| Issue of incentive shares to a Director                             | 14 February 2021  | 720,000       | \$0.100     | 72,000     |
| Issue of shares on convertible note conversions                     | 11 March 2021     | 44,000,000    | \$0.120     | 5,500,000  |
| Issue of shares                                                     | 24 March 2021     | 600,000       | \$0.120     | 75,000     |
| Issue of incentive shares to key management personnel and employees | 24 March 2021     | 6,479,520     | \$0.040     | 291,570    |
| Issue of incentive shares to a key management personnel             | 25 March 2021     | 11,400,000    | \$0.040     | 513,000    |
| Issue of shares                                                     | 4 June 2021       | 23,222,222    | \$0.040     | 1,045,000  |
| Issue of additional shares to convertible note holders              | 9 June 2021       | 63,547,437    |             |            |
| Share consolidation at a ratio of 2.7777777778                      | 9 June 2021       | (128,495,164) |             |            |
| Issue of share from pre-IPO capital raise                           | 23 June 2021      | 7,600,000     | \$0.120     | 950,000    |
| Issue of shares on loan conversions and establishment fees          | 23 June 2021      | 3,839,780     | \$0.120     | 479,970    |
| Issue of incentive shares to Directors, employees and others        | 30 June 2021      | 4,345,170     | \$0.120     | 543,140    |
| Cost of capital raising                                             |                   |               |             | (57,000)   |
| Balance                                                             | 30 June 2021      | 88,062,050    |             | 9,412,958  |
| Issue of incentive shares to a key management personnel             | 2 July 2021       | 5,219,448     | \$0.120     | 652,430    |
| Issue of incentive shares to a key management personnel             | 14 July 2021      | 1,486,704     | \$0.120     | 185,830    |
| Issue of shares on conversion of convertible notes                  | 14 July 2021      | 13,333,333    | \$0.150     | 2,000,000  |
| Issue of shares upon completion of the Public Offer                 | 14 September 2021 | 32,000,000    | \$0.250     | 8,000,000  |
| Options issued as consideration for Public Offer services           |                   |               |             | (390,020)  |
| Share issue transaction costs                                       |                   |               |             | (567,920)  |
| Balance                                                             | 30 June 2022      | 140,101,536   |             | 19,293,275 |

## Note 20. Issued capital (continued)

### Ordinary shares

Ordinary shares entitle the holder to participate in dividends and the proceeds on the winding up of the Company in proportion to the number of and amounts paid on the shares held. The fully paid ordinary shares have no par value and the Company does not have a limited amount of authorised capital.

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

### Share buy-back

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

### Capital risk management

The Group's objectives when managing capital are to safeguard its ability to continue as a going concern, so that it can provide returns for shareholders and benefits for other stakeholders and to maintain an optimum capital structure to reduce the cost of capital.

Capital is regarded as total equity, as recognised in the statement of financial position, plus net debt. Net debt is calculated as total borrowings less cash and cash equivalents.

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.

The Group might look to raise capital to fund further growth or when an opportunity to invest in a business or company was seen as value adding shareholder value. The Group will continue to assess investments which create shareholder value.

### Accounting policy for issued capital

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.

## Note 21. Reserves

|                              | Consolidated     |                |
|------------------------------|------------------|----------------|
|                              | 2022             | 2021           |
|                              | \$               | \$             |
| Foreign currency reserve     | (246,814)        | (236,857)      |
| Share-based payments reserve | 2,388,323        | 652,431        |
|                              | <u>2,141,509</u> | <u>415,574</u> |

### Foreign currency reserve

The reserve is used to recognise exchange differences arising from the translation of the financial statements of foreign operations to Australian dollars.

### Share-based payments reserve

The reserve is used to recognise the value of equity benefits provided to employees and Directors as part of their remuneration, and other parties as part of their compensation for services.

## Note 21. Reserves (continued)

### *Movements in reserves*

Movements in each class of reserve during the current and previous financial period are set out below:

| Consolidated                                              | Foreign<br>currency<br>reserve<br>\$ | Share-based<br>payments<br>reserve<br>\$ | Total<br>\$      |
|-----------------------------------------------------------|--------------------------------------|------------------------------------------|------------------|
| Balance at 1 July 2020                                    | 23,813                               | -                                        | 23,813           |
| Foreign currency translation                              | (260,670)                            | -                                        | (260,670)        |
| Share based payments*                                     | -                                    | 652,431                                  | 652,431          |
| Balance at 30 June 2021                                   | (236,857)                            | 652,431                                  | 415,574          |
| Options issued as consideration for Public Offer services | -                                    | 390,025                                  | 390,025          |
| Foreign currency translation                              | (9,957)                              | -                                        | (9,957)          |
| Share based payments                                      | -                                    | 1,998,298                                | 1,998,298        |
| Transfer to issued capital                                | -                                    | (652,431)                                | (652,431)        |
| Balance at 30 June 2022                                   | <u>(246,814)</u>                     | <u>2,388,323</u>                         | <u>2,141,509</u> |

## Note 22. Financial instruments

### *Financial risk management objectives*

The Group's activities expose it to a variety of financial risks: market risk (including foreign currency risk, price risk and interest rate 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 sensitivity analysis in the case of interest rate, foreign exchange and other price risks, ageing analysis for credit risk and beta analysis in respect of investment portfolios to determine market risk.

Derivatives are not currently used by the Consolidated Entity for hedging purposes. The Consolidated Entity does not speculate in the trading of derivative instruments.

### *Market risk*

#### *Foreign currency risk*

The Group undertakes certain transactions denominated in foreign currency and is exposed to foreign currency risk through foreign exchange rate fluctuations.

Foreign exchange risk arises from future commercial transactions and recognised financial assets and financial liabilities denominated in a currency that is not the entity's functional currency. However, given the Group generates and holds significant balances of foreign currencies, the Group foreign currency risk exposure are mitigated through natural hedging.

## Note 22. Financial instruments (continued)

The carrying amount in Australian dollars of the Group's foreign currency denominated financial assets and financial liabilities at the reporting date were as follows:

| Consolidated                | Assets         |                  | Liabilities      |                  |
|-----------------------------|----------------|------------------|------------------|------------------|
|                             | 2022<br>\$     | 2021<br>\$       | 2022<br>\$       | 2021<br>\$       |
| Korean Won (KRW)            | 674,789        | 982,291          | (851,624)        | (413,486)        |
| Japanese Yen (JPY)          | 65,078         | 6,532            | (11,035)         | (11,074)         |
| Taiwan dollars (TWD)        | 59,307         | 26,106           | (72,890)         | (145,598)        |
| Chinese Renminbi (CNY)      | 46,712         | 214,917          | (38,341)         | (423,347)        |
| United States dollars (USD) | 61,141         | 305,932          | -                | -                |
| Hong Kong dollars (HKD)     | 941            | 4,684            | -                | -                |
|                             | <u>907,968</u> | <u>1,540,462</u> | <u>(973,890)</u> | <u>(993,505)</u> |

### Sensitivity

The Group is primarily exposed to changes in KRW, JPY, TWD, CNY, USD, HKD exchange rates. The sensitivity of profit or loss to changes in these exchange rates arises mainly from financial assets and liabilities.

| Consolidated - 2022                       | % change | AUD strengthened                  |                     | % change | AUD weakened                      |                     |
|-------------------------------------------|----------|-----------------------------------|---------------------|----------|-----------------------------------|---------------------|
|                                           |          | Effect on<br>profit<br>before tax | Effect on<br>equity |          | Effect on<br>profit<br>before tax | Effect on<br>equity |
| Net KRW denominated financial assets      | 10%      | 17,684                            | (17,684)            | 10%      | (17,684)                          | 17,684              |
| Net JPY denominated financial liabilities | 10%      | (5,404)                           | 5,404               | 10%      | 5,404                             | (5,404)             |
| Net TWD denominated financial liabilities | 10%      | 1,358                             | (1,358)             | 10%      | (1,358)                           | 1,358               |
| Net CNY denominated financial liabilities | 10%      | (837)                             | 837                 | 10%      | 837                               | (837)               |
| Net USD denominated financial assets      | 10%      | (6,114)                           | 6,114               | 10%      | 6,114                             | (6,114)             |
| Net HKD denominated financial assets      | 10%      | (94)                              | 94                  | 10%      | 94                                | (94)                |
|                                           |          | <u>6,593</u>                      | <u>(6,593)</u>      |          | <u>(6,593)</u>                    | <u>6,593</u>        |

## Note 22. Financial instruments (continued)

| Consolidated - 2021                       | % change | AUD strengthened            |                  | % change | AUD weakened                |                  |
|-------------------------------------------|----------|-----------------------------|------------------|----------|-----------------------------|------------------|
|                                           |          | Effect on profit before tax | Effect on equity |          | Effect on profit before tax | Effect on equity |
| Net KRW denominated financial assets      | 10%      | (56,881)                    | 56,881           | 10%      | 56,881                      | (56,881)         |
| Net JPY denominated financial liabilities | 10%      | 454                         | (454)            | 10%      | (454)                       | 454              |
| Net TWD denominated financial liabilities | 10%      | 11,949                      | (11,949)         | 10%      | (11,949)                    | 11,949           |
| Net CNY denominated financial liabilities | 10%      | 20,843                      | (20,843)         | 10%      | (20,843)                    | 20,843           |
| Net USD denominated financial assets      | 10%      | (30,593)                    | 30,593           | 10%      | 30,593                      | (30,593)         |
| Net HKD denominated financial assets      | 10%      | (468)                       | 468              | 10%      | 468                         | (468)            |
|                                           |          | <u>(54,696)</u>             | <u>54,696</u>    |          | <u>54,696</u>               | <u>(54,696)</u>  |

### Price risk

The Group is not exposed to any significant price risk.

### Interest rate risk

The Group is not exposed to any significant interest rate risk.

### Credit risk

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

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

The Group does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the economic entity.

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

### Liquidity risk

Prudent liquidity risk management implies maintain sufficient cash balances. The Directors regularly monitor the cash position of the group, giving consideration to the level of expenditure and future project commitments.

## Note 22. Financial instruments (continued)

### Remaining contractual maturities

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

| Consolidated - 2022                  | Weighted<br>average<br>interest<br>rate<br>% | 1 year or<br>less<br>\$ | Between 1<br>and 2 years<br>\$ | Between 2<br>and 5 years<br>\$ | Over 5<br>years<br>\$ | Remaining<br>contractual<br>maturities<br>\$ |
|--------------------------------------|----------------------------------------------|-------------------------|--------------------------------|--------------------------------|-----------------------|----------------------------------------------|
| <b>Non-derivatives</b>               |                                              |                         |                                |                                |                       |                                              |
| <i>Non-interest bearing</i>          |                                              |                         |                                |                                |                       |                                              |
| Trade and other payables             | -                                            | 2,236,186               | -                              | -                              | -                     | 2,236,186                                    |
| <i>Interest-bearing - fixed rate</i> |                                              |                         |                                |                                |                       |                                              |
| Insurance premium funding            | 2.78%                                        | 23,037                  | -                              | -                              | -                     | 23,037                                       |
| Other borrowings                     | 14.09%                                       | 535,439                 | -                              | -                              | -                     | 535,439                                      |
| Total non-derivatives                |                                              | 2,794,662               | -                              | -                              | -                     | 2,794,662                                    |

| Consolidated - 2021                  | Weighted<br>average<br>interest<br>rate<br>% | 1 year or<br>less<br>\$ | Between 1<br>and 2 years<br>\$ | Between 2<br>and 5 years<br>\$ | Over 5<br>years<br>\$ | Remaining<br>contractual<br>maturities<br>\$ |
|--------------------------------------|----------------------------------------------|-------------------------|--------------------------------|--------------------------------|-----------------------|----------------------------------------------|
| <b>Non-derivatives</b>               |                                              |                         |                                |                                |                       |                                              |
| <i>Non-interest bearing</i>          |                                              |                         |                                |                                |                       |                                              |
| Trade and other payables             | -                                            | 2,044,068               | -                              | -                              | -                     | 2,044,068                                    |
| <i>Interest-bearing - fixed rate</i> |                                              |                         |                                |                                |                       |                                              |
| Related party borrowings             | 18.00%                                       | 329,460                 | -                              | -                              | -                     | 329,460                                      |
| Insurance premium funding            | 3.95%                                        | 36,142                  | -                              | -                              | -                     | 36,142                                       |
| Other borrowings                     | 7.55%                                        | 542,821                 | -                              | -                              | -                     | 542,821                                      |
| Convertible notes payable            | 10.00%                                       | 1,500,000               | -                              | -                              | -                     | 1,500,000                                    |
| Total non-derivatives                |                                              | 4,452,491               | -                              | -                              | -                     | 4,452,491                                    |

The cash flows in the maturity analysis above are not expected to occur significantly earlier than contractually disclosed above.

### Fair value of financial instruments

Due to the short term nature of the financial instruments, their carrying value is assumed to approximate their fair value.

## Note 23. Key management personnel disclosures

### Directors

The following persons were Directors of X2M Connect Limited during the financial period:

|                 |                                                       |
|-----------------|-------------------------------------------------------|
| Alan Stockdale  | Non-Executive Chairman (appointed on 8 February 2021) |
| Jodie Leonard   | Non-Executive Director (appointed on 8 February 2021) |
| Damien Johnston | Non-Executive Director (appointed on 8 February 2021) |
| John Stewart    | Non-Executive Director (appointed on 8 February 2021) |

### Other key management personnel

The following persons also had the authority and responsibility for planning, directing and controlling the major activities of the Group, directly or indirectly, during the financial period:

|                 |                         |
|-----------------|-------------------------|
| Mohan Jesudason | Chief Executive Officer |
| Keith Jelley    | Chief Operating Officer |

### Compensation

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

|                              | Consolidated<br>2022<br>\$ | 2021<br>\$       |
|------------------------------|----------------------------|------------------|
| Short-term employee benefits | 1,672,839                  | 1,038,600        |
| Post-employment benefits     | 71,442                     | 52,210           |
| Long-term benefits           | 15,084                     | 48,050           |
| Share-based payments         | 1,948,349                  | 1,920,967        |
|                              | <u>3,707,714</u>           | <u>3,059,827</u> |

All current Directors were appointed on 8 February 2021, as such the prior year comparatives did not include the full year effect of Director remuneration.

## Note 24. Remuneration of auditors

During the financial period the following fees were paid or payable for services provided by Grant Thornton Audit Pty Ltd, the auditor of the Company, and its network firms:

|                                                      | Consolidated<br>2022<br>\$ | 2021<br>\$     |
|------------------------------------------------------|----------------------------|----------------|
| <i>Audit services - Grant Thornton Audit Pty Ltd</i> |                            |                |
| Audit or review of the financial statements          | 80,000                     | 155,677        |
| <i>Other services*</i>                               |                            |                |
| Tax compliance                                       | 29,610                     | 27,425         |
| Due diligence                                        | -                          | 70,616         |
| Export Market Development Grant application          | -                          | 10,750         |
|                                                      | <u>29,610</u>              | <u>108,791</u> |
|                                                      | <u>109,610</u>             | <u>264,468</u> |
| <i>Other services - network firms</i>                |                            |                |
| Due diligence                                        | -                          | 10,180         |

## Note 24. Remuneration of auditors (continued)

\* X2M engages Grant Thornton to provide permitted non-audit services where there is a compelling reason to do so provided auditor independence requirements are satisfied.

## Note 25. Contingent liabilities

The Directors are not aware any contingent assets or contingent liabilities as at 30 June 2022 (2021: Nil).

As foreshadowed in section 11.1 of the Replacement Prospectus issued by X2M dated 24 August 2021 (Replacement Prospectus), the plaintiffs in the legal proceedings involving Freestyle Technology Limited (Freestyle) have obtained leave of the Court to join X2M Connect Limited to those proceedings following their payment into Court of the required security for costs. X2M did not object to being joined to these proceedings.

As disclosed in the Replacement Prospectus, those legal proceedings were commenced against Freestyle (the vendor who sold its assets to the Company through a liquidation sale) and other defendants in May 2019. X2M did not exist at this time and will vigorously defend any claim against it. Furthermore, if the plaintiff's claims are ultimately successful (which the Company considers is very unlikely), the Company believes that the appropriate assessment of quantum is nil, and therefore the risk to the Company and Shareholders is not material.

The Company will update shareholders with any material developments in the proceedings.

## Note 26. Commitments

The Group had no material commitments not accounted for in the statement of financial position as at 30 June 2022 (2021: Nil).

## Note 27. Related party transactions

### *Parent entity*

X2M Connect Limited is the parent entity.

### *Subsidiaries*

Interests in subsidiaries are set out in note 29.

### *Key management personnel*

Disclosures relating to key management personnel are set out in note 23 and the remuneration report included in the Directors' report.

### *Transactions with related parties*

In the 2022 financial year, X2M incurred \$236,406 legal fees on behalf of Mr Mohan Jesudason and Mr Keith Jelley (2021: \$30,607). These legal fees relate to preparation of the defence in relation to legal proceedings regarding Freestyle Technology Limited. Mr Jesudason and Mr Jelley were indemnified by X2M for these proceedings as part of their respective executive employment agreement with the Company. The legal services provided to Mr Jesudason and Mr Jelley also cover a former director of Freestyle Technology Limited (in liquidation) under a common defence. Should the defence prove successful, reimbursement of some or all of these legal expenses may occur in a future period.

During the 2022 financial year, X2M paid \$1,250 for graphic design and supporting services to Jean Jelley Interior Solutions (an entity associated with Keith Jelley, X2M Chief Operating Officer). The transactions were made on normal commercial terms.

## Note 27. Related party transactions (continued)

Michael An is a Director of Perle Ventures Pty Ltd and was a Director of X2M Connect Limited until 12 February 2021. Perle Ventures Pty Ltd is the trustee of an entity that loaned \$615,000 to X2M Connect Limited in the 2021 financial year. An establishment fee of 2% of the loan amount was paid to Perle Ventures Pty Ltd upon commencement of the loan. In addition, Perle Ventures Pty Ltd was issued fully paid ordinary shares equivalent to 1.5% of the loan amount as loan establishment shares on 23 June 2021. The loan was partially repaid via issue of shares on 23 June 2021 and as at 30 June 2021 the outstanding balance was \$329,460. This loan balance was repaid through the subscription for shares in the Initial Public Offering of the Company in September 2021.

Alan Stockdale is the controller of EC Strategies Pty Ltd. EC Strategies Pty Ltd provided consultancy services by Alan Stockdale worth \$45,455 to X2M Connect Limited from 1 August 2020 to 31 January 2021.

Michael An's nominee Null Cipher was issued 720,000 fully paid ordinary shares on 12 February 2021 (259,201 post share consolidation on 7 June 2021) as compensation for Chairman and Director services rendered to X2M Connect Limited. On 30 June 2021, Mr An's nominee Null Cipher was issued 423,546 fully paid ordinary shares to compensate for the share consolidation. No other remuneration has been paid to Michael An, Narender Lakhwani or Lee Mayberry.

In June 2021, X2M paid \$70,000 to Mr Mohan Jesudason for reimbursement of past costs. The company also paid \$16,000 for graphic design and supporting services from Azimbo Consulting Pty Ltd (an entity associated with Keith Jelley, X2M Chief Operating Officer). The transactions were made on normal commercial terms.

### *Receivable from and payable to related parties*

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

### *Loans to/from related parties*

The following balances are outstanding at the reporting date in relation to loans with related parties:

|                                                              | Consolidated<br>2022<br>\$ | 2021<br>\$ |
|--------------------------------------------------------------|----------------------------|------------|
| Current receivables:                                         |                            |            |
| Loan to other related party*                                 | -                          | 100,000    |
| Current borrowings:                                          |                            |            |
| Other borrowings - related parties of Perle Ventures Pty Ltd | -                          | 329,460    |
| Loan from other related party**                              | 32,522                     | -          |

\* During the previous financial year, X2M provided a loan of \$100,000 to an employee. There was no interest payable on the loan and it was subsequently repaid in August 2021.

\*\* During the financial year, an employee from X2M's Beijing subsidiary provided a loan to the company. There was no interest payable on the loan and it was subsequently repaid in July 2022.

### *Terms and conditions*

Except for the loan provided to an employee, all transactions were made on normal commercial terms and conditions and at market rates.

## Note 28. Parent entity information

Set out below is the supplementary information about the parent entity.

### *Statement of profit or loss and other comprehensive income*

|                            | Parent<br>2022<br>\$ | 2021<br>\$  |
|----------------------------|----------------------|-------------|
| Loss after income tax      | (10,245,736)         | (8,524,037) |
| Total comprehensive income | (10,245,736)         | (8,524,037) |

### *Statement of financial position*

|                              | Parent<br>2022<br>\$ | 2021<br>\$     |
|------------------------------|----------------------|----------------|
| Total current assets         | 2,031,050            | 1,647,521      |
| Total assets                 | 4,435,932            | 1,671,777      |
| Total current liabilities    | 2,560,973            | 1,459,127      |
| Total liabilities            | 2,880,240            | 1,486,557      |
| Equity                       |                      |                |
| Issued capital               | 19,293,015           | 9,412,698      |
| Share-based payments reserve | 2,388,323            | 652,431        |
| Accumulated losses           | (20,125,646)         | (9,879,909)    |
| Total equity                 | <u>1,555,692</u>     | <u>185,220</u> |

### *Contingent liabilities*

The parent entity had no contingent liabilities as at 30 June 2021 and 30 June 2022.

### *Capital commitments - Property, plant and equipment*

The parent entity had no capital commitments for property, plant and equipment as at 30 June 2021 and 30 June 2022.

### *Significant accounting policies*

The accounting policies of the parent entity are consistent with those of the Group, as disclosed in note 1, except for the following:

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

## Note 29. Interests in 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:

| Name                                     | Principal place of business /<br>Country of incorporation | Ownership interest |           |
|------------------------------------------|-----------------------------------------------------------|--------------------|-----------|
|                                          |                                                           | 2022<br>%          | 2021<br>% |
| Freestyle Energy Two Pty Ltd             | Australia                                                 | 100%               | 100%      |
| Freestyle Technology Taiwan Limited      | Taiwan                                                    | 100%               | 100%      |
| Freestyle Technology Co., Ltd            | South Korea                                               | 100%               | 100%      |
| Golden Sino Hong Kong Limited            | Hong Kong                                                 | 100%               | 100%      |
| Freestyle Technology (Shanghai) Co., Ltd | China                                                     | 100%               | 100%      |
| Freestyle Technology Japan KK            | Japan                                                     | 100%               | 100%      |
| Beijing Freestyle Technology Co., Ltd    | China                                                     | 100%               | 100%      |

## Note 30. Events after the reporting period

Subsequent to financial year end, the Company successfully completed a 1-for-3 Accelerated Non-Renounceable Entitlement Offer (Entitlement Offer). A total of 46,700,703 shares were issued at \$0.085 (8.5 cents) per share, raising \$3.97 million (before costs). Participating shareholders also received one free attaching option with an exercise price of \$0.16 (16 cents) for every two new X2M shares taken up under the Entitlement Offer with a total of 23,350,397 options issued and these are listed on the Australian Securities Exchange.

On 29 August 2022, the Company issued 986,822 unlisted Long Term Incentive options to eligible employees under the Company's Performance Rights and Options Plan as part of the FY23 remuneration plan. Subject to the satisfaction of a share price hurdle in 2025, the options become exercisable at \$0.14 (14 cents) per option and expire on 29 August 2027.

On 2 September 2022, the Company issued 5,785,510 unlisted Long Term Incentive options to key management personnel as part of the FY23 remuneration plan. Subject to the satisfaction of a share price hurdle in 2025, the options become exercisable at \$0.1375 (13.75 cents) per option, and expire on 2 September 2027.

No other matter or circumstance has arisen since 30 June 2022 that has significantly affected, or may significantly affect the Group's operations, the results of those operations, or the Group's state of affairs in future financial years.

## Note 31. Reconciliation of loss after income tax to net cash used in operating activities

|                                                        | Consolidated<br>2022<br>\$ | 2021<br>\$         |
|--------------------------------------------------------|----------------------------|--------------------|
| Loss after income tax (expense)/benefit for the period | (10,235,780)               | (8,255,114)        |
| Adjustments for:                                       |                            |                    |
| Depreciation and amortisation                          | 946,043                    | 1,244,792          |
| Share-based payments                                   | 2,184,136                  | 2,072,156          |
| Foreign exchange differences                           | -                          | 2,619              |
| Change in operating assets and liabilities:            |                            |                    |
| Decrease/(increase) in trade and other receivables     | (36,663)                   | 316,030            |
| Decrease/(increase) in inventories                     | (58,818)                   | 192,726            |
| Increase in other assets                               | (547,534)                  | (867,623)          |
| Decrease/(Increase) in contract assets                 | (558,745)                  | 200,276            |
| Increase in trade and other payables                   | 192,118                    | 935,864            |
| Increase in contract liabilities                       | 1,856,740                  | 1,062,898          |
| Decrease in derivative liabilities                     | (31,488)                   | (80,512)           |
| Decrease in deferred tax liabilities                   | -                          | (346,066)          |
| Increase in employee benefits                          | 110,597                    | 340,444            |
| Decrease in other provisions                           | (28,540)                   | (59,307)           |
| Net cash used in operating activities                  | <u>(6,207,934)</u>         | <u>(3,240,817)</u> |

## Note 32. Share-based payments

### Fully paid ordinary shares

X2M issued the following fully paid ordinary shares to key management personnel and employees under the Company's Incentive Share Plan:

#### 2022

| Grant date | Vesting date | No. of<br>shares<br>granted | Fair value<br>at grant<br>date | Share based<br>payments<br>expense<br>\$ |
|------------|--------------|-----------------------------|--------------------------------|------------------------------------------|
| 14/07/2021 | 14/07/2021   | 1,486,704                   | \$0.125                        | 185,838                                  |

#### 2021

| Grant date | Vesting date | No. of<br>shares<br>granted* | Fair value<br>at grant<br>date | Share based<br>payments<br>expense<br>\$ |
|------------|--------------|------------------------------|--------------------------------|------------------------------------------|
| 04/02/2021 | 04/02/2021   | 259,200                      | \$0.278                        | 72,000                                   |
| 24/03/2021 | 24/03/2021   | 2,332,628                    | \$0.125                        | 291,578                                  |
| 25/03/2021 | 25/03/2021   | 4,104,000                    | \$0.125                        | 513,000                                  |
| 30/06/2021 | 30/06/2021   | 4,345,176                    | \$0.125                        | 543,147                                  |
| 02/07/2021 | 02/07/2021   | 5,219,448                    | \$0.125                        | 652,431                                  |
|            |              | <u>16,260,452</u>            |                                | <u>2,072,156</u>                         |

\* Number of shares disclosed on post consolidation basis.

## Note 32. Share-based payments (continued)

### Broker options

On 14 September 2021, X2M issued the following broker options to Bell Potter as consideration for Initial Public Offer services:

| Grant date | Expiry date | Number of options granted | Share price at grant date | Exercise price | Expected volatility | Risk-free interest rate | Fair value at grant date | Share based payments expense* |
|------------|-------------|---------------------------|---------------------------|----------------|---------------------|-------------------------|--------------------------|-------------------------------|
|            |             |                           |                           |                |                     |                         |                          | \$                            |
| 14/09/2021 | 13/09/2024  | 1,646,154                 | \$0.25                    | \$0.25         | 78%                 | 0.16%                   | \$0.126                  | 206,511                       |
| 14/09/2021 | 13/09/2024  | 1,646,154                 | \$0.25                    | \$0.3125       | 78%                 | 0.16%                   | \$0.112                  | 183,514                       |
|            |             |                           |                           |                |                     |                         |                          | <u>390,025</u>                |

\* Given the costs were directly relating to capital raising, the share based payments expense were booked against cost of capital raising on the statement of financial position.

### Unlisted options issued to key management personnel and employees

A share option plan has been established by the Group and approved under the IPO Replacement Prospectus dated 24 August 2021, whereby the Group may, at the discretion of the Remuneration and Nomination Committee, grant options over ordinary shares in the Company to certain key management personnel and employees of the Group. The options are issued for nil consideration and are granted in accordance with performance guidelines established by the Remuneration and Nomination Committee.

The options were independently valued using either Black-Scholes or Binomial option pricing model. \$1,914,342 share based payments expense was recognised for the year ending 30 June 2022.

### 2022

| Class            | Grant date | Expiry date | Exercise price | Balance at the start of the period | Granted    | Expired/ forfeited/ other | Balance at the end of the period |
|------------------|------------|-------------|----------------|------------------------------------|------------|---------------------------|----------------------------------|
| Pre-IPO options  | 16/07/2021 | 15/07/2025  | \$0.25         | -                                  | 9,411,283  | -                         | 9,411,283                        |
| IPO options      | 14/09/2021 | 13/09/2025  | \$0.3575       | -                                  | 9,559,588  | -                         | 9,559,588                        |
| IPO options      | 14/09/2021 | 13/09/2025  | \$0.3575       | -                                  | 5,408,029  | -                         | 5,408,029                        |
| FY22 LTI options | 14/04/2022 | 14/04/2027  | \$0.50         | -                                  | 2,058,286  | -                         | 2,058,286                        |
| FY22 LTI options | 27/06/2022 | 27/06/2027  | \$0.50         | -                                  | 1,571,368  | -                         | 1,571,368                        |
|                  |            |             |                | -                                  | 28,008,554 | -                         | 28,008,554                       |

Pre-IPO and IPO options were issued for services in establishing and building the Company through to the IPO. These were disclosed in the Replacement Prospectus dated 14 August 2021.

## Note 32. Share-based payments (continued)

Set out below are the options exercisable at the end of the financial period:

| Grant date | Expiry date | 2022<br>Number    | 2021<br>Number |
|------------|-------------|-------------------|----------------|
| 16/07/2021 | 15/07/2025  | 9,411,283         | -              |
| 14/09/2021 | 13/09/2025  | 9,559,588         | -              |
|            |             | <u>18,970,871</u> | <u>-</u>       |

The weighted average remaining contractual life of options outstanding at the end of the financial period was 3.4 years.

For the options granted during the current financial period, the valuation model inputs used to determine the fair value at the grant date, are as follows:

| Grant date | Expiry date | Share price<br>at grant<br>date | Exercise<br>price | Expected<br>volatility | Dividend<br>yield | Risk-free<br>interest<br>rate | Fair value<br>at grant<br>date |
|------------|-------------|---------------------------------|-------------------|------------------------|-------------------|-------------------------------|--------------------------------|
| 16/07/2021 | 15/07/2025  | \$0.125                         | \$0.25            | 78%                    | -                 | 0.39%                         | \$0.052                        |
| 14/09/2021 | 13/09/2025  | \$0.250                         | \$0.3575          | 78%                    | -                 | 0.39%                         | \$0.122                        |
| 14/09/2021 | 13/09/2025  | \$0.250                         | \$0.3575          | 78%                    | -                 | 0.39%                         | \$0.122                        |
| 14/04/2022 | 14/04/2027  | \$0.150                         | \$0.50            | 90%                    | -                 | 2.63%                         | \$0.042                        |
| 27/06/2022 | 27/06/2027  | \$0.094                         | \$0.50            | 90%                    | -                 | 3.51%                         | \$0.025                        |

### Performance rights

On 14 April 2022, X2M issued 2,058,286 performance rights to two key management personnel as part of their FY22 STI arrangements. The performance rights will convert to unlisted options upon vesting. These performance rights were independently valued using the binomial pricing model. \$83,956 share based payments expense was recognised for the year ending 30 June 2022.

For the performance rights granted during the current financial period, the valuation model inputs used to determine the fair value at the grant date, are as follows:

| Grant date | Expiry date | Share price<br>at grant<br>date | Exercise<br>price* | Expected<br>volatility | Dividend<br>yield | Risk-free<br>interest<br>rate | Fair value<br>at grant<br>date |
|------------|-------------|---------------------------------|--------------------|------------------------|-------------------|-------------------------------|--------------------------------|
| 14/04/2022 | 14/04/2027  | \$0.15                          | \$0.34             | 90%                    | -                 | 2.63%                         | \$0.086                        |

\* The performance rights were partially vested as at 30 June 2022 upon achieving FY22 STI vesting conditions. 961,322 performance rights will convert to options following the release of FY22 audited annual financial statements.

Reconciliation of share based payments expense recorded in the statement of profit and loss relating to each class of share based payment:

## Note 32. Share-based payments (continued)

|                                                           | Consolidated     |                  |
|-----------------------------------------------------------|------------------|------------------|
|                                                           | 2022             | 2021             |
|                                                           | \$               | \$               |
| Issue of shares to key management personnel and employees | 185,838          | 2,072,156        |
| Unlisted options to key management personnel and employee | 1,914,342        | -                |
| Performance rights to key management personnel            | 83,956           | -                |
|                                                           | <u>2,184,136</u> | <u>2,072,156</u> |

### *Accounting policy for share-based payments*

Equity-settled and cash-settled share-based compensation benefits are provided to employees.

Equity-settled transactions are awards of shares, or options over shares, that are provided to employees in exchange for the rendering of services. Cash-settled transactions are awards of cash for the exchange of services, where the amount of cash is determined by reference to the share price.

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

The cost of equity-settled transactions are recognised as an expense with a corresponding increase in equity over the vesting period. The cumulative charge to profit or loss is calculated based on the grant date fair value of the award, the best estimate of the number of awards that are likely to vest and the expired portion of the vesting period. The amount recognised in profit or loss for the period is the cumulative amount calculated at each reporting date less amounts already recognised in previous periods.

The cost of cash-settled transactions is initially, and at each reporting date until vested, determined by applying either the Binomial or Black-Scholes option pricing model, taking into consideration the terms and conditions on which the award was granted. The cumulative charge to profit or loss until settlement of the liability is calculated as follows:

- during the vesting period, the liability at each reporting date is the fair value of the award at that date multiplied by the expired portion of the vesting period.
- from the end of the vesting period until settlement of the award, the liability is the full fair value of the liability at the reporting date.

All changes in the liability are recognised in profit or loss. The ultimate cost of cash-settled transactions is the cash paid to settle the liability.

Market conditions are taken into consideration in determining fair value. Therefore any awards subject to market conditions are considered to vest irrespective of whether or not that market condition has been met, provided all other conditions are satisfied.

If equity-settled awards are modified, as a minimum an expense is recognised as if the modification has not been made. An additional expense is recognised, over the remaining vesting period, for any modification that increases the total fair value of the share-based compensation benefit as at the date of modification.

If the non-vesting condition is within the control of the Group or employee, the failure to satisfy the condition is treated as a cancellation. If the condition is not within the control of the Group or employee and is not satisfied during the vesting period, any remaining expense for the award is recognised over the remaining vesting period, unless the award is forfeited.

## Note 32. Share-based payments (continued)

If an equity-settled award is cancelled, it is treated as if it has vested on the date of cancellation, and any remaining expense is recognised immediately. If a new replacement award is substituted for the cancelled award, the cancelled and new award are treated as if there was a modification.

## Note 33. Earnings per share

|                                                                                           | Consolidated<br>2022<br>\$ | 2021<br>\$         |
|-------------------------------------------------------------------------------------------|----------------------------|--------------------|
| Loss after income tax attributable to the owners of X2M Connect Limited                   | <u>(10,235,780)</u>        | <u>(8,255,114)</u> |
|                                                                                           | Number                     | Number             |
| Weighted average number of ordinary shares used in calculating basic earnings per share   | <u>132,984,057</u>         | <u>67,619,064</u>  |
| Weighted average number of ordinary shares used in calculating diluted earnings per share | <u>132,984,057</u>         | <u>67,619,064</u>  |
|                                                                                           | Cents                      | Cents              |
| Basic earnings per share                                                                  | (7.70)                     | (12.21)            |
| Diluted earnings per share                                                                | (7.70)                     | (12.21)            |

### Accounting policy for earnings per share

#### Basic earnings per share

Basic earnings per share is calculated by dividing the profit attributable to the owners of X2M Connect Limited, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of ordinary shares outstanding during the financial period, adjusted for bonus elements in ordinary shares issued during the financial period.

#### 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 shares assumed to have been issued for no consideration in relation to dilutive potential ordinary shares.

**IN THE DIRECTORS' OPINION:**

- the attached financial statements and notes comply with the Accounting Standards as described in note 1 to the financial statements;
- the attached financial statements and notes give a true and fair view of the Group's financial position as at 30 June 2022 and of its performance for the financial period ended on that date; and
- there are reasonable grounds to believe that the Group will be able to pay its debts as and when they become due and payable.

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

On behalf of the Directors



---

Hon. Alan Stockdale AO  
Non-Executive Chairman

28 September 2022

**Grant Thornton Audit Pty Ltd**  
Level 22 Tower 5  
Collins Square  
727 Collins Street  
Melbourne VIC 3008  
GPO Box 4736  
Melbourne VIC 3001  
T +61 3 8320 2222

## Independent Auditor's Report

### To the Members of X2M Connect Limited

#### Report on the audit of the financial report

##### Opinion

We have audited the financial report of X2M Connect Limited (the Company) and its subsidiaries (the Group), which comprises the consolidated statement of financial position as at 30 June 2022, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies, and the Directors' declaration.

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

- a giving a true and fair view of the Group's financial position as at 30 June 2022 and of its performance for the year ended on that date; and
- b complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

##### Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

**www.grantthornton.com.au**  
ACN-130 913 594

Grant Thornton Audit Pty Ltd ACN 130 913 594 a subsidiary or related entity of Grant Thornton Australia Limited ABN 41 127 556 389 ACN 127 556 389. 'Grant Thornton' refers to the brand under which the Grant Thornton member firms provide assurance, tax and advisory services to their clients and/or refers to one or more member firms, as the context requires. Grant Thornton Australia Limited is a member firm of Grant Thornton International Ltd (GTIL). GTIL and the member firms are not a worldwide partnership. GTIL and each member firm is a separate legal entity. Services are delivered by the member firms. GTIL does not provide services to clients. GTIL and its member firms are not agents of, and do not obligate one another and are not liable for one another's acts or omissions. In the Australian context only, the use of the term 'Grant Thornton' may refer to Grant Thornton Australia Limited ABN 41 127 556 389 ACN 127 556 389 and its Australian subsidiaries and related entities. Liability limited by a scheme approved under Professional Standards Legislation.

### Material uncertainty related to going concern

We draw attention to Note 1 in the financial statements, which indicates that the Group incurred a net loss of \$10,235,780 and cash outflows from operating and investing activities of \$8,021,360 during the year ended 30 June 2022. As of that date, the Group had net assets of \$1,555,692 and current liabilities exceeded its current assets by \$1,733,035. As stated in Note 1, these events or conditions, along with other matters as set forth in Note 1, indicate that a material uncertainty exists that may cast doubt on the Group's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

### Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report of the current period. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

In addition to the matter described in the *Material uncertainty related to going concern* section, we have determined the matters described below to be the key audit matters to be communicated in our report.

| Key audit matter                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | How our audit addressed the key audit matter                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Revenue recognition of contracts that contain multiple element arrangements – Notes 4 and 16</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <p>There is judgement relating to revenue recognition for contracts that contain hardware, licence, and services charges. Revenue recognition for multiple-element arrangements can be complex and involve management judgement. These judgements include:</p> <ul style="list-style-type: none"> <li>• identification of each performance obligation in the arrangements;</li> <li>• determination of the appropriate allocation of the amount of revenue to each element in particular as many of the Group's arrangements involve the delivery of hardware, licences, and other services; and</li> <li>• determining when the performance obligation of each element is satisfied, and the associated revenue can be recognised.</li> </ul> <p>This area is a key audit matter due to the complexity surrounding the bundled contract revenue recognition.</p> | <p>Our procedures include, amongst others:</p> <ul style="list-style-type: none"> <li>• considering the appropriateness of management's assessment of revenue streams in accordance with accounting standard AASB 15 <i>Revenue from Contracts with Customers</i>;</li> <li>• documenting our understanding of the various arrangements used by the Group and evaluating management's revenue recognition of the elements they contained to assess compliance with AASB 15;</li> <li>• sample testing revenue recorded to contracts with customers to assess whether revenue is being recognised in accordance with the Group's revenue recognition policies;</li> <li>• assessing the sales selected in our sample above, where applicable, for the accuracy of revenue to be deferred at year-end;</li> <li>• analytically reviewing deferred revenue balances at reporting period end for exceptions and anomalies against expectations;</li> <li>• substantiating sales transactions around reporting date and agreeing transactions to supporting documents to assess whether revenue is recognised in the correct periods; and</li> <li>• assessing the adequacy of disclosures for compliance with the revenue recognition requirements of Australian Accounting Standards (AASBs).</li> </ul> |

### Information other than the financial report and auditor's report thereon

The Directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2022 but does not include the financial report and our auditor's report thereon.

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

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

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

### Responsibilities of the Directors' for the financial report

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

### Auditor's responsibilities for the audit of the financial report

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

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: [http://www.auasb.gov.au/auditors\\_responsibilities/ar1\\_2020.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar1_2020.pdf). This description forms part of our auditor's report.

### Report on the remuneration report

#### Opinion on the remuneration report

We have audited the Remuneration Report included in pages 20 to 34 of the Directors' report for the year ended 30 June 2022.

In our opinion, the Remuneration Report of X2M Connect Limited, for the year ended 30 June 2022 complies with section 300A of the *Corporations Act 2001*.

## Responsibilities

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



Grant Thornton Audit Pty Ltd  
Chartered Accountants



B A Mackenzie  
Partner – Audit & Assurance  
Melbourne, 28 September 2022

For personal use only

# Corporate Governance Statement

# Corporate Governance Statement

X2M (the Company) is committed to achieving and demonstrating high standards of corporate governance to protect and enhance shareholder interests.

This Corporate Governance Statement reports against the ASX Corporate Governance Principles and Recommendations (4th Edition) (ASX Principles). The practices detailed in the Corporate Governance Plan are current as of 28 September 2022 and have been approved by the Board. A full copy of the Corporate Governance Plan can be found on the company website at [www.x2mconnect.com](http://www.x2mconnect.com). Key details of the plan are detailed below.

## Principle 1: The Board Lays Solid Foundations for Management Oversight

### Board Responsibilities and Delegations

The Company's Board Charter was adopted by the Board in February 2021. The Board Charter is located on the Company website at [www.x2mconnect.com](http://www.x2mconnect.com).

The Board Charter provides a framework for the effective operation of the Board, setting out:

- a) the Board's role and responsibilities and size and composition.
- b) the establishment of the Audit and Risk Committee (as described below) and the Board's ability to delegate any of its powers to a Board Committee, a Director or other person from time to time, subject to ultimate responsibility residing with the Directors;
- c) the responsibilities delegated by the Board to the Chief Executive Officer (CEO) and members of the Executive Team; and
- d) the role of the Board Chair and the Company Secretary.

The Board Charter provides that the Board's role is to, amongst other things:

- a) set X2M's values and standards of conduct and ensure that they are adhered to.
- b) provide and demonstrate leadership.
- c) define and set X2M's strategic direction.
- d) monitor the operational and financial position and performance of the Company and monitor

- e) that the Company is properly managed to protect and enhance shareholder interests and adopt internal controls, a risk management framework, as well as corporate governance policies and practices that promote the responsible management and conduct of X2M.

The Board's responsibilities include:

- a) the appointment of a Chair.
- b) the appointment and removal of the CEO.
- c) approval of X2M's Group's statement of values and Code of Conduct; and
- d) approval of major capital expenditure, acquisitions, and divestitures in excess of authority levels delegated to management.

The Board Charter provides that the Company Secretary is accountable to the Board through the Chair on all matters to do with the proper functioning of the Board. This includes advising the Board and its Committees on governance matters and monitoring that Board and Committee policies and procedures are followed.

The Board Charter delegates responsibility for day-to-day management and administration of X2M to the CEO and members of the Executive Team. The CEO is responsible for providing effective leadership, direction and supervision of the Executive Team to achieve the strategies, business plans and budgets adopted by the Board and in accordance with the values and culture set by the Board. The Board has procedures in place to regularly assess the performance of the CEO and members of the Executive Team.

### Board Committees

The Board has established an Audit and Risk Committee to assist it in discharging its function. It also established a Remuneration Committee during the period. All other responsibilities are managed by the full Board

### Board Meetings

The Board meets as often as necessary to fulfil its role. Directors are required to allocate sufficient time to X2M to perform their responsibilities effectively, including adequate time to prepare for Board meetings. During the period, the Board met 15 times.

For full details of Directors' attendance at Board and Committee Meetings for 2022, refer to "Board and Committee Meeting Attendance" on page 20.

## Access to Information and Independent Professional Advice.

Directors have access to Management to seek explanations and information, as well as to the Auditors to seek explanations and information without Management present, at any time they consider it appropriate.

The Board collectively, and each Director individually, has the right to seek, at the expense of the Company, any independent professional advice that they consider necessary to fulfil their responsibilities subject to the approval of the Chair which cannot be unreasonably withheld or delayed.

The Company has appointed a Company Secretary who is accountable to the Board, through the Chair, on all matters to do with the proper functioning of the Board.

## Background Checks Before Appointing Directors and Senior Executives

X2M formally undertakes background checks for Directors and senior executives and will require certain information to be provided to shareholders each time an existing Director stands for re-election. In addition, the Company will provide shareholders with any other material information relevant to a decision on whether to elect or re-elect a Director at a General Meeting.

Prior to the appointment of a new Director or senior executive (being a member of the Executive Team), the Board undertakes appropriate background checks as to the candidate's character, experience and education and confirms that the candidate does not have a criminal record. For Directors only, confirmation is also obtained that the Director is not an undischarged bankrupt. Having satisfied the background checks, the candidate for a Director is required to provide the Chair with the commitment that they will have adequate time to fulfil their responsibilities as a Non-Executive Director of X2M. The Chair must be satisfied that the candidate for Director can materially contribute to the overall skills and experience of the Board with reference to the X2M Director Skills Matrix.

X2M has entered into written agreements with each Director setting out the terms, conditions and responsibilities of their appointment, as well as the key terms of all employment, service or consultancy agreements with the CEO, the Directors and any other related parties to the CEO and the Directors

## Diversity

Consistent with X2M's values, the Company is committed to providing an inclusive, equitable and fair workplace where everyone is treated with respect and dignity regardless of gender, marital or family status, sexual orientation, gender identity, age, ability, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, and experience.

X2M's Diversity Policy includes requirements to ensure that employment related decisions are transparent, equitable and fair; that a diverse range of candidates are considered for positions; to guard against any conscious or unconscious biases that might discriminate against certain candidates; to ensure that staff have access to development and career opportunities based on merit; and to ensure a workplace which is free from discrimination, harassment, bullying, victimisation and vilification.

The Board is responsible for reviewing the Company's Diversity Policy periodically to check that it is operating effectively. The Diversity Policy was approved by the Board in February 2021 and a copy is available on the X2M website at [www.x2mconnect.com](http://www.x2mconnect.com).

## Diversity Status

The Board plays a specific role in driving diversity, particularly gender diversity across the business by reviewing and approving annual diversity objectives and progress towards these objectives.

X2M has a diverse workforce and is represented by a broad range of ages and nationalities. Gender diversity remains a challenge across the technology industry and in the geographies in which X2M operates and is represented in the table below. However, X2M is an equal opportunity employer and is committed to improving diversity as far as possible as the business scales. The workforce diversity as at the 30<sup>th</sup> of June 2022 follows:

|                     | FEMALE |     | MALE   |     |
|---------------------|--------|-----|--------|-----|
|                     | NUMBER | %   | NUMBER | %   |
| Board               | 1      | 25% | 3      | 75% |
| Senior Management** | 6      | 20% | 24     | 80% |
| Total Employees     | 7      | 12% | 50     | 88% |

Table 1: Diversity status of the 30<sup>th</sup> of June 2022

\*\*Senior Management includes the CEO, the Executive Team members who report to the CEO and their direct reporting employees.

The Board is responsible for assessing whether there is any gender or other inappropriate bias with respect to the remuneration of Directors, the Executive Team or other employees. The Board also sets and reviews the diversity targets annually.

### Diversity Targets

X2M set gender diversity targets annually. Given the current size of the team and the limited opportunity for change, X2M will only be able to address gender diversity as it adds to or replaces team members. Further, and as stated, gender diversity remains a challenge across the technology industry and in the geographies in which X2M operates. However, the Company is an equal opportunity employer and will seek to improve gender diversity as the business grows.

The long term gender diversity targets are:

|                   | TARGET |
|-------------------|--------|
| Board*            | ≥25%   |
| Senior Management | ≥25%   |
| Total Employees   | ≥25%   |

Table 2: Long term Diversity Targets

\*The Board target is below the market expectation of ≥30% as the Board only consists of 4 Directors.

### Performance Review of the Board

The X2M's Board Charter requires an annual Board assessment and review of its performance, its committees, and Directors annually. A Board review was undertaken during FY22.

### Performance Review of the CEO and Executive Team

X2M's Board Charter provides that the Board is responsible for monitoring the performance of the Executive Team. The performance of the CEO and Senior Executives is assessed annually with reference to agreed milestones.

Performance reviews were undertaken during the reporting period. Details of the remuneration of the Executive Team considered by the Company to be Key Management Personnel is set out in the Remuneration Report.

The Board is responsible for agreeing the remuneration arrangements and terms of employment for the CEO and Executive Team. The Board is also responsible for:

- any equity-based remuneration plans for the Executive Team and other employees.
- reviewing and approving the design and total proposed payments from any Executive Team incentive plan; and
- the proposed award to each member of the Executive Team under the rules of any Executive Team incentive plan.

## Principle 2: The Board is Structured to be Effective and to Add Value

### Nomination Committee

Due to the size of the Board, X2M does not have a separate Nomination Committee. The roles and responsibilities of the Nomination Committee are currently undertaken by the Board.

### Composition of the Board and Details of Directors

X2M currently has four Directors, all of whom are Non-Executive Directors. The Board considers that the current size of the Board is appropriate to discharge its duties effectively.

The criteria by which the Board determines the independence of a Director are set out in the Board Charter. The Board has determined that all of the Non-Executive Directors are independent. There is a clear division of responsibility between the Chair, who is an Independent Non-Executive Chair, and the CEO.

Each Director must provide to the Board all information relevant to the assessment of his or her independence and where a Director's independent status changes, X2M will immediately disclose and explain this to the market.

| DIRECTOR        | STATUS      | APPOINTMENT DATE |
|-----------------|-------------|------------------|
| Alan Stockdale  | Independent | 8 February 2021  |
| Jodie Leonard   | Independent | 8 February 2021  |
| Damien Johnston | Independent | 8 February 2021  |
| John Stewart    | Independent | 8 February 2021  |

Table 3: Status of Director Independence

For details of the current Directors, their qualifications, skills, and experience refer to page 18 of Directors' Report.

## Board Skills Matrix

Under the Company's Constitution, the Board must comprise at least three Directors and a maximum of twelve Directors. The Board regularly reviews the composition of the Board, considering the number and skill mix of the Directors.

The Board recognises the need to review and consider the composition of the Board to align it with ASX best practice and ensure that it comprises the necessary skills to establish and deliver upon the Company's strategic objectives. The Board considers, and, updates, the Board skills matrix at least annually to ensure that as X2M grows, the Board comprises the appropriate mix of skills, expertise, experience, and diversity. In 2021, the Board developed a Board skills matrix that included the following skills and experience:

| Key Board Skills and Experience                                                                                                                                                                                                                           | Number |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| Asia Pacific Market Experience<br>Experience working in/leading an organisation with global operations, or an understanding of different political, cultural, regulatory, and business environments                                                       | 4      |
| Strategy<br>Experience defining strategic objectives, assessing business plans and driving execution.                                                                                                                                                     | 4      |
| Digital, Data and Technology<br>Expertise in adopting new digital technologies or implementing technology projects, and experience with managing digital disruption, leveraging digital technologies or understanding the use of data and data analytics. | 4      |
| Governance and Compliance<br>Experience in the design and application of corporate governance and compliance programs with a commitment to high standards of governance.                                                                                  | 4      |
| Financial and Risk Management<br>Understand financial drivers of the business and experience implementing or overseeing financial accounting, reporting, internal controls, and risk management frameworks.                                               | 4      |
| Merger and Acquisitions<br>Experience in undertaking or overseeing corporate mergers and acquisitions with ability to evaluate transactions and govern the transition phase.                                                                              | 4      |
| Capital Management<br>Experience in capital management strategies including debt financing and capital raisings.                                                                                                                                          | 4      |
| People and Culture<br>Experience monitoring a company's culture, OHS program, people management, succession planning, and remuneration frameworks.                                                                                                        | 4      |

|                                                                                                                                                                                           |   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| Legal and Regulatory<br>Experience in a capacity requiring skills and knowledge in relation to the law, especially with reference to company law and other relevant legal disciplines.    | 4 |
| Government, Regulatory Agencies and Politics<br>Experience in dealing with Governments and Government agencies and a broad knowledge of the workings of governments and politics.         | 4 |
| Experience with Infrastructure Industries<br>Experience in dealing with and/or marketing and selling to infrastructure industries, especially electricity, gas water and other utilities. | 2 |

Table 4: Board Skills Assessment

## Director Selection, Appointment and Induction

From time to time, the Board reviews the size, structure and composition of the Board, taking into consideration the balance of skills, experience and knowledge of Board members.

A formal Non-Executive Director Induction and Professional Development Policy will be developed in 2023. The Company Secretary is responsible for arranging for new Directors to undertake an induction program to enable them to gain an understanding of:

- the Company's operations.
- the industry,
- the culture and values of the Company
- the Company's financial, strategic, operational and risk management position and
- the rights, duties, and responsibilities of the new Director.

The policy will also consider annual requirements for the Directors to undergo regular professional development.

## Principle 3: The Board instils a culture of acting lawfully, ethically, and responsibly

### Code of Conduct

The Board recognises the need to observe a high standard of corporate practice and business conduct. Accordingly, the Board adopted the Code of Conduct, which outlines how X2M expects everyone to behave and conduct business, consistent with the Company values.

All Directors, Officers, senior executives, employees, contractors, and consultants must comply with the Code of Conduct. The Code details the core values that are expected to drive Director and employee behaviour and aspirations. As set out in the Code of Conduct, the Company expects all parties to comply with the letter and spirit of the law, rule or regulation and not knowingly participate in any illegal or unethical activity. In addition, X2M expects that all parties carry out the Company's operations with high standards of honesty, integrity, and ethical, responsible and law-abiding behaviour.

The Code of Conduct was approved by the Board in February 2020 and a copy can be found on the Company's website at [www.x2mconnect.com](http://www.x2mconnect.com).

### Trading Policy

The X2M Trading Policy governs the sale and purchase of Company securities by Directors and Employees (Relevant Persons). Relevant Persons must not trade, arrange for someone else to trade, pass on information to someone they know, who may use the information to trade (or procure another person to trade) X2M shares when they are in possession of price sensitive information which is not generally available to the market. The policy also prohibits Relevant Persons from undertaking any financial arrangements to hedge the economic risk of X2M securities or to enter margin lending arrangements over securities.

Relevant Persons are prohibited from dealing in X2M securities (subject to exceptional circumstances) other than during the following mandated Open Periods:

- a) the period six weeks from commencement of the release Company's Annual Results.
- b) the period six weeks from commencement of the release Company's half year results; and
- c) any other period designated by the Board from time to time.

Provided a that relevant person may not deal in X2M securities at any time at which they are in possession of price sensitive information

If a Director, the CEO or the Executive Team wish to trade in X2M shares during an Open Period, the Trading Policy provides for:

- a) prior written approval by the Chair to be given to Directors (the Chair himself must seek prior written approval from the Chair of the Audit and Risk Committee); and
- b) prior written approval from the CEO or Chair to be given to the members of the Executive Team.

For all Relevant Persons, notification to the Company

Secretary prior to, and after, trading is also required under the policy.

The current Trading Policy was adopted by the Board in February 2021. The Policy is located on the X2M website at [www.x2mconnect.com](http://www.x2mconnect.com).

### Whistleblower Policy and Anti-Bribery and Corruption Policy

X2M recognises the important role whistleblowing can play in the early detection of misconduct and has adopted a Whistleblower Policy. The purpose of this policy is to establish a reporting system which secures protections for individuals who disclose misconduct and encourages employees and X2M's partners to report known or suspected misconduct. The Whistleblower Policy is located on the X2M Company website at [www.x2mconnect.com](http://www.x2mconnect.com).

The Company also recognises the importance of protecting the assets and reputation of the Company and has adopted an Anti-Bribery and Corruption Policy. The purpose of the Anti-Bribery and Corruption Policy is to reinforce the commitment and responsibility of X2M in identifying fraudulent and corrupt activities and to establishing policies, controls and procedures for prevention and detection of these activities. In addition, the Policy reinforces the requirement that all employees must refrain from and report any corrupt and fraudulent conduct. The Anti-Bribery and Corruption Policy is located on the X2M website at [www.x2mconnect.com](http://www.x2mconnect.com).

### Principle 4: The Board Safeguards the Integrity of Corporate Reports

#### Audit and Risk Committee (ARC)

The ARC has three members, Damien Johnston (Chair), Jodie Leonard and John Stewart.

The ASX Principles recommend that an audit committee have at least three members, all of whom are non-executive Directors and a majority of whom are independent and that the chair of the audit committee be an independent Director who is not the chair of the board. The ARC met these requirements in 2022.

For full details of Committee members attendance at Committee Meetings for 2022, refer to "Board and Committee Meeting attendance" which is contained in the Directors' Report on page 20.

The ARC Charter requires that all members of the ARC can read and understand financial statements and

that at least one member is a qualified accountant or other financial professional with appropriate experience of financial and accounting matters. The ARC met these requirements in 2022. For details of the qualifications, skills and experience of the ARC, refer to page 18 for further details.

The ARC Charter sets out the role and responsibilities of the ARC and the Charter is located on the X2M website at [www.x2mconnect.com](http://www.x2mconnect.com). The ARC reviews its Charter annually or as required.

The objectives of the ARC are to:

- a) assist the Board to achieve its objectives in relation to corporate and financial reporting, the application of accounting policies, business policies and practices, legal and regulatory compliance and internal control and the risk management framework.
- b) maintain and improve the quality, credibility, and objectivity of the financial accountability process; and
- c) promote a culture of compliance across X2M.
- d) provide a forum for communication between the Board and the Company's management in relation to audit and compliance matters affecting X2M.
- e) oversee the internal audit (if any) and external audit functions and communication between the Board and the internal auditor (if any) and the external auditor; and
- f) review and comment on Management's plans for managing the material financial, non-financial and reporting risks faced by the Company.

### Independent Audit

The responsibilities of the ARC in relation to external audit include:

- a) approving the terms of engagement with the external auditor at the beginning of each financial year.
- b) reviewing the external auditor's proposed audit scope and approach.
- c) recommending to the Board for approval, the appointment or removal of the external auditor.
- d) reviewing the performance of the external auditor and approving the fees payable to the external auditor.
- e) developing and overseeing the implementation of the Company's policy on the engagement of the external auditor to supply non-audit services and monitoring compliance with that policy.
- f) providing advice to the Board in relation to whether the ARC is satisfied that the provision of non-audit services is compatible with the general standard of independence and an explanation of why those non-audit services do not compromise audit independence; and
- g) meeting with the external auditor to review audit reports.

The external auditor must be independent of X2M. The ARC regularly reviews and assesses the independence of the external auditor and makes recommendations to the Board.

The ARC may obtain information from, and consult with, management, the external Auditor and external advisers, as it considers appropriate. The ARC also has access to the external auditor to discuss matters without management being present.

The ARC is responsible for engaging in the proactive oversight of, and adequacy of, the Company's financial reporting and disclosure processes. The ARC reviews all periodic financial reports with management, advisers and the external auditor (as appropriate) and recommends to the Board, adoption of applicable financial reports if the reports reflect the understanding of the ARC Committee and provide a true and fair view of the financial position and performance of the Company.

### CEO and CFO Declaration

Prior to Board approval of X2M's annual financial reports, the CEO and CFO must provide the Board with the declarations required under section 295A of the Corporations Act and Recommendation 4.2 of the ASX Principles. This declaration is also provided prior to Board approval of the Company's half-year financial reports.

For the financial year ended 30 June 2022, the CEO and CFO made a declaration in accordance with section 295A of the Corporations Act and Recommendation 4.2 of the ASX Principles.

### Auditor at the AGM

At X2M's 2022 AGM, Grant Thornton Audit Pty Ltd, as the independent external auditor, will be present and available to answer shareholder questions on the:

- a) conduct of the independent external audit.
- b) preparation and content of the independent external auditor's report.
- c) accounting policies adopted by X2M in relation to the preparation of the financial statements; and
- d) independence of Grant Thornton Audit Pty Ltd in relation to the conduct of the audit.

## Principle 5: The Board Makes Timely and Balanced Disclosure

It is the intention of the Board to ensure that shareholders are kept informed of all major developments affecting the state of affairs of X2M.

The Company's Continuous Disclosure Policy sets out the disclosure obligations under the Corporations Act and ASX Listing Rules and is located on the X2M website at [www.x2mconnect.com](http://www.x2mconnect.com).

Under the Continuous Disclosure Policy, the Board bears the primary responsibility for X2M's compliance with its continuous disclosure obligations and is responsible for overseeing and implementing this policy. The Board makes the ultimate decision on whether there is any materially price sensitive information that needs to be disclosed to the ASX, and Board approval is required for any release which relates to any matter which is both material and strategically important for the Company.

In addition, at each Board meeting, consideration is given to any information that must be disclosed to the ASX in accordance with X2M continuous disclosure obligations.

The Company Secretary has primary responsibility for all communication with the ASX in relation to ASX Listing Rule matters. The Company Secretary is also responsible for ensuring that the Directors receive copies of all material market announcements promptly after they have been made.

The Board is responsible for regularly reviewing the Continuous Disclosure Policy to ensure that it remains effective and consistent with all relevant legal pronouncements and the ASX Principles.

## Principle 6: The Board Respects the Rights of Security Holders

X2M respects the rights of its shareholders and promotes effective two-way communication with shareholders and other stakeholders. The Company will ensure shareholders are fully informed of X2M's business, governance, and financial performance, and they understand how to assess relevant information about the Company's activities.

### The Company Website

X2M's website is located at [www.x2mconnect.com](http://www.x2mconnect.com). The site is kept current to maintain effective communication with shareholders and stakeholders. Information available on the website includes information about the Company's operations and its brands; the Board of Directors; copies of all key governance documentation; announcements; archived investor presentations; current share price information; and company events.

All ASX announcements made by the Company can also be accessed via the 'Announcements' section of the ASX website [www.asx.com.au/asx/statistics/announcements.do](http://www.asx.com.au/asx/statistics/announcements.do),

using the X2M ticker code X2M.

## Investor Relations

Relationships with investors are very important to X2M. Following the release of its half-year and annual financial statements, the Company will conduct investor briefings and investor roadshows with institutional groups and analysts. X2M will send details of its half-year and full-year investor call to the ASX to ensure that a wide set of stakeholders are able to attend. The X2M AGM will be held in November and the Chair, Directors and Key Management Personnel will engage with Shareholders in advance of the AGM, as appropriate.

## Shareholder Communications

Shareholders may elect to receive all communications from X2M's share registry electronically. Electronic communications are timelier, cost effective, and are encouraged by the Company. Shareholders should contact the share registry if they wish to elect to receive electronic communications by emailing [hello@automic.com.au](mailto:hello@automic.com.au).

The Company's share registry is managed by Automic Group Pty Ltd. Their website address is [www.automicgroup.com.au](http://www.automicgroup.com.au).

## Shareholder Engagement and Participation

To encourage shareholder engagement and participation at the AGM, when possible, shareholders have the opportunity to attend the AGM, ask questions from the floor, participate in voting and meet the Board and the Executive Team in person. In the event the AGM is held electronically, the Company will ensure that appropriate technology is used to facilitate the participation of shareholders at such meetings. Shareholders who are unable to attend the AGM are encouraged to vote on the proposed motions by appointing a proxy via the proxy form that accompanies the notice of meeting, or online through the share registry's website. For the 2022 AGM and onwards, all questions will be decided by a poll rather than a show of hands.

Shareholders have the opportunity to submit written questions and comments to X2M and its external auditor.

Presentations and speeches made by the Chair and CEO at the AGM are made available on the ASX announcements platform and X2M website before the commencement of the meeting. X2M will advise the results of the AGM to the ASX and on its website promptly following the conclusion of the AGM.

## Principle 7: The Board Recognises and Manages Risk

### Risk Committee

The ARC is charged with the responsibility to assist the Board in the oversight of risk. Please refer to page 18 for details of the members of the Committee, qualifications and experience of members and individual attendances at Committee meetings.

The sections of the ARC Charter with respect to risk management includes the following:

- a) oversee the establishment and implementation of the risk management framework and internal compliance and control systems.
- b) monitoring the mechanism for assessing the ongoing efficiency and effectiveness of the risk management framework and internal compliance and control systems.
- c) monitoring whether X2M is operating within the risk appetite set by the Board and make recommendations on any necessary changes that should be made to the risk appetite.
- d) review risk management policies and procedures at least annually to ensure that the risk systems and processes in place are operating effectively and efficiently, in regard to identifying, assessing, monitoring and managing risk; and
- e) review X2M's risk management framework at least annually to evaluate compliance and internal control processes and making recommendations to the Board.

The Audit and Risk Committee Charter is available on the X2M website at [www.x2mconnect.com](http://www.x2mconnect.com).

### Review of Risk Management Framework

The Board has overall responsibility for the Group's risk management and internal controls.

The Company has adopted a Risk Management Policy which is available on the Company website at [www.x2mconnect.com](http://www.x2mconnect.com). This policy highlights the risks relevant to the Group's operations and the policies the Group has enacted for the supervision and management of material business risks.

The ARC oversees the establishment and implementation of, the Group's Risk Management Framework and makes recommendations to the Board on the soundness of risk management across X2M. In 2022, management in conjunction with the ARC identified the material business risks of X2M and developed a Risk Appetite Statement and Risk Register. In 2023, the risk management processes of

the Company will develop further as the Company matures.

X2M's internal compliance and control systems are designed to ensure effective and efficient operations, including financial reporting and compliance with laws and regulations, and managing risk across the Group's business activities. The internal control systems which have been adopted by the Company aim to develop a culture which is able to identify, communicate and manage material risk.

### Internal Audit Function

Prior to listing on the ASX, X2M did not appoint an Internal Auditor as the size and scale of the operations did not warrant the function.

Moving forward, the ARC, periodically review the need for an Internal Auditor who will assist with the oversight and validation of key elements of the Company's internal governance.

### Material Exposure to Environmental or Social Risks

The Audit and Risk Committee Charter requires the Audit and Risk Committee (or, in its absence, the Board) to assist management to determine whether the Company has any potential or apparent exposure to environmental or social risks and, if it does, put in place management systems, practices and procedures to manage those risks.

The Company's Corporate Governance Plan requires the Company to disclose whether it has any potential or apparent exposure to environmental or social risks and, if it does, put in place management systems, practices and procedures to manage those risk.

Where the Company does not have material exposure to environmental or social risks, report the basis for that determination to the Board, and where appropriate benchmark the Company's environmental or social risk profile against its peers.

The Company considers that it does not have material exposure to environmental or social risks given the nature of its business and operations.

## Principle 8: The Board Remunerates Fairly and Responsibly

X2M's approach to remuneration is framed by the strategic direction and operational demands of the

business, as well as the international context in which the business operates, sustainable shareholder returns, and the Company's governance standard.

## Remuneration Committee

The Remuneration Committee is responsible for

- a) adopting appropriate remuneration policies and practices to attract and retain high quality Directors and to attract, retain and motivate senior executives who will create value for shareholders.
- b) monitoring compliance with the Board approved remuneration policies, incentives and behaviours arising from the remuneration structure;
- c) Ensure the Executive Team are fairly and responsibly rewarded having regard to the performance of the Company, the performance of the Executive Team and the general external remuneration environment; and
- d) setting the Remuneration Policy for all employees.

The Remuneration Committee Charter sets out the role and responsibilities of the Committee. A copy of the Charter is located on the X2M website at [www.x2mconnect.com](http://www.x2mconnect.com). The Charter was approved in February 2021 and is reviewed annually or as required.

## Remuneration Policies and Practices

In 2021 an Employee Share Scheme was implemented prelisting aimed at aligning key personnel with the goals and objectives of the company, as well as the goals and objectives of shareholders. Further work was undertaken in 2022 to streamline both long- and short-term incentives to ensure they apply consistently across the group.

Details of X2M's remuneration strategy, framework, policies, and practices are set out in the Company's Remuneration Report on page 20.

The Company's Remuneration Policy is located on the X2M website at [www.x2mconnect.com](http://www.x2mconnect.com).

Breaches of this prohibition will result in awards being forfeited by the relevant employee.

The Company's Trading Policy is located on the X2M website at [www.x2mconnect.com](http://www.x2mconnect.com).

## Policy on Hedging Equity-based Incentive Schemes

X2M offers an equity-based remuneration scheme through its STI and LTI plans. The STI Plan Rules, LTI Plan Rules and the X2M Trading Policy prohibits employees from hedging the value of restricted shares and unvested securities.

For personal use only

# Shareholder Information

The shareholder information set out below was applicable as at 22 September 2022.

## Distribution of equitable securities

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

|                                       | Ordinary shares   |                          | Listed options over ordinary shares |                          | Unlisted options over ordinary shares |                          |
|---------------------------------------|-------------------|--------------------------|-------------------------------------|--------------------------|---------------------------------------|--------------------------|
|                                       | Number of holders | % of total shares issued | Number of holders                   | % of total shares issued | Number of holders                     | % of total shares issued |
| 1 to 1,000                            | 9                 | 0.01                     | 19                                  | 0.04                     | -                                     | -                        |
| 1,001 to 5,000                        | 107               | 0.18                     | 50                                  | 0.53                     | -                                     | -                        |
| 5,001 to 10,000                       | 127               | 0.54                     | 18                                  | 0.55                     | -                                     | -                        |
| 10,001 to 100,000                     | 201               | 3.29                     | 70                                  | 11.27                    | 14                                    | 2.22                     |
| 100,001 and over                      | 135               | 95.98                    | 34                                  | 87.61                    | 23                                    | 97.78                    |
|                                       | <b>579</b>        | <b>100.00</b>            | <b>191</b>                          | <b>100.00</b>            | <b>37</b>                             | <b>100.00</b>            |
| Holding less than a marketable parcel | <b>138</b>        | <b>0.25</b>              | <b>-</b>                            | <b>-</b>                 | <b>-</b>                              | <b>-</b>                 |

## Equity security holders

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

|                                                                                    | Ordinary shares    |                          |
|------------------------------------------------------------------------------------|--------------------|--------------------------|
|                                                                                    | Number held        | % of total shares issued |
| 1. Super Properties Pty Ltd (Shayne Smyth A/C)                                     | 19,923,329         | 10.67                    |
| 2. Mazzara Succession Pty Ltd (Mazzara A/C)                                        | 17,260,015         | 9.24                     |
| 3. Bond Street Custodians Limited (Davkre - D08642 A/C)                            | 15,586,164         | 8.34                     |
| 4. Allegro Capital                                                                 | 15,503,681         | 8.30                     |
| 5. M & M Jesudason Co Pty Ltd (Jesudason Family A/C)                               | 11,751,329         | 6.29                     |
| 6. Mr Philip Matthew St Baker & Mrs Peta Jane St Baker (P & P St Baker Family A/C) | 9,318,824          | 4.99                     |
| 7. Vanew Pty Ltd (G M Tauber Family A/C)                                           | 6,859,988          | 3.67                     |
| 8. Perle Ventures Pty Ltd (877 Capital Investments2 A/C)                           | 5,563,775          | 2.98                     |
| 9. KMR Shares Pty Ltd (The KMR Investment Unit A/C)                                | 4,000,002          | 2.14                     |
| 10. Hailan Shi                                                                     | 4,000,000          | 2.14                     |
| 11. Azimbo Investments Pty Ltd (Azimbo Family A/C)                                 | 3,838,679          | 2.05                     |
| 12. Perle Ventures Pty Ltd (PV Investments 3 A/C)                                  | 3,569,517          | 1.91                     |
| 13. Miller Family Enterprises Pty Ltd (Hylton Dommy A/C)                           | 2,866,668          | 1.53                     |
| 14. JML Capital Limited                                                            | 2,776,471          | 1.49                     |
| 15. P D Crutchfield Pty Ltd (Crutchfield Super Fund A/C)                           | 2,388,236          | 1.28                     |
| 16. Ms Junfei Zhao                                                                 | 2,237,000          | 1.20                     |
| 17. Qiang Fei                                                                      | 2,000,000          | 1.07                     |
| 17. JD Investments Holdings Pty Ltd (JD Investment T A/C)                          | 2,000,000          | 1.07                     |
| 17. Chengyu Fang                                                                   | 2,000,000          | 1.07                     |
| 18. Mrs Stephanie Lee McEwan                                                       | 1,966,666          | 1.05                     |
| 19. Terry Morris Pty Ltd (Morris Family Super A/C)                                 | 1,760,077          | 0.94                     |
| 20. Miss Mengjiao Zhao                                                             | 1,600,002          | 0.86                     |
|                                                                                    | <b>138,770,423</b> | <b>74.29</b>             |

|                                                                                       | Listed options over ordinary shares |                           |
|---------------------------------------------------------------------------------------|-------------------------------------|---------------------------|
|                                                                                       | Number held                         | % of total options issued |
| 1. Allegro Capital                                                                    | 4,143,843                           | 17.75                     |
| 2. Mr Philip Matthew St Baker & Mrs Peta Jane St Baker (P & P St Baker Family A/C)    | 4,059,412                           | 17.38                     |
| 3. Bond Street Custodians Limited (Davkre - D08642 A/C)                               | 1,948,271                           | 8.34                      |
| 4. Vanew Pty Ltd (G M Tauber Family A/C)                                              | 1,029,412                           | 4.41                      |
| 5. Kyriaco Barber Pty Ltd                                                             | 605,391                             | 2.59                      |
| 6. JML Capital Limited                                                                | 588,236                             | 2.52                      |
| 7. Equitech Pty (Resi Ventures Unit A/C)                                              | 588,235                             | 2.52                      |
| 8. Terry Morris Pty Ltd (Morris Family Super A/C)                                     | 580,039                             | 2.48                      |
| 9. KMR Shares Pty Ltd (The KMR Investment Unit A/C)                                   | 500,001                             | 2.14                      |
| 10. Hailan Shi                                                                        | 500,000                             | 2.14                      |
| 11. Mrs Stephanie Lee McEwan                                                          | 483,333                             | 2.07                      |
| 12. M & M Jesudason Co Pty Ltd (Jesudason Family A/C)                                 | 470,589                             | 2.02                      |
| 13. Mr Denis Michael Sheehan & Mrs Diane Maree Fitzgerald (The DM Sheehan Family A/C) | 441,177                             | 1.89                      |
| 14. Timber Wolf Holdings Pty Ltd (The Long Shot A/C)                                  | 441,176                             | 1.89                      |
| 15. Sutville Pty Ltd (Investments A/C)                                                | 357,500                             | 1.53                      |
| 16. Mr Ian James Reinhardt                                                            | 353,533                             | 1.51                      |
| 17. Miller Family Enterprises Pty Ltd (Hylton Dommy A/C)                              | 333,334                             | 1.51                      |
| 18. Superhero Securities Limited (Client A/C)                                         | 316,844                             | 1.36                      |
| 19. P D Crutchfield Pty Ltd (Crutchfield Super Fund A/C)                              | 294,118                             | 1.26                      |
| 20. Ms Junfei Zhao                                                                    | 280,000                             | 1.20                      |
|                                                                                       | <b>18,314,444</b>                   | <b>78.43</b>              |

*Unquoted equity securities*

|                                                 | Number on issue | Number of holders |
|-------------------------------------------------|-----------------|-------------------|
| Options over ordinary shares issued             | 38,073,192      | 37                |
| Performance rights to be converted into options | 1,226,970       | 2                 |

The following persons hold 20% or more of unquoted equity securities:

| Name                                              | Class                                           | Number held |
|---------------------------------------------------|-------------------------------------------------|-------------|
| M & M Jesudason Co Pty Ltd (Jesudason Family A/C) | Options over ordinary shares issued             | 19,464,017  |
| M & M Jesudason Co Pty Ltd (Jesudason Family A/C) | Performance rights to be converted into options | 819,023     |
| Azimbo Investments Pty Ltd (Azimbo Family A/C)    | Performance rights to be converted into options | 407,947     |

## Substantial holders

Substantial holders in the Company are set out below:

|                                                                                 | Ordinary shares                     |                           |
|---------------------------------------------------------------------------------|-------------------------------------|---------------------------|
|                                                                                 | Number held                         | % of total shares issued  |
| Super Properties Pty Ltd (Shayne Smyth A/C)                                     | 29,056,621                          | 15.55                     |
| Mazzara Succession Pty Ltd (Mazzara A/C)                                        | 17,260,015                          | 9.24                      |
| Bond Street Custodians Limited (Davkre - D08642 A/C)                            | 15,586,164                          | 8.34                      |
| Allegro Capital                                                                 | 15,503,681                          | 8.30                      |
| M & M Jesudason Co Pty Ltd (Jesudason Family A/C)                               | 11,751,329                          | 6.29                      |
|                                                                                 |                                     |                           |
|                                                                                 | Listed options over ordinary shares |                           |
|                                                                                 | Number held                         | % of total options issued |
| Allegro Capital                                                                 | 4,143,843                           | 17.75                     |
| Mr Philip Matthew St Baker & Mrs Peta Jane St Baker (P & P St Baker Family A/C) | 4,059,412                           | 17.38                     |
| Bond Street Custodians Limited (Davkre - D08642 A/C)                            | 1,948,271                           | 8.34                      |

## Voting rights

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

### Ordinary shares

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

### Listed options

Listed options do not have voting rights.

### Unquoted options and performance rights

Unquoted options and performance rights do not have voting rights.

There are no other classes of equity securities.

## Restricted securities

| Class                                                 | Expiry date       | Number of shares  |
|-------------------------------------------------------|-------------------|-------------------|
| Escrowed shares 24 months from quotation              | 22 September 2024 | 33,417,755        |
| Escrowed shares                                       | 24 March 2024     | 547,200           |
| Escrowed shares                                       | 25 March 2024     | 4,104,000         |
| Escrowed shares                                       | 30 June 2024      | 894,154           |
| Escrowed shares                                       | 2 July 2024       | 5,219,448         |
| Escrowed shares                                       | 14 July 2024      | 1,486,704         |
| Voluntary escrowed shares                             | 24 March 2024     | 1,785,428         |
| Voluntary escrowed shares                             | 30 June 2024      | 3,027,476         |
| Voluntary escrowed shares                             | 12 February 2024  | 259,200           |
| Employee options @ \$0.3575 Expire 13 September 2025  | 14 September 2023 | 360,339           |
| Executive options @ \$0.3575 Expire 13 September 2025 | 14 September 2023 | 7,169,691         |
| Executive options @ \$0.25 Expire 15 July 2025        | 16 July 2023      | 7,058,462         |
| Broker options @ \$0.25 Expire 13 September 2024      | 14 September 2023 | 1,646,154         |
| Broker options @ \$0.3125 Expire 13 September 2024    | 14 September 2023 | 1,646,154         |
|                                                       |                   | <u>68,622,165</u> |

## Annual General Meeting and Director Nominations Closing date

X2M Connect Limited advises that its Annual General Meeting will be held on Tuesday 29 November 2022 at 10:00am. The details relating to the meeting will be advised in the Notice of Meeting to be sent to all Shareholders and released to ASX immediately upon despatch.

The Closing date for receipt of nomination for the position of Director is Tuesday 18 October 2022. Any nominations must be received in writing no later than 5.00pm (Melbourne time) on Tuesday 18 October 2022 at the Company's Registered Office.

## Consistency with business objectives - ASX Listing Rule 4.10.19

In accordance with ASX Listing Rule 4.10.9, the consolidated entity states that it has used the cash and assets in a form readily convertible to cash that it had at the time of admission in a way consistent with its business objectives. The business objectives are maximising performance, generating appropriate levels of shareholder value and financial return, and sustaining the growth and success of the Company. Consistent with the use of funds which were disclosed in the Company's Replacement Prospectus dated 24 August 2021, the consolidated entity believes it has used its cash in a consistent manner for the following purposes:

- Customer acquisition;
- Customer support;
- Development, IT services and IP costs;
- Licensing and geographic expansion;
- Mergers and acquisitions review;
- Administration;
- Working capital; and
- Expenses of the Public Offer.

For personal use only

