

# ambition

# AGM Themes

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# 2016 Financials

AUD '000	2016	2015	Variance
Revenue	115,271	107,243	8,028
Net fee income	42,956	45,994	(3,038)
Earnings before tax	207	1,658	(1,451)
Net profit after tax	352	1,006	(654)
Basic EPS	1.07	1.71	(0.64)
Net cash *	4,474	6,534	(2,060)
Net assets	13,013	13,204	(191)

\* No debt

# Summary

- Ambition in a solid position; excellent people, strong leadership and clear strategic plan in place
- 2016 result adversely effected by cost of withdrawal from Japan and continued investment in building Malaysia
- Australia profit reduced but well placed for 2017
- UK good performance to increase profit despite Brexit
- Dividend maintained

# Current Priorities

- Transform business model with most consultants in markets (BD) or talent advisor (execution) roles
- Building annuity revenue to balance permanent placement, including for first time meaningful contracting in Asia
- Continued focus on 'inch wide, mile deep' – specialisation more important than ever
- Greater level of cross-fertilisation between offices internationally
- Capitalise on reduced cost base vs 2016
- Bullhorn successfully implemented in Australia – now going global

# Remuneration Policy

- Remuneration of Key Management Personnel reviewed by the Remuneration, HR and Nominations Committee
- LTI scheme for Managing Directors (and key successors) in place with service and performance components. Existing scheme has performance hurdles over 4 tranches:
  1. 1st July to 31st December 2014 EPS at least 0.5c
  2. 1st January to 31st December 2015 EPS at least 1.0c
  3. 1st January to 31st December 2016 EPS at least 2.0c
  4. 1st January to 31st December 2017 EPS at least 3.0cAn additional tranche has been added as follows:
  1. 1st January to 31st December 2018 EPS at least 4.0c

# Remuneration Policy

- Nick Waterworth continues his role as Group CEO and Executive Chairman with STI approved by the Board based on performance hurdles.
- One Director Richard Petty stands for re-election and endorsed by the Board
- Committed to fostering gender diversity in our workforce. Plus Ambition promotes the division known as Gender Diversity to provide a core focus on an area of recruitment that is growing in both awareness and need.



Your Questions?



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