



ASHLEY SERVICES GROUP

LABOUR HIRE | RECRUITMENT | TRAINING

action WORKFORCE

concept Engineering

concept Retail Solutions

concept Recruitment Specialists

TSA Track Safety Australia

CCL

Labour Hire
Recruitment

ashley institute of training

national institute of training

RACMIN Training Action Motivating Industry

TIC FLEXIBLE, TAILORED RAIL TRAINING

Australian Institute of Vocational Development

Training

FY 2022 RESULTS



Positive trends evident across all financial performance metrics for FY22

- Revenue of \$449.8 million, ↑\$66.1m or 17% on pcp* (FY22 and FY21 52wk)
 - Revenue for H2 \$230m, up \$10.2m (5%) on H1
 - Organic growth with existing and new clients continues
- EBITDA of \$18.7 million, ↑\$3.5m or 23% on pcp
- NPAT of \$11.4 million, ↑\$2.0m or 22% on pcp
- EPS of 7.86 cents per share, up 1.66 cents or ↑27% on pcp

Organic growth the driver of revenue increases

- Growth in revenues continued from the CCL Group and The Instruction Company (+8% and +33% respectively), but the largest revenue increases were from hours worked increases with existing and new customers within Action Workforce, particularly in Victoria

Increased working capital requirement due to significant revenue growth

- Operating Cash Flow was a full year inflow of \$6.7 million (H2 inflow of \$6.2m)
- Strong H2 revenue (↑16% v pcp), with May/June up 14%, increasing working capital requirements

Dividends

- Full year fully franked dividend of 6.0 cents per share (Interim 3.0c & Final 3.0c) up 1.8c or 43% on pcp

Impressive Safety Record continues

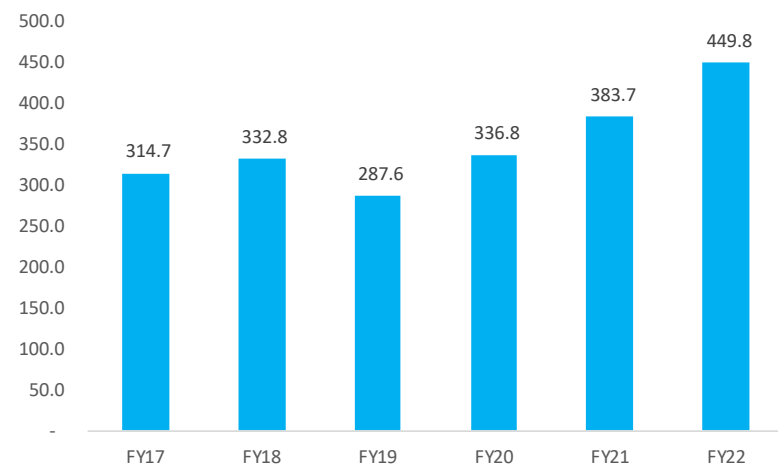
- The impressive safety performance of our company continues to represent industry best practice

* Prior corresponding period (pcp), being FY21

FY22 RESULTS CONTINUE PRIOR TRENDS

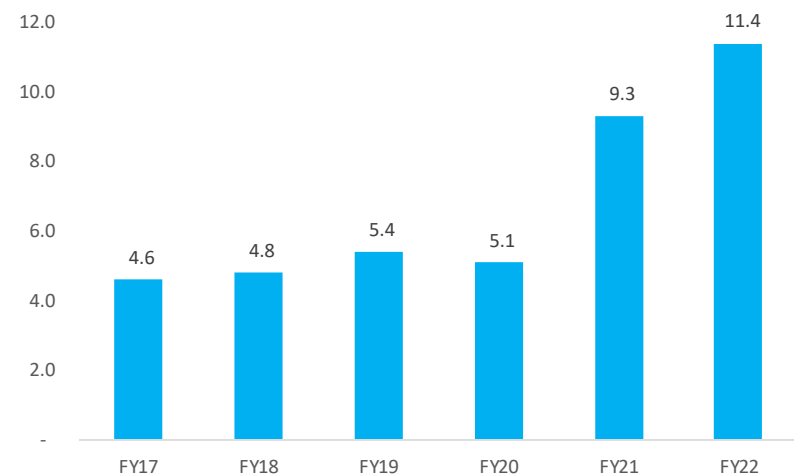


REVENUE FY17 - FY22



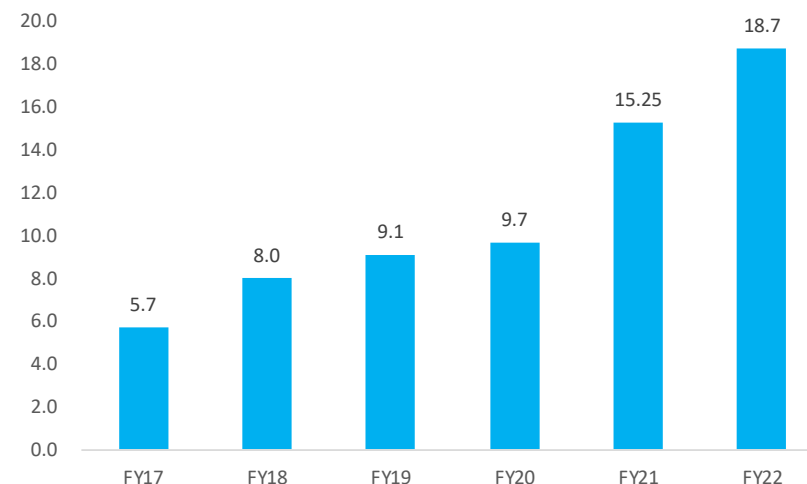
* FY19 decline due to exit of a major, marginally profitable, Action Workforce contract (FY18 \$59.2m)

NPAT FY17 - FY22

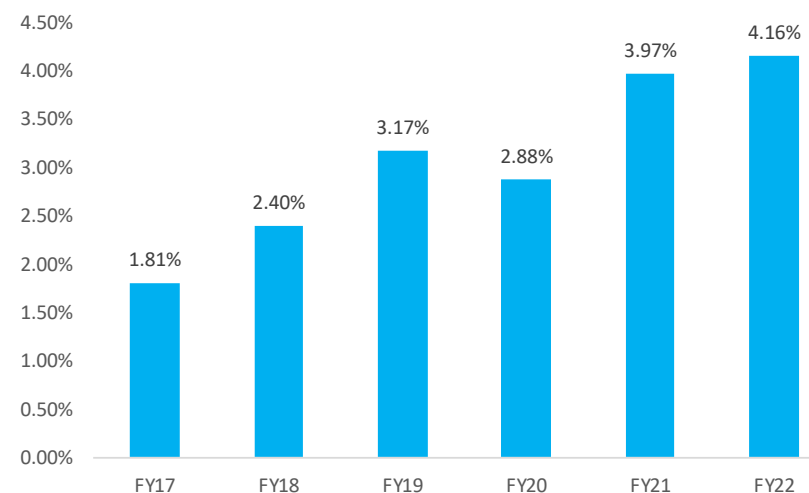


* FY17 reflects Underlying EBITDA & Underlying NPAT

EBITDA FY17 - FY22



EBITDA % FY17 - FY22



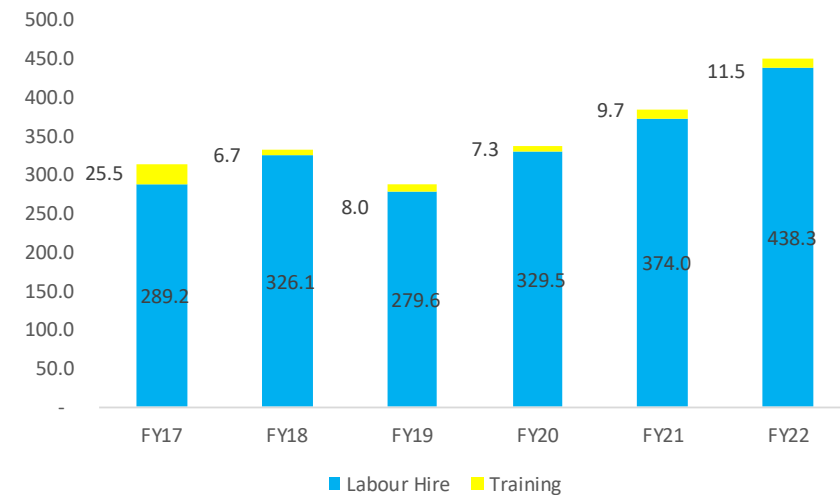
IMPROVING LABOUR HIRE PROFITABILITY



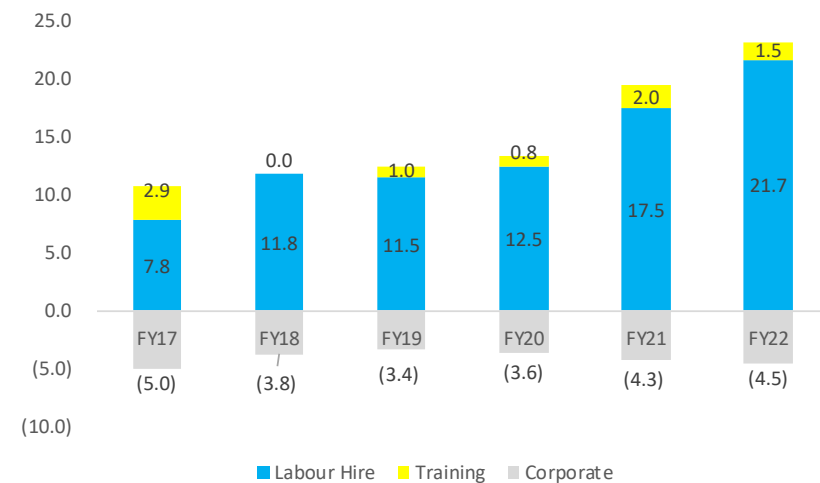
- Labour Hire FY22 Revenue ↑\$64m (17%)
 - Growth in all businesses except Concept Engineering
 - Largest growth in Action Workforce hours worked with existing and new customers, particularly in VIC
- Training FY22 Revenue ↑\$1.8m (18%) with growth achieved across both the Ashley Training division and The Instruction Company.

- Labour Hire FY22 EBITDA \$21.7m, ↑\$4.2m (24%), with increased government incentives
- Training FY22 EBITDA \$1.5m, down \$0.5m on pcp, with higher compliance costs and classroom based training impacted by COVID-19

REVENUE by Division FY17 - FY22



EBITDA by Division FY17 - FY22



* FY17 reflects Underlying EBITDA



302 Internal Staff up 32 or 12%

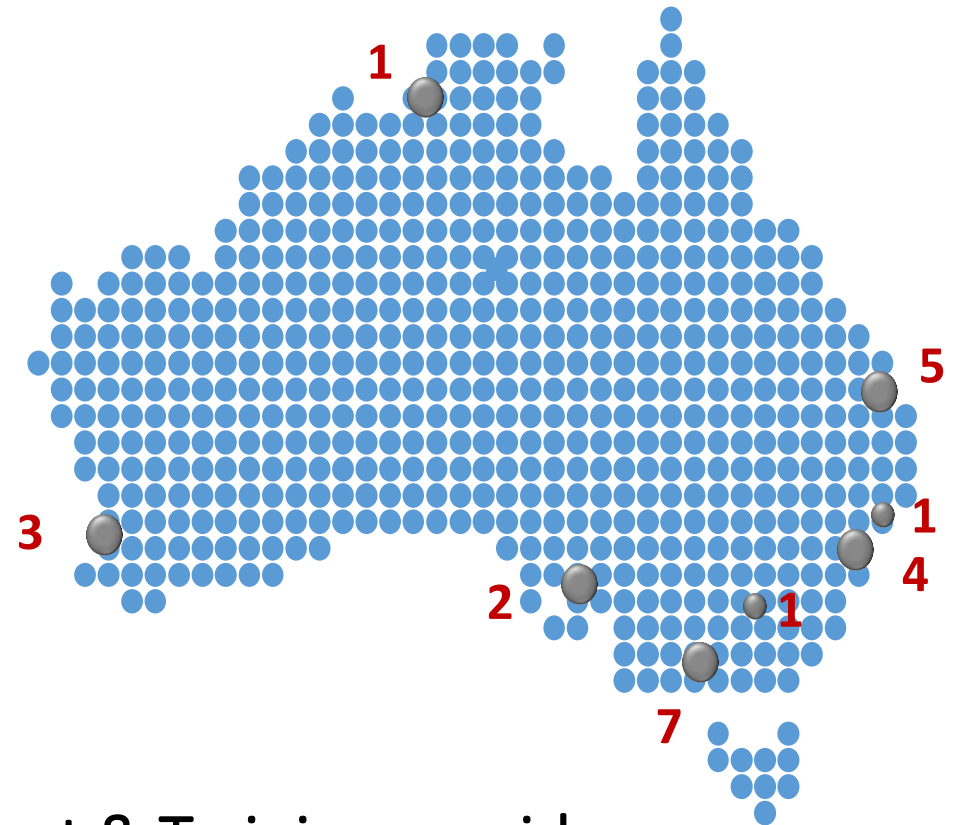
24 Offices up 1

782 Customers up 98 or 14%

6,000+ Weekly Workers
up 400 or 7%

6.8 Years Tenure Top 20 Customers
up 0.8 years

Fully Integrated Labour Hire/Recruitment & Training provider



Labour Hire & Recruitment: Multi Branded approach covering all of our Customer's Temporary & Permanent employment needs



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- Horticulture
- Production / Process
- Transport & Logistics
- Manufacturing



- Maintenance
- Construction
- Trades
- Engineering
- Technical



- Permanent Recruitment
- Executive Search
- Fixed term Contract
- Payrolling Services
- HR & IR Consulting



- Fitout & Project Works
- Merchandising Staff
- Retail Staff



- Track Machine / Vehicle Operators
- Hand Signallers
- Protection Officers
- Safe Working
- Track Examiners
- Safety Inspections
- Project Consultation



- Construction Labour
- Traffic Management Services
- Specialist Labour
- Labourers, Trades, Plant Operators, Steel Fixers
- Council permits
- Authority approvals

TRAINING: 4 RTOs operating across VIC, WA & QLD with the TIC RTO operating nationally



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34 Qualifications offered across both the traditional Training operations and the newly acquired The instruction Company

- Business, Business Admin
- Early Childhood Education and Care
- Community Services
- Individual Support
- Ageing Support
- Disability
- Health Services Assistance
- Food Processing
- Supply Chain Operations
- Civil Construction Plant Operations
- Telecommunications Technology
- Data & Voice Communications
- Foundation Skills
- Building & Construction
- Civil Construction
- Rail Infrastructure
- Track Protection
- Shunting
- Rail Track Vehicle Driving
- Rail Driving
- Rail Track Surfacing
- Rail Structures
- Rail Signalling
- Terminal Train Driving
- Rail Network Control
- Train Driving

ASH Pty Ltd
RTO 20749

Vocational Training
Australia Pty Ltd
RTO 40596

Australian Institute
of Vocational
Development Pty Ltd
RTO 40596

Tracmin Pty Ltd
RTO 51895

The Instruction
Company Pty Ltd
RTO 20928



Training

Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the financial year ending 3 July 2022



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	Restated*	
	FY22 \$000	FY21 \$000
Revenue	449,776	383,672
Other income	2	334
Employment costs	(421,683)	(361,212)
Depreciation and amortisation expense	(1,772)	(1,785)
Finance costs	(831)	(648)
Other expenses	(9,135)	(7,298)
Profit before income tax	16,357	13,063
Income tax expense	(5,001)	(3,737)
Profit for the year	11,356	9,326
Other comprehensive income	-	-
Total comprehensive income for the year	11,356	9,326
Total comprehensive income for the year is attributable to:		
Owners of Ashley Services Group Limited	11,315	8,923
Non-controlling interests	41	403
	11,356	9,326

* **Note:** During the year ended 3 July 2022, management identified an under provisioning of current employee entitlements for labour hire employees, which spanned several financial years dating back to 2019. The cumulative effect of the adjustment was a reduction in Net Assets and Total Equity equal to \$544,840 over the effected period ending 4 July 2021.

The financial impact of the error over the restated comparative periods is as follows:

- For the year ended 4 July 2021 in the Consolidated Statement of Profit or Loss and Other Comprehensive Income, the employment costs increased by \$283,914 and profit for the year decreased by \$283,914.
- As at 4 July 2021 in the Consolidated Statement of Financial Position, Accumulated losses and current Provisions for employee entitlements increased by \$544,840.
- For the year ended 5 July 2020 in the Consolidated Statement of Changes in Equity opening accumulated losses increased by \$260,926.
- There was no change to the Consolidated Statement of Cash Flows in any period.

Consolidated Statement of Financial Position

As at 3 July 2022



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	Restated*			Restated*	
	FY22	FY21		FY22	FY21
	\$000	\$000		\$000	\$000
Assets			Liabilities		
Current assets			Current liabilities		
Cash and cash equivalents	1,739	2,969	Trade and other payables	30,843	27,391
Trade and other receivables	54,968	44,421	Borrowings	5,305	1,090
Current tax receivable	1,627	-	Current tax payable	-	1,083
Contract assets	777	791	Dividends payable	-	460
Other assets	2,255	2,035	Lease liabilities	1,050	888
Total current assets	61,366	50,216	Other liabilities	-	1,220
Non-current assets			Provisions	3,991	3,932
Property, plant and equipment	2,050	1,247	Total current liabilities	41,189	36,064
Loans to associated entities	157	-	Non-current liabilities		
Right-of-use assets	3,361	2,042	Deferred tax liabilities	4,028	2,341
Deferred tax assets	3,887	5,709	Lease liabilities	2,474	1,324
Intangible assets	10,976	10,848	Other liabilities	1,973	1,973
Other assets	81	111	Provisions	675	514
Total non-current assets	20,512	19,957	Total non-current liabilities	9,150	6,152
Total assets	81,878	70,173	Total liabilities	50,339	42,216
			Net assets	31,539	27,957

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