

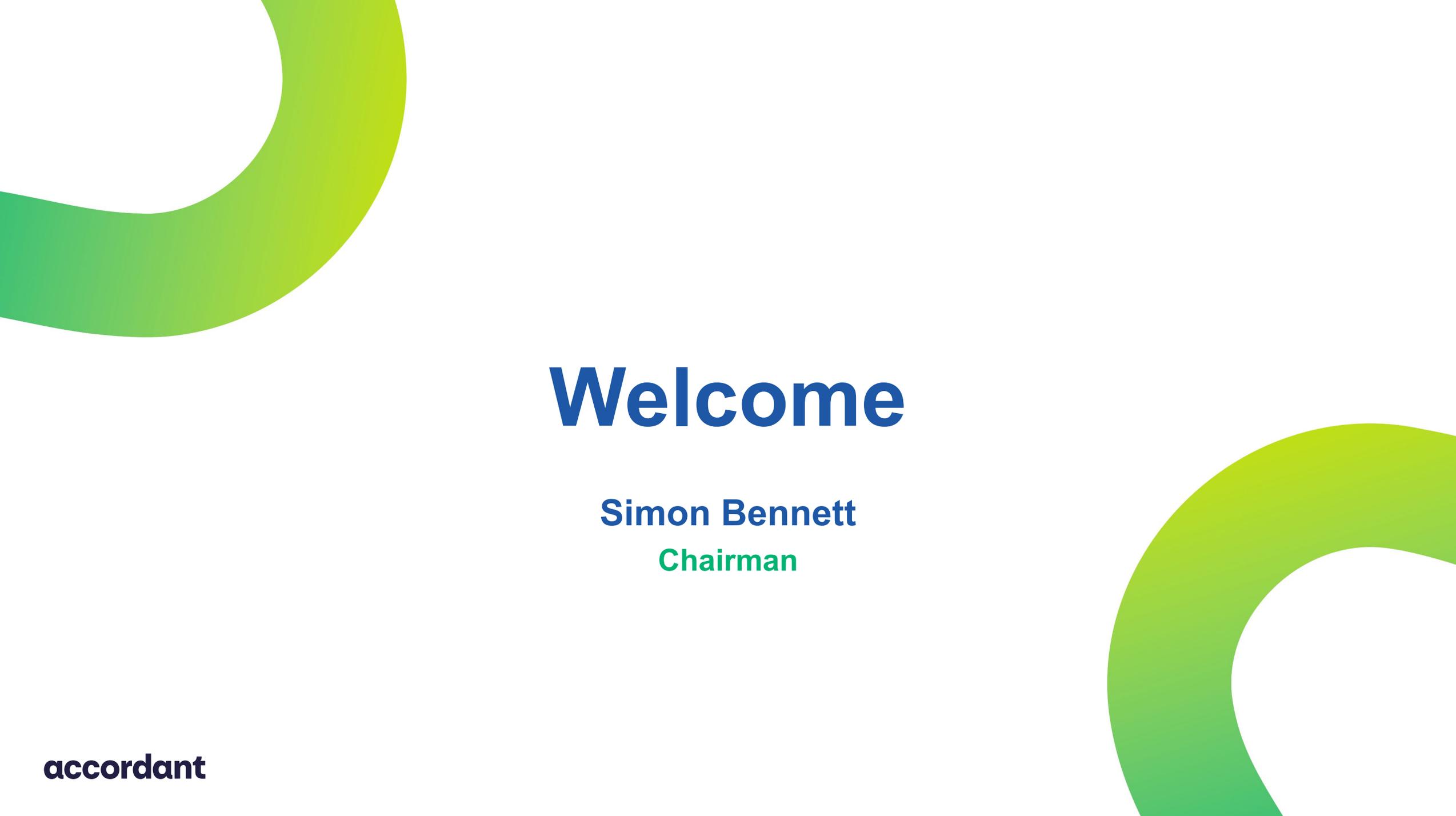


Annual Meeting of Shareholders

30 August 2024

FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024





Welcome

Simon Bennett
Chairman

Agenda



1. Chairman's Introduction
2. To note the consolidated financial statements for the year ended 31st March 2024
3. CEO Report and Update
4. Resolutions
 - Directors Elections
 - 4.1 Simon Bennett
 - 4.2 Bella Takiari-Brame
 - 4.3 Auditors' Remuneration
5. Update on Senior Employee Share Incentive Scheme
6. General Business

Voting & asking questions



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HELP NUMBER
0800 200 220

Ask a Question

Get a Voting Card

Exit Meeting ↗

Voting Card

Question box



Get a Voting Card



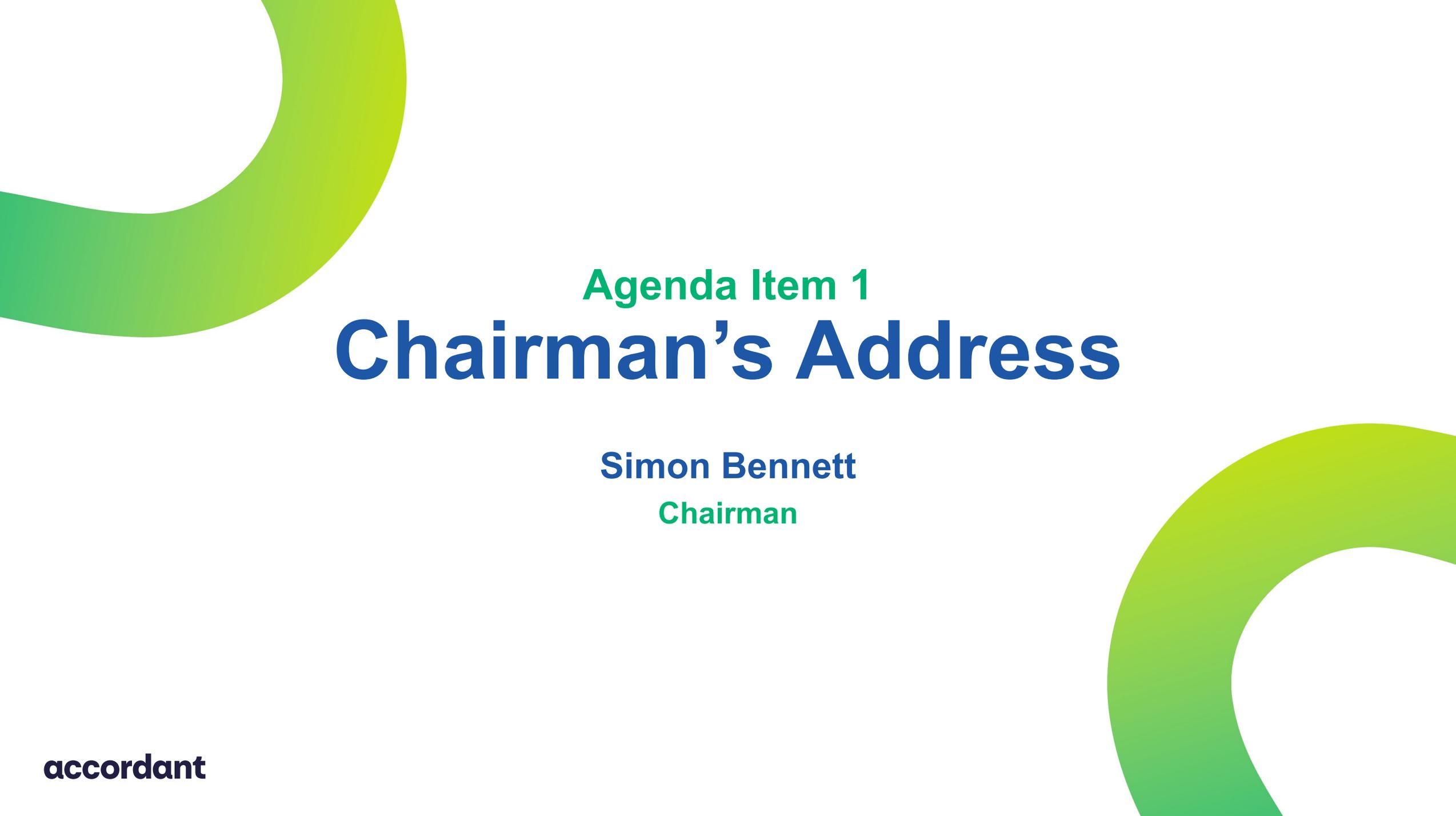
Ask a Question

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Notice of meeting

Annual report

Previous questions



Agenda Item 1

Chairman's Address

Simon Bennett
Chairman



Agenda Item 2

Consolidated Financial Statements

For the Year Ended 31 March 2024





Agenda Item 3

CEO Report & Update

Jason Cherrington
Chief Executive

FY24 Highlights



\$212.4m

Revenue
FY2023, \$227.4 million

\$22.6m

Shareholder's Funds
FY2023, \$34.6 million

8,068

Candidates placed into a temporary, contract or permanent role.

1,609

Organisations partnered with to deliver recruitment services.



The Work Collective won the RCSA Industry Award for Excellence in Social Purpose for the second consecutive year.

\$(10.0)m

Net Profit / (Loss) After Tax
FY2023, \$2.0 million



AWF achieved Impac Prequal 5 star certification and Tōtika PreQual Gold Member status.

2,064

Training outcomes delivered.

14,600+

Temporary and contract assignments filled across New Zealand.

\$2.3m

Net Operating Cash Flow
FY2023, \$4.7 million

\$24.4m

Net Bank Debt
FY2023, \$21.5 million

27,000+

Safety engagements with our temporary employees.

61,788

Hours worked by TWC participants across 82 client partners.



Accordant Group achieved Tōitu carbonreduce certification.

FY24 – Business Unit Overview



Decline in entry to mid-level roles and white-collar temp roles. Adapting to leverage opportunities in mid-senior specialist and senior managerial market.



Evolved operating model following declining demand for tech talent short term

FY24 – Business Unit Overview



A successful first year within the group, broadening capability.



Decrease in public sector hiring post-election saw greater diversification beyond central government.

FY24 – Business Unit Overview



Despite market uncertainty, revenue increase year on year, with performance accelerating in final quarter.

FY24 Highlights



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FY24 – Our ESG Journey



the **work**
collective

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Unique model and social impact further recognised.

Became a Tōitu carbon reduce certified organisation, and advanced our understanding of climate change impact upon our business.



Economic Cycle



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Drawing on collective experience to respond to both the expected as well as unusual elements of this economic cycle.



FY25 – Accordant Group



Balanced cost management



Continue adapting and remaining agile



Investment into prospective areas



Amplifying Accordant’s collective impact



Position for market share as a dependable and enduring provider



Cultivating relationships in preparation



Our Health & Safety remains best in its class



Green shoots in executive search





Agenda Item 4
Resolutions

Voting & asking questions



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Director Elections

4.1 Recommended re-election of Simon Bennett

Of the shares voted by proxy, 94.46% support resolution 4.1



Director Elections

4.2 Recommended election of Bella Takiari-Brame

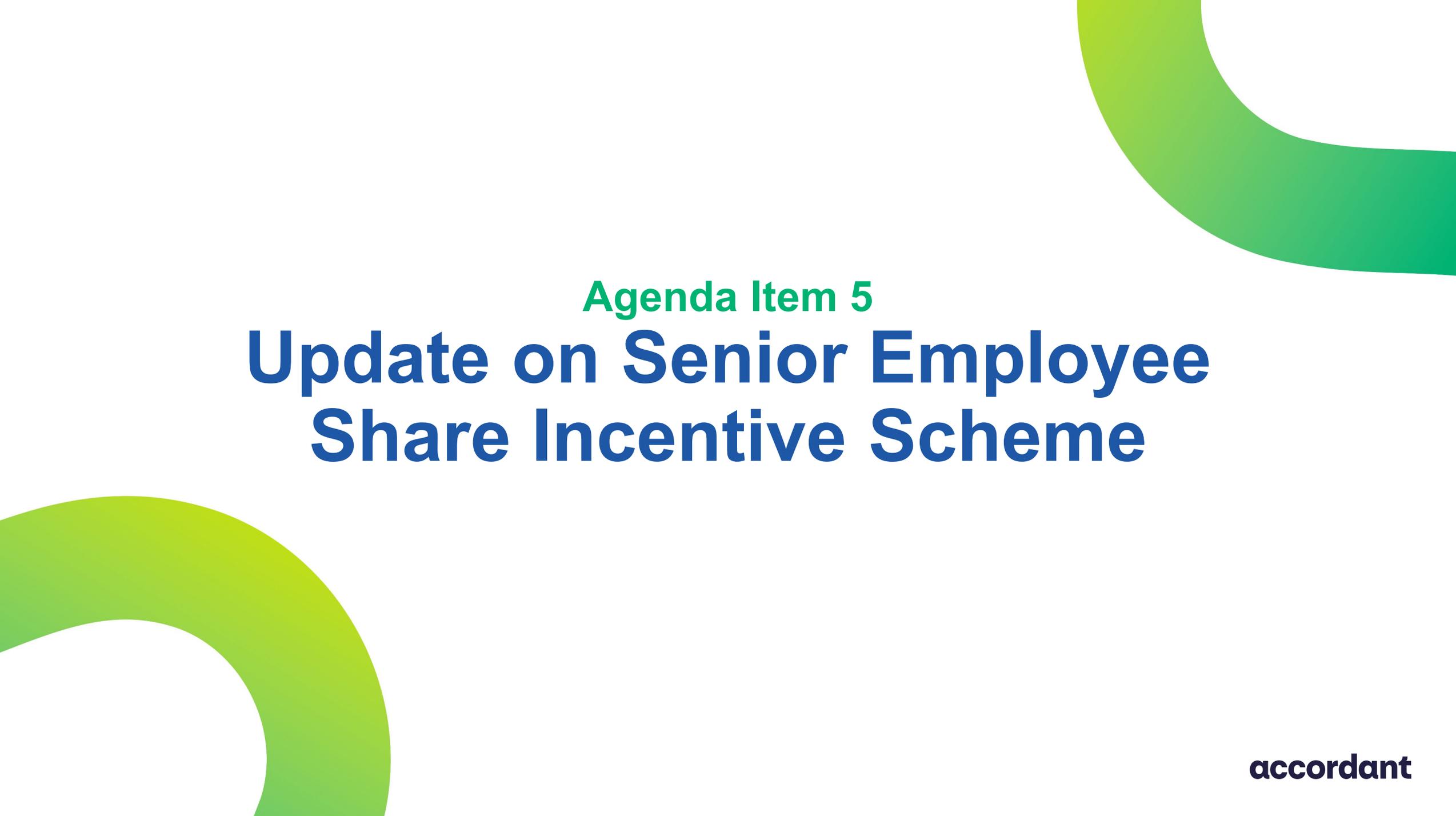
Of the shares voted by proxy, 94.77% support resolution 4.2



Auditors' Remuneration

4.3 Authorise the Directors to fix the fees for the Auditors for the year

Of the shares voted by proxy, 94.77% support resolution 4.3



Agenda Item 5

Update on Senior Employee Share Incentive Scheme



Agenda Item 6

Questions & General Business



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Thank you

