



Annual Meeting of Shareholders

21 AUGUST 2023

FOR THE FINANCIAL YEAR ENDED 31 MARCH 2023

Welcome to the Annual Meeting

Simon Bennett
CHAIRMAN

Voting and asking questions



HELP NUMBER
0800 200 220

Ask a Question

Get a Voting Card

Exit Meeting 



Voting Card

Question box



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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

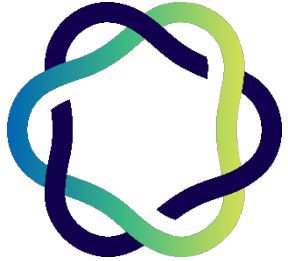
For the Year Ended 31 March 2023

Agenda Item 3



CEO Report and Update

Jason Cherrington
CHIEF EXECUTIVE



FY23 Achievements

\$227.4m

Revenue

FY2022, \$221.5 million

\$2.0m

Net Profit After Tax

FY2022, \$3.0 million



9,670

Candidates placed into a temporary, contract or permanent role.

30,000+

Safety engagements with our temporary employees.

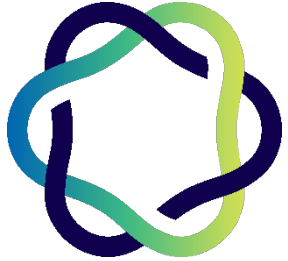
1,395

Organisations partnered with to deliver recruitment services.

15,200+

Temporary and contract assignments filled across New Zealand.

Two RCSA Industry Awards won (The Work Collective for Excellence in Social Purpose, and AWF for Excellence in Safety and Wellbeing Culture).



Strategic Growth Imperatives



Short-Term

Optimisation of capacity, employee engagement and technology enablement



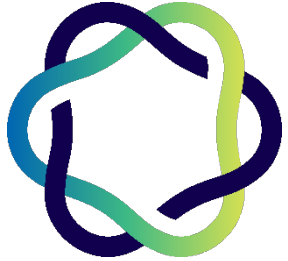
Mid-Term

Expansion of value proposition, awareness and partnerships



Long-Term

Diversification of services and revenue streams, organic and acquired



FY23 – Business Unit Lens



Sustained high performance in executive recruitment and public sector delivery



Growth in the Māori recruitment channel – up 50%



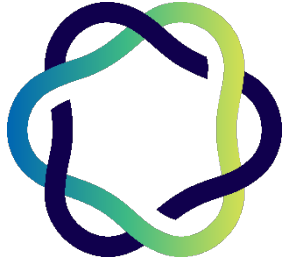
Well received acquisition, expansion of offering AND earnings accretive



Accounting, transformation, Infrastructure



Additional IT talent solutions, retention of NZ Talent



FY23 – Business Unit Lens



Rebuilding regional revenue, impacted by one-off abnormal costs



Capitalising on National Infrastructure deficit, retaining margins



Continued commitment to social impact, partnering with agencies



Progressing our Environmental Sustainability journey



Reappointment to the All of Government recruitment contract



FY24 – Accordant Group



Proactively adapting and remaining agile



Clarity on pathways to sustained individual performance



Closely managing hiring processes whilst hiring is conservative



Continue enabling human interactions through efficiencies from tools and data insights



Boosting our people initiatives



Confidence in our relevance for New Zealand's progress

Agenda Item 4



Resolutions

Voting and asking questions



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Agenda Item 4 - Resolutions

Director Elections

4.1 Recommended re-election of Simon Hull

Of the shares voted by proxy, 94.35% support resolution 4.1





Agenda Item 4 - Resolutions

Director Elections

4.2 Recommended re-election of Laurissa Cooney

Of the shares voted by proxy, 94.41% support resolution 4.2





Agenda Item 4 - Resolutions

Auditors' Remuneration

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

Of the shares voted by proxy, 94.42% support resolution 4.3

Agenda Item 5



Update on Senior Employee Share Incentive Scheme

Agenda Item 6

Questions and General Business



THANK YOU