

Annual Meeting of Shareholders

29 SEPTEMBER 2021

FOR THE FINANCIAL YEAR ENDED 31 MARCH 2021



Welcome to the Annual Meeting

Ross Keenan CHAIRMAN

Voting and asking questions

accordant[©]

HELP NUMBER 0800 200 220

Ask a Question

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Exit Meeting 🕩



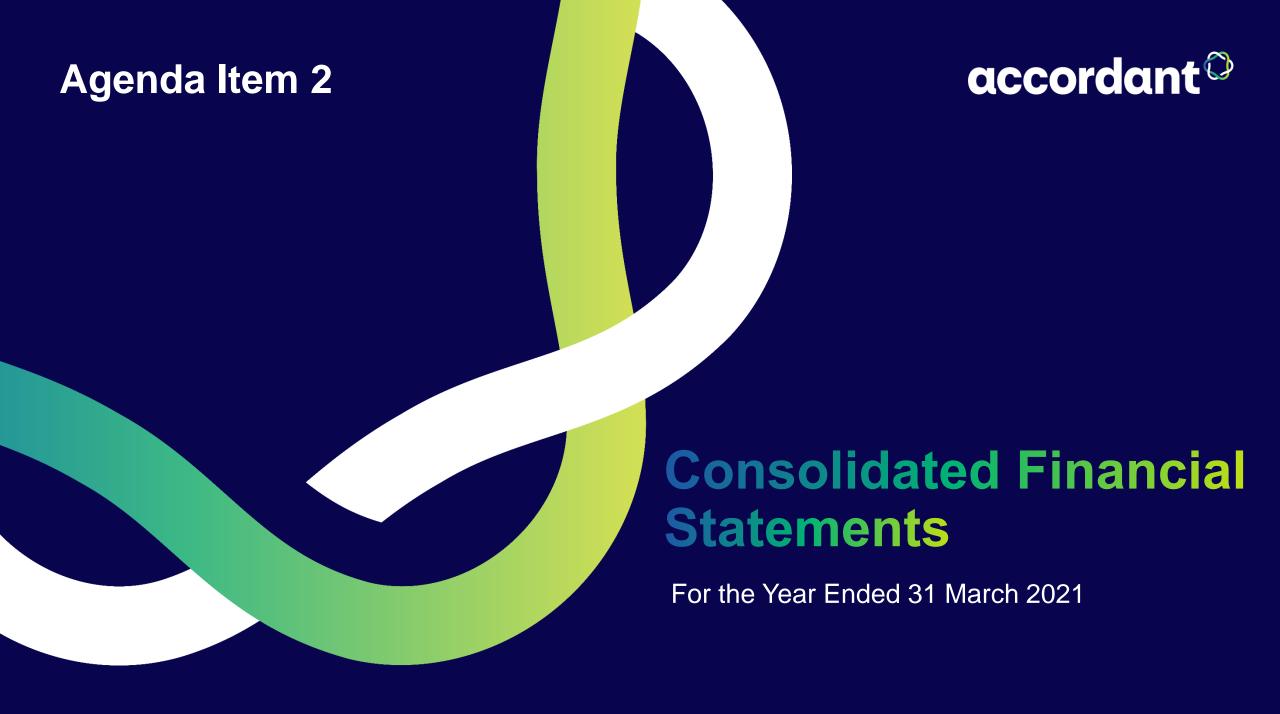




▲ Downloads

- ⚠ Notice of meeting
- Annual report
- Previous questions









FY2022 so far....

- Strong start to the Financial Year
 - High client demand in tight candidate market
- Impact of the Delta outbreak
 - Resilience in the white collar brands
 - Negative impact on AWF as a labour hire business







Finances

- Improved Forecasting
 - Strong communication
 - Businesses seeking more exclusive and retained work
- Interim Dividend
 - Dividend policy to pay 70 85% of underlying earnings
 - Pre recent lockdown, tracking to 7-9 cents share
 - Board to decide between a range of 5.5 and 8 cents per share, to be announced with results in October
- Strong Balance Sheet
 - Headroom for acquisition



Employment market

Continuing high demand for talent drives clients to our businesses for resources and candidate reach

Jackson Stone	M madison	absolute(II		accordant [©]
Strong performance and resilience in candidate-short market	Increase in permanent recruitment compensating for reduced temp market	Huge growth potential in tech and cyber security sectors	Temp placement heavily impacted by candidate shortages	Accordant brand to become more visible in the market, driving Group capability



Accordant Progress and Achievements

- Retaining focus on employee retention with high pressure from competitors
- Received legal endorsement of our business model and processes
- Growing The Work Collective channel to enable client social objectives
- O Dedicated team and capable new CEO

9,341

Candidates placed into a temporary, contract or permanent role.

41,000+

Safety engagements with our temporary employees. 1,877

Organisations partnered with to deliver recruitment services.

24,000+

Temporary and contract assignments filled across New Zealand.





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Agenda Item 4 - Resolutions

Director Elections

4.1 Recommended re-election of Ross Keenan

Of the shares voted by proxy, 95.27% support resolution 4.1





Agenda Item 4 - Resolutions

Director Elections

4.2 Recommended re-election of Simon Bennett

Of the shares voted by proxy, 95.27% support resolution 4.2





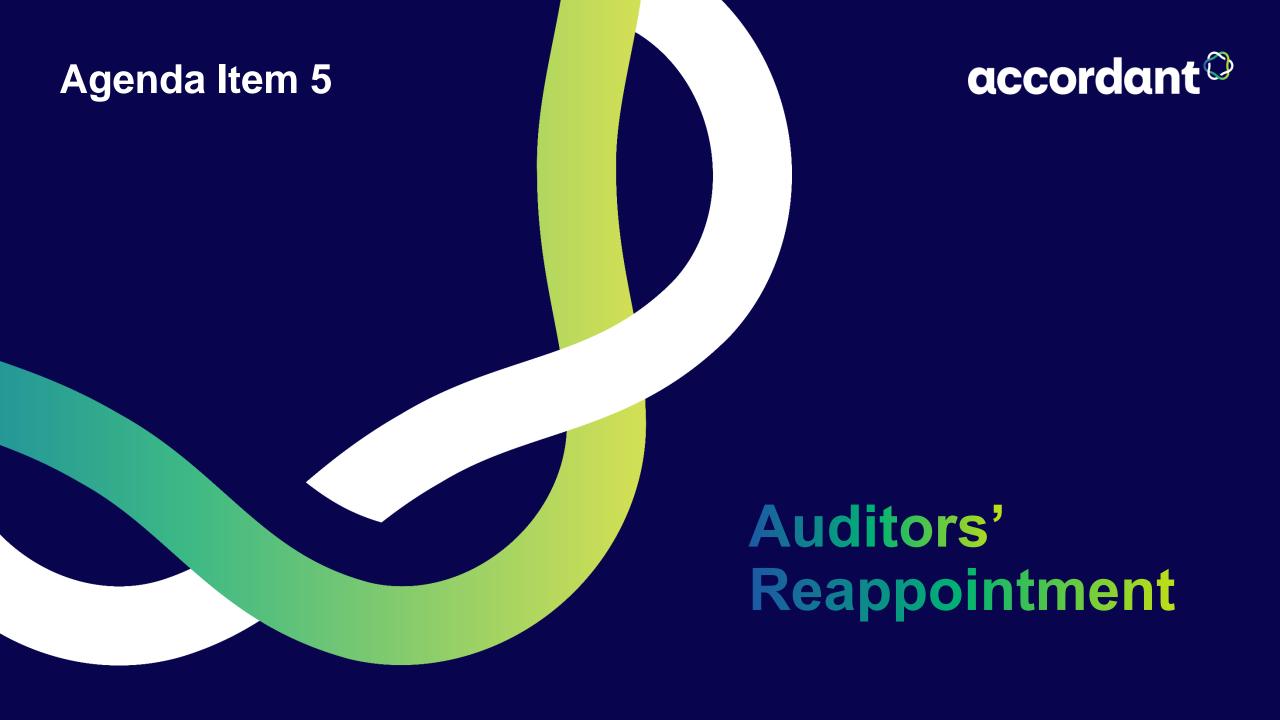
Agenda Item 4 - Resolutions

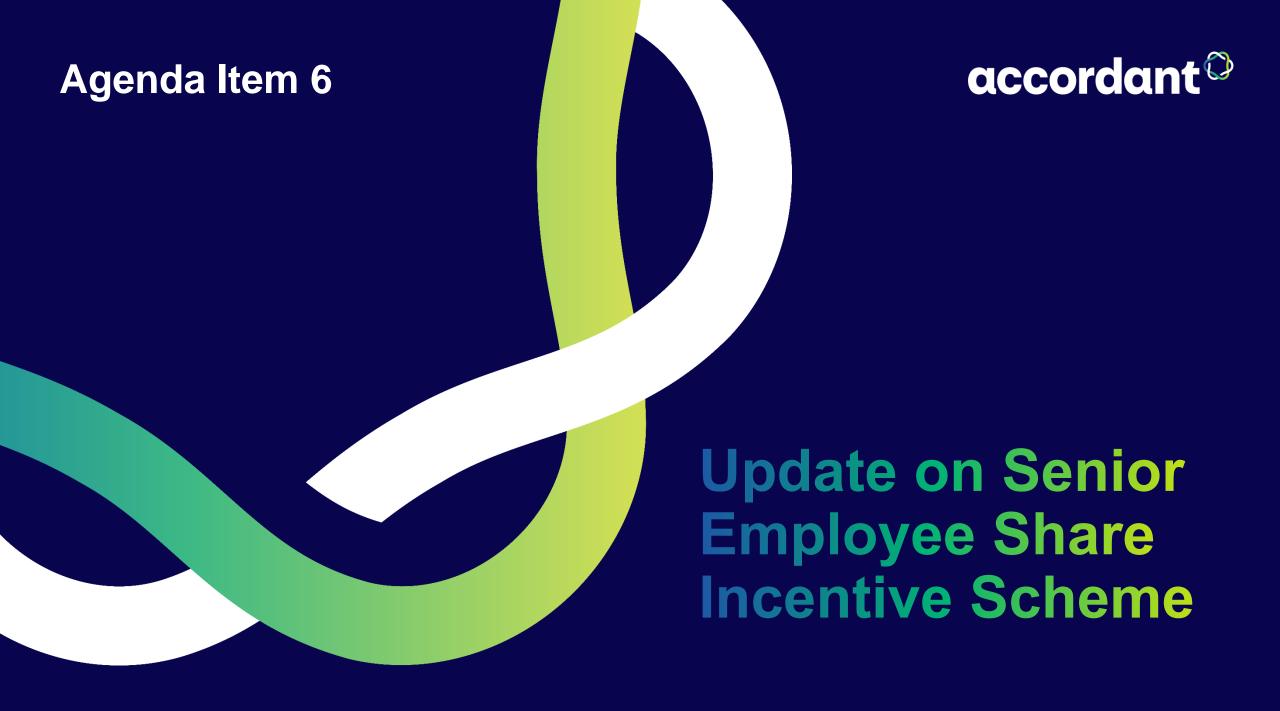
Auditors' Remuneration

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

Of the shares voted by proxy, 95.3% support resolution 4.3

accordant





Agenda Item 7

Questions and General Business

