



Annual Meeting of Shareholders

24 AUGUST 2022

FOR THE FINANCIAL YEAR ENDED 31 MARCH 2022

Welcome to the Annual Meeting

Simon Bennett
CHAIRMAN

Voting and asking questions



HELP NUMBER
0800 200 220

Ask a Question

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Question box



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 Annual report

 Previous questions

Agenda Item 1



Chairman's Address

Simon Bennett
CHAIRMAN

Agenda Item 2



Consolidated Financial Statements

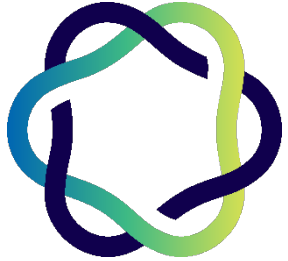
For the Year Ended 31 March 2022

Agenda Item 3



CEO Report and Update

Jason Cherrington
CHIEF EXECUTIVE



Navigating the Challenges and Opportunities of FY22



Agility in response to changing customer demand



Growth in demand for independent professional contractors



Duty of care for our workforce's health, safety and well-being



Tackling the retraction in talent pool availability



Tech sector transformation growth



Capability to innovate on projects despite tight labour market



Capitalised on digitising & improving our onboarding work flow



Commitment to social impact via The Work Collective



FY22 Achievements

8% revenue growth

\$221.5m

Revenue

FY2021, \$205.5 million
FY2020, \$263.5 million

17% increase
in placements

10,930

Candidates placed
into a temporary, contract
or permanent role, a 17%
increase on the prior year.

7,000 more safety
engagements

48,000+

Safety engagements with
our temporary employees.

AWF's ACC
Accredited
Employee Status
Improved to Tertiary



AWF's audited ACC Accredited
Employer status improved for
the second consecutive year to
tertiary, demonstrating continuous
improvement to good safety and
injury management practice.

\$3.0m

Net Profit After Tax

FY2021, \$6.3 million*
FY2020, \$2.7 million

1,524

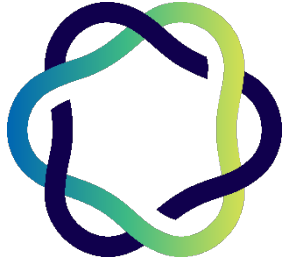
Organisations partnered with
to deliver recruitment services.

21,700+

Temporary and contract
assignments filled across
New Zealand.



Two recruitment industry
award wins (SEEK's Excellence
in Candidate Engagement
and the RSCA's Recruitment
Professional of the Year), from
five finalist placements, across
four Accordant businesses.



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 Progress to Date



Resourcing and Delivery Innovation



Immigration Employer Accreditation status approved



Strong start, with new investment into Māori recruitment practice growth



Growth in contracting and focus on Talent Management



Relevance growing across various sectors



Growing Accordant's industry voice and presence

Safety, Social Purpose and Candidate Experience Awards



1st Excellence in
Safety & Wellbeing Culture



1st Excellence in
Social Purpose



1st New Zealand
Candidate Experience



Summary

- Our people remain key to success
- Our strategy is well defined
- Sustainable earnings growth & consistent dividend return



Agenda Item 4



Resolutions

Voting and asking questions



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Agenda Item 4 - Resolutions

Director Elections

4.1 Recommended re-election of Nick Simcock

Of the shares voted by proxy, 79.03% support resolution 4.1





Agenda Item 4 - Resolutions

Director Elections

4.2 Recommended re-election of Richard Stone

Of the shares voted by proxy, 78.84% 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, 79.03% support resolution 4.3

Agenda Item 5



Auditors' Reappointment

Agenda Item 6



Update on Senior Employee Share Incentive Scheme

Agenda Item 7

Questions and General Business



THANK YOU