



ASHLEY SERVICES GROUP

LABOUR HIRE | RECRUITMENT | TRAINING

4 November 2021

Chairman & Managing Director 2021 AGM Addresses

Address by Ian Pratt, Chairman

Good morning ladies and gentlemen,

My name is Ian Pratt and I am the Chairman of Ashley Services Group Limited. I'd like to welcome you to Ashley Services 2021 Annual General Meeting.

It is now 10am, the nominated time for the meeting. I am informed that a quorum is present, the meeting is validly constituted, and I am pleased to declare the meeting open. No apologies have been received.

I'd like to start by acknowledging the traditional owners of the land on which we meet, the Gadigal people of the Eora Nation and I pay my respects to their elders' past and present. I also extend that respect to other Aboriginal and Torres Strait Islander peoples joining us today.

I thank you for taking the time to join us here virtually. Your directors are all here today, including your Managing Director Ross Shrimpton along with Chris McFadden our Chief Financial Officer and Executive Director. Also in attendance is our Company Secretary, Ron Hollands and also attending "virtually", Simon James, our Audit Partner from HLB Mann Judd.

The agenda for today's meeting will be as follows:

1. Address by Ian Pratt, Chairman
2. Address by Ross Shrimpton, Managing Director
3. Q1 FY22 Financial Results Presentation by Chris McFadden, CFO and Executive Director
4. Resolutions as per the Notice of Meeting
5. Finally, we cover any general business including questions

Our 2021 Financial Year delivered an excellent set of results in another COVID impacted year. Our twice yearly dividend for FY21 totalled 4.2 cents per share, an increase of 56% on the prior year.

The Group continues to strive to meet the expectations of our shareholders and other stakeholders, including our employees and customers. We continue to maintain our commitment to an environment of strong corporate governance.

Ross and Chris will go into both the 2021 results and a solid first quarter 2022 performance in more detail.

ASG has made significant progress in its social procurement activities during 2021. During the year the Group undertook several initiatives to expand its capability and commitment in this area. These initiatives include:

- Submitting our first Reconciliation Action Plan (RAP) for approval by Reconciliation Australia
- Continuation of our collaboration with Yalagan Group to facilitate training and employment services
- Engaging Dean Rioli of Imalu Services as a consultant to support our efforts in social procurement including connecting Aboriginal and Torres Strait Islanders to jobs via local communities, job seeker agencies and other contractors



- Maintaining our Corporate Membership of Supply Nation and identifying key procurement targets to maximise our membership

With a robust balance sheet, strong cash flow generation and minimal borrowings, we remain well placed to look at suitable further acquisition opportunities as and when they present themselves.

I'll now hand over to Ross for a more detailed insight into our 2021 performance.

Address by Ross Shrimpton, Managing Director

Our 2021 results were a direct reflection of the input and hard work of the entire Ashley Services team.

A major move forward in support of our business is the developments we have made to our purpose-built digital platforms that have enhanced our engagement with clients and employees. Our end-to-end system now provides a seamless process from candidate application through to rostering and payroll. In turn this affords us the ability to provide additional real-time reporting capabilities to our clients which improves efficiencies and outcomes. These developments align with a newly established marketing team who have demonstrated their ability to leverage data and execute multi-channel marketing activities that have been achieving tangible results.

At an NPAT level, we delivered a result of \$9.6 million in 2021, a \$4.5m or 90% increase on the prior year and at an EBITDA level the result of \$15.5 million was up \$5.8m or 60%. Revenue for the year was up almost 14% with all divisions and almost all brands showing positive growth.

As you will see from the first quarter 2022 results which Chris will present shortly, the new financial year has got off to a solid start, albeit in a challenging environment of extended lockdowns and also a few industry specific shut downs, including a two week period in September for the Victorian construction sector. Our revenue trends remain very positive at an overall growth rate of 22% for the first quarter of 2022 compared to the same quarter last year.

The challenging environment has in many ways opened up a number of opportunities for us to further expand our customer base. Our people, systems and processes have come to the fore and have allowed us to supply new and existing customers in a tight national labour market across all our sectors.

I will now hand over to our Chief Financial Officer and Executive Director, Chris McFadden, to take us through a brief presentation on our first quarter results for the 2022 Financial Year.

- ENDS -

For further details:

Chris McFadden
Chief Financial Officer, Executive Director & Joint Company Secretary