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Annual Meeting of Shareholders

28 August 2026

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Welcome

Simon Bennett – Accordant Group Chairman

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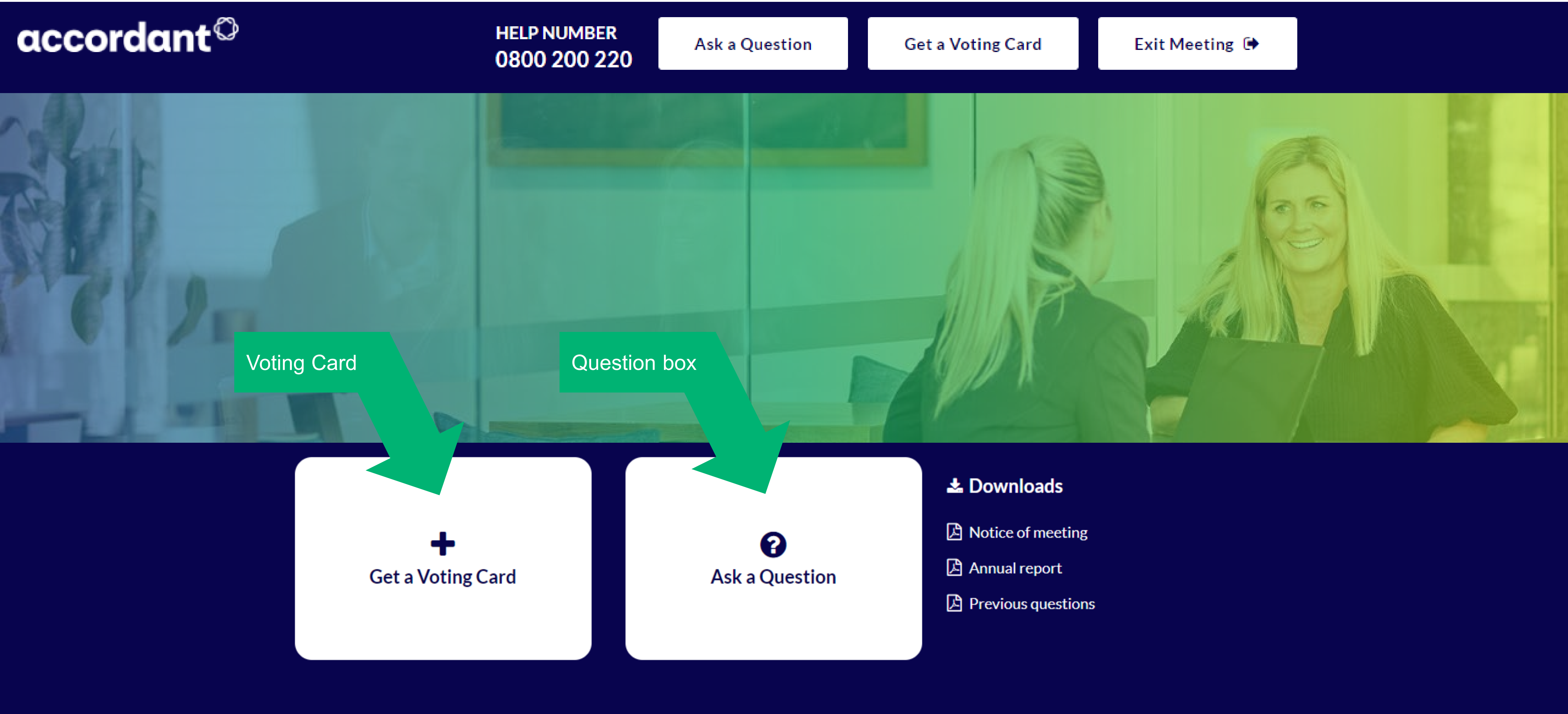
Agenda

1. Chairman's Introduction
2. To note the consolidated financial statements for the year ended 31st March 2026
3. CEO Report and Update
4. Resolutions
    - 4.1 Directors Elections, Simon Hull
    - 4.2 Auditors' Fees
5. Update on Senior Employee Share Incentive Scheme
6. General Business

Voting & asking questions



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Agenda Item 1

Chairman's Introduction

Simon Bennett

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Agenda Item 2

Consolidated Financial Statements

For the Year Ended 31 March 2026

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Agenda Item 3

CEO Report

Jason Cherrington

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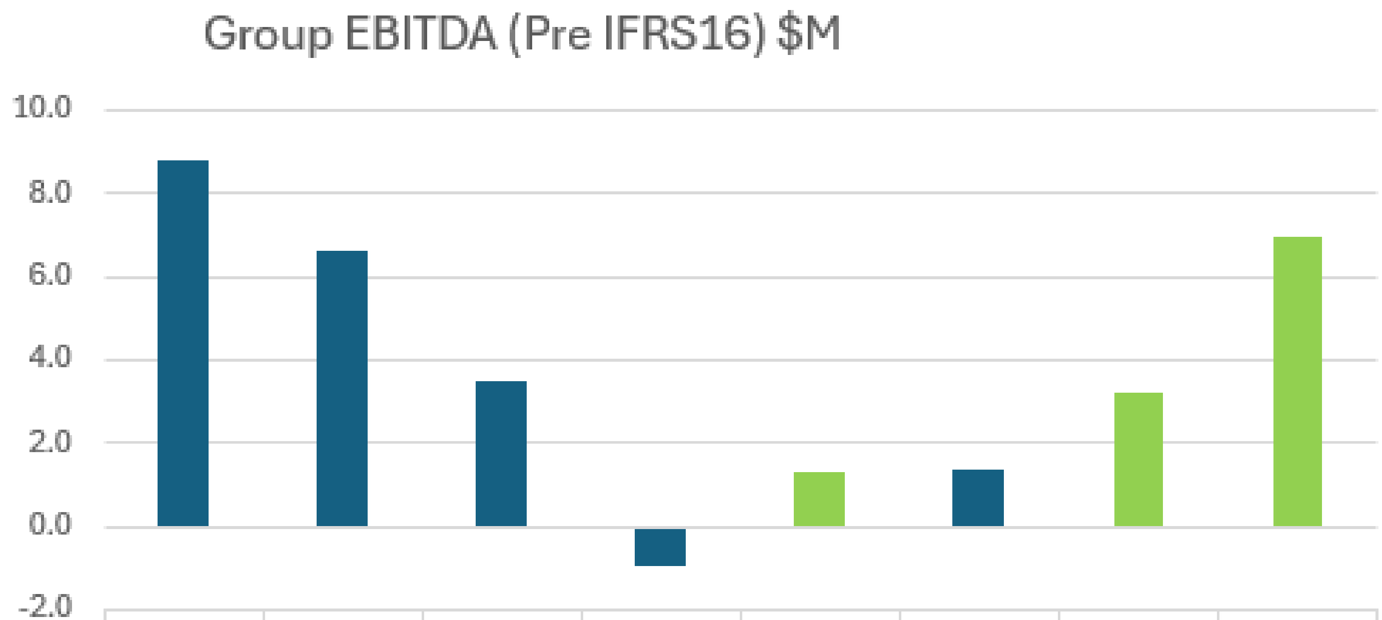
FY26 Performance

From Decline to Stabilisation

- Revenue **at $165m**
- Return to **positive EBITDA**
- Operating cashflow improved to **+$1.6m**
- Net loss reduced to **$2.1m**
- Confidence strengthened in the second half

Building a Stronger Platform for Growth

The capital raise strengthened Accordant's financial position and supports future growth.



	Actual FY22	Actual FY23	Actual FY24	Actual FY25	Estimate FY26	Actual FY26	Estimate FY27	Estimate FY28
Group EBITDA (Pre IFRS16)	8.8	6.6	3.5	-1.0	1.3	1.4	3.2	7.0

Strength in a Diversified Portfolio

Blue-collar segment revenue growth of 6.2%
Segment profit increased circa $600k

White-collar segment revenue declined by 5.0%
Returned to profit contribution after FY25 loss

Confidence Improving, Recovery Uneven

POSITIVE SIGNALS

- GDP growth
- Business confidence improving
- Filled jobs increasing
- Employment intentions strengthening

ONGOING PRESSURES

- Unemployment at **5.6%**
- Underutilisation at **13.8%**
- Job advertisements remain uneven
- Consumer confidence subdued

A Stronger Start to FY27

- Performance up year-on-year
- Momentum continuing
- We remain measured
- Focused on active demand while building long-term opportunities

AI and the Future Workforce

+94% Growth in AI-related job ads

- AI is changing roles and workflows
- AI augments capability, not simply replaces it
- Opportunity for clients, candidates and Accordant
- Investing in technology enablement

Building a Stronger Business

Service Excellence

Quality over volume

- Quality Service
- Health & Safety
- Candidate Care
- Client Relationships

Diversified Platform

Strength through breadth

- Temporary Labour
- Logistics
- Professional Contracting
- Technology
- Executive Search
- Board Appointments

Future Capability

Investing for tomorrow

- Business Development
- Growth Sectors
- Technology Enablement
- More Customer-facing time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Agenda Item 4

Resolutions

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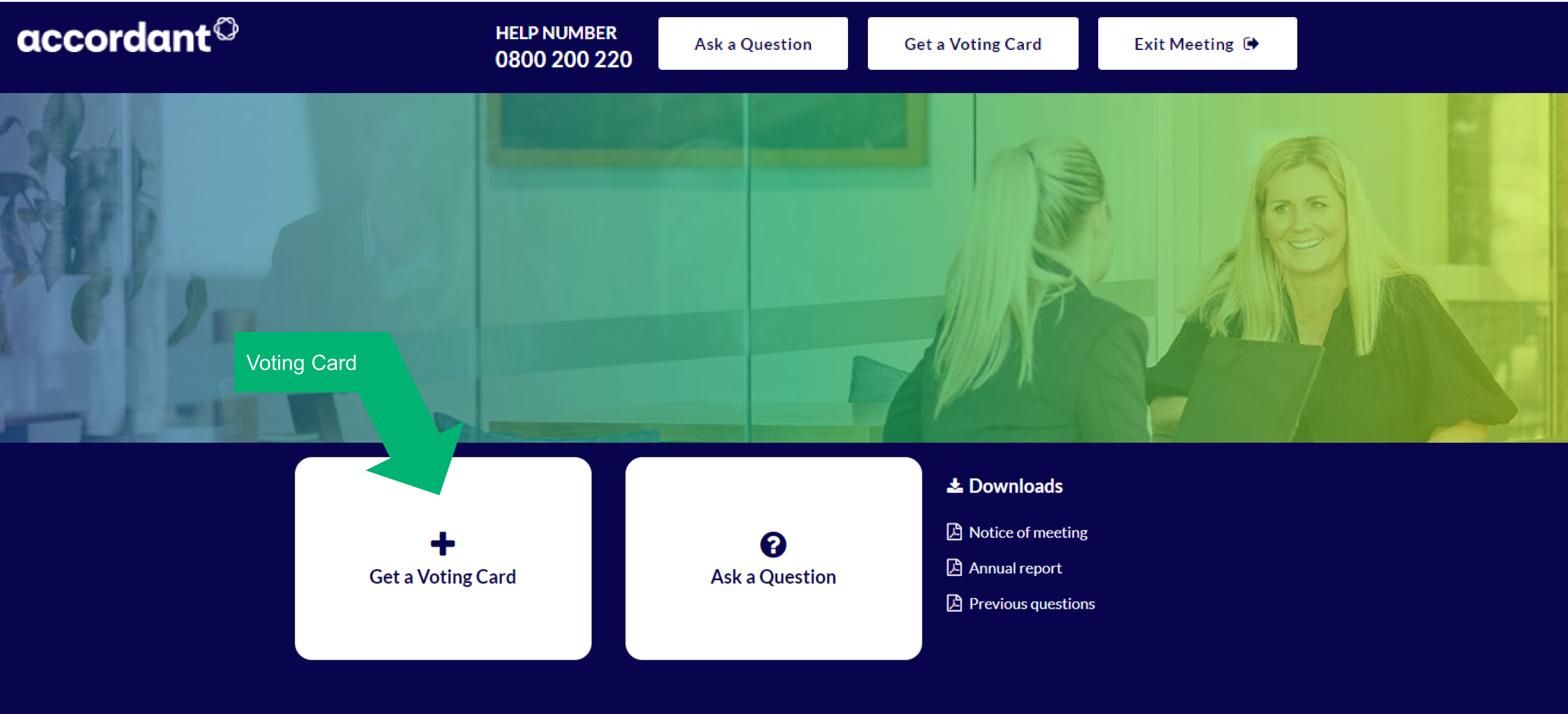
Voting

- Voting will be conducted by way of a poll
- The results of the vote will be officially announced via the NZX
- If you voted ahead of the meeting or appointed a proxy, you do not need to do anything

Voting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HELP NUMBER
0800 200 220
Ask a Question
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Exit Meeting
Voting Card
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Annual report
Previous questions

Director Elections

4.1 Recommended re-election of Simon Hull

Of the shares voted by proxy, 99.02% support resolution 4.1

Auditors' Fees

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

Of the shares voted by proxy, 99.07% support resolution 4.2

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Agenda Item 5

Update on Senior Employee Share Incentive Scheme

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Agenda Item 6

Questions & General Business

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Thank you.

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