



# ANNUAL GENERAL MEETING.

7<sup>th</sup> April 2016

**Ambition Group Limited**

# AGM Themes

- Financials
- Australia
- Asia
- London
- 2016 focus / growth opportunities
- Remuneration report

# 2015 Financials

AUD '000	2015	2014	Variance
Revenue	107,243	89,487	17,756
Net fee income	45,994	39,913	6,081
Earnings before tax (before restructuring costs)	1,658	918	740
Net profit after tax	1,006	(144)	1,150
Basic EPS	1.71	(0.27)	1.98
Net cash *	6,534	5,222	1,312
Net assets	13,204	11,728	1,476

\* No debt

# Geographic Review: Australia

- Reasonable revenue and profit growth
- Highly competitive market but specialisation works
- 80 consultants - offices Sydney, Parramatta, Melbourne, Brisbane
- Key disciplines:
  - information technology
  - accounting / banking / finance
  - executive search/interim management
- 47% of NFI from contracting

**ambition**

Mid-senior finance and technology

**A** Account  
Ability

Accounting and business support

**Watermark**  
SEARCH INTERNATIONAL

Executive search and interim management

# Geographic Review: Asia

- Good revenue growth – profit lagged somewhat due to new offices
- Diverse market characteristics, each requiring bespoke strategy
- 80 consultants across Hong Kong, Singapore, Kuala Lumpur, Tokyo
- Developing some contracting income in certain segments
- Key disciplines:
  - information technology
  - accounting / banking / finance
  - marketing / sales

# Geographic Review: London

- 10% revenue growth, best post-GFC profit
- Huge market – Ambition positioned mostly with mid-sized clients
- 32 consultants based central London
- Recruiting in accounting, operations and marketing in:
  - professional services
  - finance and banking

# 2016 Focus / Growth Opportunities

- Continue with 'inch wide, mile deep' strategy
- Growing contracting in all markets
- MDec licence in Malaysia
- Investment in learning and development
- Employment brand improving
- Innovation program
- Corporate overheads relatively fixed – leverage

# Remuneration

- Remuneration of Key Management Personnel and country Managing Directors reviewed by the Remuneration, HR and Nominations Committee
- LTI scheme for country Managing Directors with performance and service components. Existing scheme comprises performance hurdles over 4 tranches as follows:
  1. 1st July to 31st December 2014 EPS at least 0.5c
  2. 1st January to 31st December 2015 EPS at least 1.0c
  3. 1st January to 31st December 2016 EPS at least 2.0c
  4. 1st January to 31st December 2017 EPS at least 3.0c
- An additional tranche has been added as follows:
  1. 1st January to 31st December 2018 EPS at least 4.0c



# Remuneration

- As Group CEO, Nick Waterworth STI approved by the Board based on performance hurdles and only after dividend to shareholders
- Two Directors Nick Waterworth and Paul Young stand for re-election and endorsed by the Board
- Committed to fostering diversity in our workforce
- Ambition has also recently created a new division known as Gender Diversity to provide a core focus for clients on an area of recruitment that is growing in both awareness and need
- Board remuneration for NEDs unchanged for the 8<sup>th</sup> year in a row

**QUESTIONS?**