

Company	Elders Limited
Code	ELD
Meeting	AGM
Date	16 December 2021
Venue	Virtual
Monitor	Ken Wakeman with assistance from Malcolm Keynes & Bob Ritchie

Number attendees at meeting	13 Shareholders, 1 proxy and 37 guests.
Number of holdings represented by ASA	43
Value of proxies	\$1.32m
Number of shares represented by ASA	113,116
Market capitalisation	\$1,78b
Were proxies voted?	Yes
Pre AGM Meeting?	Yes, with Chair Ian Wilton, CEO Mark Allison and Company Secretary Peter Hastings.

Another good performance from Elders

As is usual with Elders the meeting was over in under an hour with all motions passed with well over 98% majority. The remuneration report received 99.34% in favour. The ASA supported all motions except item 5, the approval of issue of securities under the long-term incentive plan. This proposal is for issue of shares to executives whose performance right incentives vest, the issue under this approval does not count towards the annual 15% issue limit. The ASA prefer the

shares to be purchased on market to avoid the dilutionary effect on shareholders; noting that Elders normally purchases shares on market. However, ASA prefers that those shares be included in the 15% cap on selective placements.

The Chairman's presentation spoke of the company's challenges throughout the year including the covid-19 pandemic, supply chain disruptions and trade embargoes and how Elders has supported the primary producers in achieving all-time high production value. He went on to detail key components of their Eight Point Plan to capture more margin through optimised pricing, backward integration and supply chain efficiency. At the same time, winning more market share through both organic and acquisition initiatives.

The chairman touched on the launch of their first modern slavery statement and the action they are taking to address the challenges of climate change.

The CEO spoke of the highlights of the FY21 performance and outlined the continued success of the 1st year of the 3rd 8-point plan in achieving excellent results. Financial performance improved across all geographic and product areas with the exception of the Feed and Processing business which was challenged by higher feeder cattle prices. He said 'We have created significant value through successfully executing and integrating strategic acquisitions, including a solid contribution from the AIRR wholesale business and numerous smaller high return bolt on acquisitions. ... We have not compromised the unflinching financial discipline in achieving growth, with our commitment to cost and capital efficiency reflected in underlying return on capital (ROC) of 22.5%. This was up 3.6% on FY20 and significantly exceeded the company's 15% minimum target set in the Eight Point Plan'. He touched on the good Elders safety record and added to the chairman's comment of the action they are taking on climate change related issues.

Both directors up for election and re-election spoke well and in detail of their suitability for the roles. It was pleasing to hear directors have a prepared speech rather than just repeat the statements in the notice of meeting

There were 4 questions from shareholders. One shareholder asked if there was a policy to keep the CEO pay at a maximum of 10 times the lowest paid worker. The Chairman replied there was no such policy and no plan to introduce one and that remuneration of senior executives was benchmarked against their peers. Another shareholder asked about the mouse plague and asked for a comment. The chairman answered that Elders always tried to help their customers where possible and added that the recent rain helped to eliminate the mouse plague. Another shareholder wanted to know what the company is doing to improve growth as the share price has not improved a great deal. The chairman answered that the share price over a number of years had improved by a considerable amount and reiterated the growth prospects. The ASA asked why the retired CFO had been paid 100% of his STI despite not working a full year. The chairman explained that the amount indicated in the annual report was not a full year's STI but was pro-rata to the date he retired on 30 June. He only received the full STI for the pro-rata amount.

The meeting went smoothly and was well chaired.