Australian Shareholders' Association Limited
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Elders 2023 AGM report

ASX code	ELD
Meeting date	Thursday, 14 December 2023
Type of meeting	Hybrid
Monitor	Ken Wakeman with assistance from Malcolm Keynes & Bob Ritchie
Pre AGM-meeting	with Chair Ian Wilton, CEO Mark Allison and Company Secretaries Peter Hastings & Shannon Doecke

Meeting Statistics

Number of holdings represented by ASA	49
Number of shares represented by ASA	315,177
Value of shares represented by ASA	$2.8m
Total number attending meeting	37 Shareholders, 3 Corporate Representatives, 3 proxy and 69 guests
Market capitalisation	$1.18b
ASA open proxies voted	Yes

Good performance overshadowed by anger of CEO retention payment

Elders' good performance in challenging conditions during FY23 was not on shareholders minds at this year's AGM. The perceived lack of succession planning and the retention payment to the CEO were the dominant concerns.

The Chairman opened the meeting summarising the business during the year. Points made included:

- Despite the tough trading conditions Elders reported strong earnings, the second highest EBIT in the past 10 years;
- Progress had been made on diversity targets;

- Improvements in the diversification of the business to mitigate climate conditions and commodity prices;
- Succession plans for the eventual departure of the CEO.

In the CEO's presentation, he reflected on the good results despite climatic and market headwinds. He said 'this demonstrates the value of our geographical diverse multi-product and service portfolio to generate strong average earnings across the group'.

The CEO stated that progress was being made on the systems modernisation project and was already creating efficiencies and improvements in ways of working. He added significant milestones had been reached in the Elders' wool business, opening a new Rockhampton centre in WA and reaching completion on the world-first automated handling centre in Ravenhall, Victoria.

He further indicated that the company was on track with the strategic priorities set out in the fourth Eight Point Plan to deliver compelling shareholder returns and industry leading sustainability outcomes while remaining the most trusted agribusiness brand amongst farmers.

The formal business of the meeting took much longer than previous AGMs which were generally quiet and sedate affairs. This year shareholders were not happy with the failure of replacing and making a retention payment to the CEO. One shareholder suggested the board's succession plan had failed and they should take a cut in fees. The Chair responded that he did not see it as a failure and that a replacement had been found but they pulled out at the last moment.

The chair and CEO addresses can be found here.

There were significant votes, a first strike, against the remuneration report (62.71%) and the motion to allocate rights to the CEO as a retention bonus (63.55%) We voted in favour of the remuneration report but against the retention bonus.