Workbridge Group Rōpu Whaimahi

Te Pūrongo ā-tau
Annual Report 2026



Auditors
Crowe New Zealand

Solicitors
Quigg Partners

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Each governance Board in the Workbridge Group maintains an Interest Register that records the Board members roles, potential conflicts of interest and how these might be managed. These registers are reviewed at each Board meeting and updated as required.

During FY26, there were no disclosures of direct conflicts of interest made relating to specific Board agenda items by the Foundation Board of Trustees or company boards in the commercial arm of the Workbridge Group.

Foundation Trustees

Name	Commenced	Reappointed	Length of Term	Term Expires
Derek Gill (Chair)	2023	2025	2 years	2027
Mark Bogle	2023	2025	3 years	2028
Fraser Alexander	2024	2026	3 years	2029
Michael Bealing	2024	N/A	3 years	2027
Sonia Thursby	2025	2025	3 years	2028

Commercial Arm Non-Executive Board Members

Name	Commenced	Reappointed	Length of Term	Term Expires
Mark Bogle	2023	2024	3 years	2027
Derek Gill	2023	2026	3 years	2029
Ryan McLean	2023	2025	3 years	2028
Ron Scott	2023	2025	3 years	2028
Peter Dixon	2023	2025	2 years	2027
Paul Barclay	2025	N/A	2 years	2027
Vivienne Holm	2025	N/A	3 years	2028

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Group governance

Workbridge Foundation

PARENT

↓

Workbridge Holdings Limited

↓

Commercial Operations

INTENT EMPLOYMENT & PROPEL PEOPLE



Derek Gill

FOUNDATION TRUSTEE (CHAIR)

I have a long-term interest in disability issues and have lived experience of disability. My interest in the Workbridge Group arises out of the group's role in improving employment opportunities. Being employed can shift the dial on the life chances and wellbeing of people who experience disabilities.

Looking at the Workbridge Foundation, the public good programme provides an opportunity to raise the bar on the disability policy debates by providing robust evidence on what works to improve employment opportunities for disabled people.



Mark Bogle

FOUNDATION TRUSTEE

Workbridge has been helping people with disabilities find work for nearly one hundred years and I believe there is an opportunity for the organisation to now have a broader role.

I am concerned that New Zealand is lagging behind similar countries in terms of progress within the disability employment sector and I am optimistic that the Foundation's work will make a difference in this regard.



Fraser Alexander

FOUNDATION TRUSTEE

I want to ensure that people with disabilities are empowered to fully realise their potential by creating equitable opportunities and helping shape a more inclusive future where abilities are recognised over assumptions.

I want to see the Foundation build partnerships that provide jobs whilst transforming recruitment practices across industries, making inclusion the norm.



Michael Bealing

FOUNDATION TRUSTEE

My desire to be involved is the incredible difference employment makes for people with disabilities. Employment expands people's choices and empowers them to have greater freedom.

My aspiration for the Foundation is for it to be recognised as a leading champion in increasing the accessibility of the labour market and unlocking potential for employees and employers.



Sonia Thursby

FOUNDATION TRUSTEE

I'm passionate about disabled people having meaningful work opportunities, using their skills to make decisions and forge their own path. I previously served on the Workbridge Incorporated Board and was part of the transition to the new structure which better serves our community.

As a Foundation Board member, I work with people with lived disability experience to help shape our direction, identify funding gaps, and direct our efforts accordingly. Workbridge has a strong history of impact and with donor support, the Foundation will continue building on this vision. I'm proud to contribute to this initiative.

Our charitable purpose

Our charitable purpose is delivered through The Foundation and funded by our commercial businesses, Intent Employment and Propel People.

Te whakakitenga
Our vision

Kei te hia whakamana mātou i ngā ao o te hunga whaikaha i te mākete tōhaunui.

Improve the lives of disabled people by enabling meaningful participation in the labour market.

Tauākī whāinga
Our mission

Ki te aro ki te tōhore o te hunga whaikaha i te mākete tōhaunui.

To address the labour market disadvantage of disabled people.

Our values

Kairangi Excellence

He tohunga ngaio, he tohunga ki ā tātou mahi, ā, ka ū ki taumata kē noa atu.

We are professional, expert at what we do, and go the extra mile.

Te Auaha Innovation

Ko tā mātou he whai i te taki o te wā, he whakairo hoki i te ara rerekē. He iwi auaha, he iwi kaingākau.

We keep pace with and lead change. We're creative and passionate.

Motuhaketanga Authenticity

Ka kauanuanutia te kanorautanga, ā, ka whakatinanahia tā mātou i kī ai. E wātea ana 100% o te wā. E ū ana mātou ki te mana motuhake (mana āhua ake), me te whakaute i te kawenga a te whānau i ngā ahurea whānui me ngā hapori.

We embrace diversity and walk our talk. We are 100% accessible. We are committed to mana motuhake (self-determination), while respecting the role of the whānau in many cultures and communities.

Whakapono Belief

Ka whakapau kaha mātou ki te angitu, he iwi whakatenatena, arokoa, arotangata anō hoki mātou. Ka mahi tahi mātou ki ngā kairapu mahi ki te whakapiki i ō rātou pūkenga. Ka mahi tahi hoki mātou ki ngā rangatira o ngā wāhi mahi ki te whakapiki i ō rātou āheinga.

We're invested in success, we're encouraging, optimistic and put people first. We work with jobseekers to maximise their strengths, and with employers to maximise their opportunities.

Hiranga Resilience

He iwi manawatītī, manawa whakatete, manawa urutau.

We're determined, irrepressible and adaptable.

Chair's statement

This has been a year of real progress for Workbridge Group, and I am proud of what our people have achieved. We consolidated what we have built, and we invested in what comes next. We kept the business strong so that we could invest in our purpose.

A year of consolidation

The most significant step this year was the appointment of Phil Hendry as Chief Executive of the Group as a whole, rather than of the commercial arm alone. It is a milestone in the Group's maturity, and I am delighted that we now have one leader accountable for the whole of our purpose.

Phil has brought the commercial arm, The Foundation, and the corporate office together under one leadership, and he led us through the second year of the Group structure with energy and care. We designed that structure to serve our charitable purpose, and Phil's leadership is a large part of why it is now delivering. He also led the development of The Foundation's strategic direction, and of how the commercial arm will help deliver it.

It was also the first full year of our new leadership structure, and I am pleased to report that it has been tested and it works. The Board completed the governance review required every three years. We came through it well, and the few improvements it identified are being acted on. Our corporate policies have been updated to align with the new structure, with health and safety to follow.

The Group recorded a net surplus of $1.034m for FY26 (FY25: $1.105m). A surplus is not an end in itself. For us, it is what funds The Foundation's work.

We have also broadened our revenue base through new regional contracts, a wider range of clients, and an expanded range of services.

Building for the future

A clear direction for a clear purpose

Workbridge Group has never lacked clarity of purpose. What we have needed is an equally clear strategy for how to achieve it. This year, under Phil's leadership, we developed a theory of change that gives us that direction, and it is incredibly encouraging to see it take shape.

It shifts our focus from placing people in jobs to building careers. It also describes our place in the labour market. The Group sits at the hinge between two sides: the employers who create demand and the people seeking work who bring supply. Few organisations can work with both sides. Our network of employers, together with our relationships with disabled people seeking work, gives us something few others can offer: the ability to match both.

The labour market can be compared to a pair of scissors, with demand and supply as the two blades linked by a hinge. Workbridge Group acts as that hinge for disabled people, joining the blades and making them work.

Our purpose, beyond placements

Placing people in work is what our commercial businesses do well. Our charitable purpose asks more of us: to change a system that is failing young disabled people through our public good. I am proud that this year the Group plans to invest $500,000 in The Foundation's work, funding a prototype, a research programme, and the governance around both.

The research is already under way. Our work on employer attitudes, the demand side, has been published. On the supply side, we are designing a prototype with young disabled people at its centre. This work asks what good would look like, guided by the principle of "nothing about us without us". Independent research governance has been put in place. We are funding this first stage ourselves. Proving it at scale will take partners who share the ambition, and once the prototype is up and running, we will take it to philanthropic funders.

Progressing in the labour market is like a stepladder. For too many people facing barriers to work, including disabled people, the first rung is out of reach and the steps above it are missing. Our ambition is not only to help people onto the first rung but to help them climb, and we are well placed to do it.

A new identity and positioning

This year we launch new brand identities for Workbridge Group, with a clearer story of what the Group is for and where it sits in New Zealand's

employment system. Our work now reaches across jobseekers, employers, evidence, funding, and policy, but our brand did not yet show it. The Workbridge name carries real legacy value for The Foundation, yet has been less helpful for our employment services, which need to reach people who do not yet know us. The new identities are fresh and progressive, and designed to serve both audiences. We recognise the tension in that and are managing it with care. It is a moment of real pride for the Board.

The new positioning rests on a shared purpose: with the right employment opportunity, possibility becomes reality (*Kōtuitui te mahi tika mō te tūāpapa pai*). Workbridge Group stands as Aotearoa's evidence-grounded partner for inclusive employment outcomes, guided by the brand idea *Kōtuitui te mana tangata*: bring together the strengths and potential of people.

Gifted names

Each part of the Group has also been gifted an ingoa Māori, developed over four stages with our Māori naming advisor, Dion Ponga.

- Workbridge Group is Rōpū Whaimahi: a collective united by the pursuit of meaningful work
- Intent Employment is Mahi Tutuki: work that enables success
- The Foundation is Rangahau Whaimahi: weaving new knowledge for better employment
- Propel People is Rangakaha: weaving strength through connection

The ingoa sit alongside our English names and signal one kaupapa across the Group. We receive them with gratitude and humility. This is a continuation, not a reinvention.

Our whakapapa reaches back to 1931, and our core remains consistent: the right employment helps build a good life. I am proud to be part of that story.

Looking ahead

The recontracting of our Ministry of Social Development contract remains the main uncertainty ahead. We are well positioned, and we will approach it with a strong track record of delivery, a positive relationship and confidence about our ability to deliver into the future.

There is also a significant opportunity, and it is one I look forward to pursuing. We want to move the conversation about disability and employment towards the value people bring. For jobseekers, that means a career, not just a job. For employers, it means access to capable people they are too often overlooking, at a time when New Zealand's population is ageing.

We have a clear plan to execute. We have a Chief Executive to drive it forward. And we have a tested structure to deliver it. I look forward to the year ahead with optimism.

Thanks

I would like to thank my fellow Board members for their commitment and engagement in working together to guide the Group forward. I have already covered the contribution of the Group Chief Executive, Phil Hendry, but he has been backed by a very effective leadership team and loyal staff. I would like to acknowledge our partners at NZIER and Whaikaha, Ministry of Disabled People. I also thank Dion Ponga, our Māori naming advisor, an educator and te reo Māori specialist whose cultural guidance and understanding of the disability community helped shape the ingoa we now carry with pride.

Ngā mihi mahana,



Derek Gill
CHAIR
WORKBRIDGE GROUP

Chief Executive's report

Built to make a difference

A year ago, we set out to prove that one Group, Workbridge Group could do very different jobs, and do each of them well. A year on, I can say with confidence that it does.

The Foundation is pursuing system change, grounded in evidence; Intent Employment (previously Workbridge) helps people into work that lasts, at scale and in more places; Propel People works with large employers and government to reduce the barriers inside their workplaces and build their capability in inclusive hiring, and is testing what they value and will invest in. Each part knows its job, has a general manager accountable for it, and knows what success looks like.

Our commercial businesses work within the system as it is, and they do that work well. The Foundation exists to change it. That is not a contradiction. It is exactly how it should be: one Group delivering for people and employers today while building a better system for tomorrow.

The structure has also opened doors. As an incorporated society we were forever balancing our mission against commercial reality, and some doors stayed shut. Today we can consider joint ventures and partnerships on their merits, with our charitable purpose protected at the top of the Group. That gives us choices we have never had before.

Same great people, wider reach

For too long, people assumed we only worked with disabled people. That was never the whole story, and it certainly is not now. Disabled people remain at the heart of what we do. But we have become an employment organisation that understands and removes the barriers between people and work, whether they stem from disability, circumstance, transition, exclusion, or something else.

The name Intent Employment says what we do: good employment does not happen by accident. For employers, the message is simple: we can help you find the right people for your business. For people seeking work, nothing that matters changes. Same great people. Same person-centred approach.

Every placement is a person starting something new. For the people we work with, a job can be life changing. It brings an income and the independence that goes with it, and it brings more than that: a sense of self, of purpose, and of contributing. That is mana, recognised and expressed through work. For employers, the right person lets their business serve its customers well and grow. This year our teams helped more than 1,200 people into work across all our contracts, and our consultants have never been more productive.

Great outcomes come from great people, and we reward our people well for good work. That means the people we work with keep the consultant who knows them, the employers we partner with keep the relationships they rely on, and we attract the best people to do this work. Unwanted departures are minimal, and recruitment is significantly easier. We are reaching further, too. This year three new contracts began: our Canterbury regional contract, from October 2025, and Community Jobs Coaching contracts in Christchurch and Waikato. We have since won regional contracts in Auckland, Dunedin and the Bay of Plenty, all now under way, bringing what we do well to more people in more communities.

Named by our people

The name Intent Employment came from our own people. We asked our staff for ideas, and they helped shape the name. The people who do this work every day knew exactly what we wanted to say about it. That is the kind of organisation we are: one where the people closest to the work help shape where we go.

So, it was right that they heard it first. On 26 November, before the name went public at our AGM, our teams came together in their regions and joined a Group-wide town hall to learn about the change and celebrate it.

To every member of the team: thank you for your ideas, your patience, and your good humour through a year of change.

He aha te mea nui o te ao?
He tangata, he tangata, he tangata.
What is the most important thing in the world?
It is people, it is people, it is people.

Every person brings value

Our brand idea is *Kōtuitui te mana tangata* – bring together the strengths and potential of people. Every person carries mana. Our role is to connect, creating the pathways, relationships, and conditions that allow it to be recognised and expressed through work that fits.

That starts from a simple belief. People have inherent value, and they bring value to their workplaces, their whānau, and their communities, economically and in many other ways. When others recognise that value, disabled people's rights are upheld because people want to uphold them, not because they are obliged to. That is where real and lasting change comes from.

Many employers already see it. They know the value of a workplace made up of different people, with different strengths and different ways of approaching problems. It is why so many of them keep coming back to us. Giorgio, who opened Pasta Di Gio in Whangārei this year, came to us on another employer's recommendation. When he was ready to grow his team again, he came straight back. Our job is to tell these stories loudly and well, until every employer has heard them.

A partner, not just a provider

One of the biggest changes in recent years is how we work with our partners, in government and beyond. We listen first. We seek to understand their perspective and what they are trying to achieve. Whether it is the Ministry of Social Development, Whaikaha, or any of our other partners, we treat them as both customers and partners, and the result is productive, constructive relationships built on trust.

Our job is to deliver what is asked of us to a high standard, and to bring practical ideas about what works, drawn from nearly a century of frontline delivery. The re-contracting of Intent Employment's services with the Ministry of Social Development lies ahead, and we approach it from a position of strength: a strong record of delivery, a clear plan, and a team that is ready. None of this happened by accident. This year happened because of our people. They took on a new structure, a new name, and new ways of working, and kept delivering for the people and employers we work with.

We are a Group with a clear purpose, a structure that works, and a team that believes in what it does. Good employment does not happen by accident, and neither does a year like this one. I could not be prouder of what we have built together, or more confident about what comes next.

Ngā mihi,





Phil Hendry
CHIEF EXECUTIVE
WORKBRIDGE GROUP
RŌPŪ WHAIMAHI

The Foundation

Rangahau Whaimahi
Weaving new knowledge for better employment

There is a better way

The commercial parts of Workbridge Group, Intent Employment and Propel People, work within the system as it is, and they do that work well. The Foundation exists for a different reason. It exists to change the system.

The system as it stands does not work for disabled people. It particularly short-changes young disabled people, with predictable consequences that follow them for the rest of their working lives. That is a cost disabled people should not have to carry, and one New Zealand cannot afford.

That is why we are putting our own money in first. The work we are doing is not research for its own sake. We want to prove there is a better way and use that proof to change the system.

Why us

Workbridge Group's whakapapa reaches back to 1931, and it has been helping people into work ever since. That history gives us something rare: generations of front line experience of what helps disabled people build working lives, and of where the system lets them down.

Our theory of change grew from that experience. It extends the focus beyond placing people in jobs to building careers. It concentrates on the point where so much is decided: the move from education into work. When that step goes well for young disabled people, the benefits last a lifetime, for them, for their whānau, and for New Zealand. When it does not, the consequences are just as enduring.

Going first

We are not asking anyone to back an idea we will not back ourselves. This year the Group plans to invest $500,000 of its own funds in The Foundation's work. That work is building the base for everything that follows:

- **Understanding the journey.** Working with the New Zealand Institute of Economic Research (NZIER), we are using national data to understand how employment outcomes for disabled people differ, and when the gaps open up.
- **Understanding employers.** Our policy brief, *Missing Out: Why Don't Employers Hire Disabled People?* draws together New Zealand and international evidence on why employers underestimate what disabled people can do, and what it costs everyone.
- **Learning from our own history.** We are building a secure research database from three decades of our own records, roughly 200,000 employment journeys, so we can measure what works, rigorously and over time.
- **Independent oversight.** Independent review is built in from the start, so the work stands up to scrutiny.

Luck has nothing to do with it

As a country, we are failing young disabled people at the very start of their working lives. We know that the right support at the right moment can change the course of a working life. Most of us can think of someone, perhaps ourselves, who seemed to get a lucky break that set them up for life. We do not think luck has anything to do with it.

So we are testing a better way. In 2027, The Foundation will fund a prototype of a new service model for young disabled people making the move from education into work, focused on building a career, not just finding a first job.

The prototype will show whether the model can be delivered well and measured properly. Then we will look for partners to help us prove it at scale.

We cannot keep doing the same thing and expecting a different result. Young disabled people should not have to rely on luck.

Doing this properly

Anyone who backs this work should know it will be done with rigour and integrity. The Foundation's research follows the Royal Society Te Apārangi Code of Professional Standards and Ethics. An independent research oversight group guides the work. Our researchers have the freedom to publish what they find, even when the findings are uncomfortable for us. Rangatahi Māori are among the young people the prototype will serve and will be part of shaping it from the start.

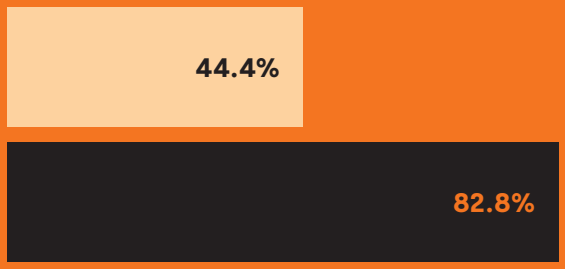
The road ahead

The prototype is the first step. If the evidence supports it, the next step is a national pilot, and that is bigger than any one organisation.

We will be looking for partners who share our belief that a better start to working life is possible for young disabled people: philanthropists, businesses, and government, working together. We have made our own commitment. We would welcome a conversation with anyone who wants to help prove there is a better way.

What we've learnt

- In New Zealand, disabled people have about half the chance of getting a job: 44.4% are employed compared with 82.8% of non-disabled people



Stats NZ, June 2025 quarter

- Employers systematically underestimate what disabled people can do and overestimate the costs and risks.
- Most workplace accommodations cost nothing, and many others are a one-off cost of under $500

  International evidence

- The perception that disabled employees are a higher safety risk isn't borne out by the evidence.

  Missing Out: Why Don't Employers Hire Disabled People? Workbridge Foundation

Bottom line: disabled people are missing out on work, and employers are missing out on valuable employees.

Year in numbers

One Group, three parts, each with its own job.

Foundation

Rangahau Whaimahi

Building the proof

The Foundation is testing a better way for young disabled people moving from education into work. Each step builds the evidence for the next.

5 **A national pilot** — WITH PARNERS
If the evidence supports it, delivered with partners.

4 **A prototype** — 2027
A new service model, designed with young disabled people.

3 **Our own data** — UNDERWAY
A secure research database of roughly 200,000 employment journeys, from three decades of our records.

2 **The evidence** — ✻ DONE
Two research pieces co-commissioned with NZIER, and our policy brief *Missing Out: Why Don't Employers Hire Disabled People?*

1 **A theory of change** — ✻ DONE
Endorsed by The Foundation's trustees, with independent research oversight in place.

$500,000 the Group plans to invest to get the work started

INTENT
Employment Mahi Tutuki

1,200+

people into work across all our contracts in FY26

47.5%

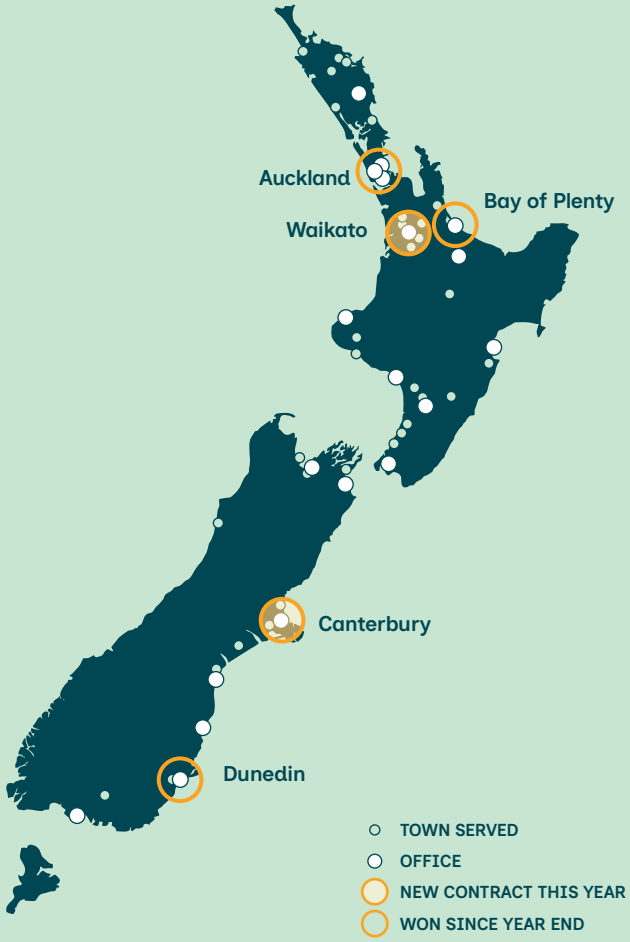
of the people we placed were still in work 12 month later



25.2%

people placed into work by each Employment Consultant, on average





11 regions

19 offices

50+ towns and cities

From Kaitaia to Invercargilll

Propel
Rangakaha

A year of firsts with employers

First

New Zealand hires through DXC Technology's global Dandelion Programme, with our first corporate partner.

10

Government agencies supported with onboarding, training and supervisor coaching through Whaikaha's all-of-government summer internship programme.

Our work in practice



INTENT EMPLOYMENT

Pasta Di Gio, Whangārei



When Giorgio opened Pasta Di Gio in Whangārei in January 2026, recruitment quickly became one of his biggest challenges. He advertised a part-time role on social media and received far more applications than he could realistically work through. He withdrew the advertisement and chose to run the business short-staffed rather than take on the process again.

In July 2026, on the recommendation of another employer we partner with, one of our Employment Consultants met with Giorgio to understand what he needed and what had gone wrong the first time. She offered a more manageable approach: we would take on the sourcing and screening, and Giorgio would meet only candidates suited to the role.

Giorgio listed his vacancy exclusively with us. We profiled three people, Giorgio trialled two of them, and he hired one. That team member is still with the business today.

In September 2026, when Giorgio was ready to grow his team again, he came straight back to us and once more chose to work exclusively with us. We profiled three more people, Giorgio interviewed all three, and one has since joined the team.

Pasta Di Gio is now a family business of five: Giorgio, his two children, and two team members who came through Intent Employment.

The result

Giorgio's first attempt at hiring left him with more applications than he could manage. By taking on the screening, we gave him a shortlist he could act on and made hiring achievable again. Across two recruitment rounds, six candidates were profiled and two were hired. Those two placements make up 40% of the workforce of a new local business, within its first year of operation.

INTENT EMPLOYMENT

Sarah and Everglade Kidz Club, South Auckland



Where Sarah started

Sarah had worked for the same employer for more than 20 years. After leaving that role in 2024, she spent the next two years looking for work. She was referred to us and began working with one of our Employment Consultants.

It was a real struggle – applying for so many roles, getting a few interviews, but always feeling disheartened by the phone calls and emails telling me I'd been unsuccessful, time and time again. When I first met my consultant, I was not sure their service would be able to help me find work again. But after several meetings, I started to feel more reassured that this would succeed.

—— Sarah

Building on Sarah's strengths

Our first focus was Sarah herself. Moving on from a role she had held for over 20 years meant rebuilding confidence and motivation after a long and discouraging search. Together we identified the transferable skills Sarah had built over two decades, and how those skills could open the door to a different kind of work. Sarah had always wanted to work with children but had not been able to enter early childhood education (ECE) without a formal qualification in the field.

Connecting with the employer

With a clear picture of Sarah's strengths and goals, We identified an opportunity at Everglade Kidz Club through an online advertisement for a Programme Assistant. We made a cold call to the club and built a genuine connection with its Manager, Brenda, taking the time to understand the business's needs and the kind of person they were looking for. We then profiled Sarah directly to Brenda, which led to an interview.

Preparing for the interview

Everglade Kidz Club required candidates to complete pre-interview tasks, and we supported Sarah through them so she could progress to the interview stage. They worked through commonly asked interview questions and how to answer them professionally. We also helped Sarah build examples using the STAR technique – a structured way of answering behavioural questions by describing the situation, task, action and result – so she could speak to her transferable skills with confidence and clarity.

After the interview, we offered Sarah a debrief to reflect on what went well, identify areas to strengthen, and share the feedback gathered from the employer.

The job offer

In July 2026, Brenda offered Sarah the role of Afterschool Programme Assistant. The offer brought tears of joy. The role brought Sarah closer to her original goal of working with children in early learning, a path that had been closed to her without a formal qualification.

Then in July 2026, Brenda, the Manager of Everglade Kidz Club, gave me a job as an Afterschool Programme Assistant. I feel so happy.

—— Sarah

Support beyond the offer

We continued to support Sarah with reviewing her employment agreement, working to access a Transition to Work Grant and putting in place a pastoral care plan to support her as she settled in.



From the employer

"Sarah is an absolute gem. She meets every one of our criteria and is a real asset to our team. The children have warmed to her, and she's shown exactly the reliability and care we were looking for. Thank you so much for bringing her to us."

—— Brenda, Manager, Everglade Kidz Club

DXC | PROPEL PEOPLE

Bringing the DXC Dandelion Programme to New Zealand

In February, Propel People helped DXC Technology make its first New Zealand hires through their Dandelion Programme, DXC's proven global model for bringing neurodivergent talent into technology roles.

Establishing the programme in New Zealand meant finding the right candidates locally, running a selection process that let their strengths show, and setting each new hire up to succeed from day one. Propel worked with DXC's local and global Social Impact Team to understand what the partnership needed, then adapted the global model to New Zealand conditions.

Propel drew on its networks to reach tertiary-qualified neurodivergent jobseekers that standard technology recruitment channels often miss. It coached and supported candidates through early assessment against DXC's real role requirements, giving DXC a targeted shortlist that met both its hiring and inclusion goals.

Propel handled disclosure with care. Candidates could safely share what they needed and how they work best and Propel gave DXC practical examples to adapt its own recruitment process. Propel then worked alongside each new hire and their manager through recruitment and into the early weeks in the role, in step with DXC's own coaches.

Many of the barriers disabled people face at work sit on the employer's side: how roles are described, how candidates are assessed, and how new people are welcomed. Propel People works with large employers and government to find those barriers and reduce them. We help organisations hire well, and we build the capability and confidence of their managers and teams in inclusive workplace practice. This year we have been testing these services with employers to learn what they value and will invest in.

The result

Propel shortlisted six candidates, all assessed as suitable, and DXC hired two into early-career technology roles. They were the first Dandelion Programme hires in New Zealand. Small changes to how DXC found, selected and welcomed people opened the door to strong talent it might otherwise have missed. The success of these first hires has laid the foundation for an ongoing partnership, with Propel and DXC now working together to grow the programme in New Zealand.

From the employer

"Workbridge has become a valued partner to DXC Technology. Our experience working with Propel has been collaborative, seamless, and focused on delivering positive outcomes. We look forward to building on this partnership as we continue to grow the DXC Dandelion Program, empowering neurodiverse talent in Aotearoa."

— Mike Nouata, DXC Program Lead



Image: Thomas and Harrison commencing a career in technology via the DXC Dandelion programme, supported by our Propel team.

Workbridge Group summary consolidated financial statements

FOR THE YEAR ENDED 30 JUNE 2026



Consolidated statement of comprehensive revenue and expenditure

FOR THE YEAR ENDED 30 JUNE 2026

	2026 ($)	2025 ($)
Revenue from Exchange Transactions		
Placement Contract Management Fee	9,964,204	10,744,238
Regional Contract Income	538,000	–
Consultancy Income	92,963	333,748
Total Revenue from Transactions	**10,595,167**	**11,077,986**
Total Revenue	**10,595,167**	**11,077,986**
Expenditure (Note 4)		
People	7,548,246	7,903,882
Travel and Administration	223,136	197,259
Information Management	541,688	509,811
Property	795,589	772,728
Motor Vehicles	189,438	211,113
Asset/Lease Management	190,828	322,014
Corporate	432,475	382,874
Total Expenditure	**9,921,400**	**10,299,681**
Financing Activities		
Interest Income	177,738	117,167
Income from Investment Funds	112,771	119,630
Net Surplus from Finance Activities	**290,509**	**236,797**
Operating Surplus	**964,276**	**1,015,102**
Non-Operating Activities		
Gain/(Loss) on Value of Investment Fund	53,683	72,270
Gain/(Loss) on Sale of Assets	16,492	17,923
Total Non-Operating Activities	**70,175**	**90,193**
Total Comprehensive Revenue and Expenditure	**1,034,451**	**1,105,295**

The accompanying notes form part of, and should be read in conjunction with, these financial statements.

Consolidated statement of changes in net assets

FOR THE YEAR ENDED 30 JUNE 2026

	2026 ($)	2025 ($)
Equity Brought forward	5,730,046	4,624,751
Surplus for the Year	1,034,451	1,105,295
Total Equity	**6,764,497**	**5,730,046**

The accompanying notes form part of, and should be read in conjunction with, these financial statements.

Consolidated statement of financial position

FOR THE YEAR ENDED 30 JUNE 2026

	2026 ($)	2025 ($)
Current Assets		
Cash and Cash Equivalents	2,345,454	2,452,394
Other Financial Assets	2,904,708	2,738,254
Receivables	160,440	876
GST	36,869	66,015
Prepayments	141,702	117,018
Term Investments	2,000,000	1,000,000
Total Current Assets	**7,589,173**	**6,374,557**
Non-Current Assets		
Property, Plant and Equipment	155,152	248,456
Intangible Assets	76,562	107,635
Investments	20,000	20,000
Total Non-Current Assets	**251,714**	**376,091**
Total Assets	**7,840,887**	**6,750,648**
Current Liabilities		
Payables	283,162	404,781
Employee Entitlements	793,228	585,821
Fund in Advance	–	30,000
Total Current Liabilities	**1,076,390**	**1,020,602**
Total Liabilities	**1,076,390**	**1,020,602**
NET ASSETS	**6,764,497**	**5,730,046**
Represented by:		
Equity	**6,764,497**	**5,730,046**

For and on Behalf of the Board

Derek Gill
Date: 11 November 2026

Mark Bogle
Date: 11 November 2026

The accompanying notes form part of, and should be read in conjunction with, these financial statements.

Consolidated statement of cash flows

FOR THE YEAR ENDED 30 JUNE 2026

	2026 ($)	2025 ($)
Cash Flows from Operating Activities **Cash was Provided from:**		
Revenue from Exchange Transactions		
Placement Contract Management Fee	9,895,104	11,482,456
Regional Contract Income	452,325	–
Other Income	90,951	333,748
Fee Received	–	30,000
Interest Income	144,596	117,167
Total Revenue from Transactions	**10,582,976**	**11,963,371**
Total Operating Revenue	**10,582,976**	**11,963,371**
Cash was disbursed to:		
Payments to Suppliers	1,055,788	712,460
GST	1,249,141	1,574,726
Payments to Employees	7,340,839	7,948,392
Total Operating Disbursements	**9,645,768**	**10,235,578**
Net Cash Flows from (to) Operating Activities	**937,208**	**1,727,793**
Cash Flows from Investing Activities **Cash was provided from:**		
Sale of Fixed Assets	29,322	56,137
Cash was applied to:		
Purchase of Fixed and Intangible Assets	73,470	70,780
Deposit in Term Investments	1,000,000	1,000,000
Deposit in Equity Investment	–	20,000
Net Cash Flows from (to) Investing Activities	**(1,044,148)**	**(1,034,643)**
Net Increase/(Decrease) in Cash Held	**(106,940)**	**693,150**
Opening Cash Brought Forward	2,452,394	1,759,244
Ending Cash Carried Forward	**2,345,454**	**2,452,394**

The accompanying notes form part of, and should be read in conjunction with, these financial statements.

Reconciliation of operating cash flows

FOR THE YEAR ENDED 30 JUNE 2026

	2026 ($)	2025 ($)
Net Surplus for the Year	**1,034,451**	**1,105,295**
Add/(Deduct) Non-Cash Items		
Depreciation	185,017	322,015
Income from Investment Fund Reinvested	(112,771)	(119,630)
Unrealised (Gain)/Loss in value of Investment Fund	(53,683)	(72,270)
Gain on Sale of Assets	(16,492)	(17,923)
	2,071	**112,192**
Net Change in Working Capital		
Debtors	(159,564)	753,347
GST	29,146	(224,592)
Prepayments	(24,684)	1,602
Creditors and Provisions	(121,619)	(5,541)
(Decrease)/increase in Fund in Advance	(30,000)	30,000
Employee Entitlements	207,407	(44,510)
Movement in Working Capital	**(99,314)**	**510,306**
Net Cash Flows from (to) Operating Activities	**937,208**	**1,727,793**

The accompanying notes form part of, and should be read in conjunction with, these financial statements.

Notes to the consolidated financial statements

1. Reporting entity

The information set out in these Summary Financial Statements has been prepared in compliance with PBE FRS 43: Summary Financial Statements and extracted from the Annual audited Financial Statements of Workbridge Group for the year ended 30 June 2026, which were authorised for issue by the Board of Trustees on 11 November 2026. The Annual Financial Statements for the year ended 30 June 2026 have been prepared in accordance with Tier 2 Public Benefit Entity (PBE) Financial Reporting Standards as issued by the New Zealand Reporting Board (XRB), which comply with New Zealand Equivalents to International Public Sector Accounting Standards Reduced Disclosure Regime (NZ IPSAS with RDR) and other applicable Financial Reporting Standards as appropriate to Public Benefit Entities and are presented in New Zealand Dollars and rounded to the nearest Dollar.

2. Summary financial statements

These summary financial statements do not include all the disclosures included in the full financial statements, and therefore the summary financial statements do not provide a full understanding as provided by the full financial statements. Such understanding can only be obtained by reference to the full Annual Financial Statements. The auditor expressed an unmodified opinion on the full financial statements. The auditor's report included a Material Uncertainty Related to Going Concern section, which did not modify the audit opinion. The full financial statements are available upon request of the Trustees, and also on the WorkBridge Foundation's website.

3. Material uncertainty related to going concern

One of the Group's subsidiaries, Workbridge Employment Services Limited, holds an Employment Service contract with the Ministry of Social Development (MSD). The current contract commenced on 1 July 2026 and expires on 30 June 2027. Although the Group holds other contracts with MSD, the Employment Service contract accounted for 93% of the Group's revenue from transactions for the year ended 30 June 2026. Renewal beyond 30 June 2027 has not been confirmed at the date these financial statements were approved.

The Group is therefore exposed to a substantial reduction in revenue if the contract is not renewed. In that event, the Group would need to restructure its operations and significantly reduce staffing levels. Its ability to continue operating would depend on implementing those changes within the funding available and establishing a sustainable level of ongoing operations.

The Trustees consider that the Group's investment reserves, reported by management at approximately $5 million, provide funding to support restructuring and continued operations if the contract is not renewed. Taking these resources and the proposed mitigating actions into account, the Trustees consider the going concern basis of preparation appropriate.

However, uncertainty remains over renewal of the contract and, if it is not renewed, the Group's ability to implement sufficient changes to sustain its ongoing operations within available resources. These conditions constitute a material uncertainty that may cast significant doubt on the Group's ability to continue as a going concern. Consequently, the Group may be unable to realise its assets and discharge its liabilities in the normal course of business.

The accompanying notes form part of, and should be read in conjunction with, these financial statements.

4. Operating leases

Workbridge Group leases office premises on a variety of terms from 1 month to 4 years.
The operating lease expense incurred can be summarised as follows:

	2026 ($)	2025 ($)
Premises	567,407	534,184
Motor Vehicles	–	5,298
Equipment	5,811	3,390
Total	**573,218**	**542,872**

The lease commitments are:

	Premises ($)	Equipment ($)	Total 2026 ($)	Total 2025 ($)
Year 1	482,494	5,811	488,305	385,269
Year 2	167,206	5,811	173,017	254,566
Year 3	106,246	5,811	112,057	18,740
Year 4	5,833	1,453	7,286	5,811
Year 5	–	–	–	1,453
Total	**761,779**	**18,886**	**780,665**	**665,839**

5. Related Parties

The reporting entity is controlled by the Board of Trustees of Workbridge Foundation.
The Group includes the following entities:

- Workbridge Foundation (Parent Entity)
- Workbridge Holdings Limited (Holding Company)
- Workbridge Employment Services Limited (Subsidiary of the Holding Company)
- Propel People NZ Limited (Subsidiary of the Holding Company)

The accompanying notes form part of, and should be read in conjunction with, these financial statements.

The entity has a related party relationship with its key management personnel.
Key management personnel include the Board of Management and Senior Management.

	2026 ($)	2025 ($)
Board Fees	132,250	126,410
Senior Management Salaries and Other Employee Benefits	940,972	1,040,887
Total Remuneration	**1,073,222**	**1,167,297**
Number of key management personnel	**4**	**5**
Number of Non-Executive Board members	**10**	**11**

6. Subsequent Events

The Employment Service contract with MSD expires on 30 June 2027. At the time of signing this report MSD has not issued a tender for employment services for the period 1 July 2027 thereafter.

MSD have released a Request for Information (RFI) on 3 November 2026 and have indicated that they will be releasing a Request for Proposal (RFP) in early 2027. They also released details of their proposed funding model in a briefing on 29 October 2026. The proposed funding model will be subject to further internal MSD review after they have received the output from the RFI.

In August 2026, a variation to the Canterbury regional employment services contract with MSD was signed, increasing the maximum contract value from $700,000 to $800,000. The expiry date remains unchanged on 30 June 2027.

In July 2026, subsidiary company Workbridge Employment Services Limited signed a contract with MSD to provide employment services in the Auckland region. The outcomes-based contract has a maximum value of $640,000 per financial year, with annual rights of renewal until 30 June 2029.

7. Prior Year Comparatives

The presentation and classification of operating expenditure have been revised. Comparative amounts have been reclassified accordingly, with no impact on the prior year's total expenditure. There have been no changes to the accounting policies of the Group for the year ended 30 June 2026. All accounting policies are consistent with those applied in the previous financial year.

The accompanying notes form part of, and should be read in conjunction with, these financial statements.

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INDEPENDENT AUDITOR'S REPORT

To the Members of WorkBridge Group

Report on the Summary Consolidated Financial Statements

Opinion

The summary consolidated financial statements, which comprise the summary consolidated statement of financial position as at 30 June 2026, the summary consolidated statement of comprehensive revenue and expenditure, summary consolidated statement of changes in net assets and summary consolidated statement of cash flows for the year then ended, and related notes, are derived from the audited consolidated general purpose financial report of WorkBridge Group for the year ended 30 June 2026.

In our opinion, the accompanying summary consolidated financial statements are consistent, in all material respects, with the audited consolidated general purpose financial report, in accordance with FRS-43: *Summary Financial statements* issued by the New Zealand Accounting Standards Board.

Summary Consolidated Financial Statements

The summary consolidated financial statements do not contain all the disclosures required by New Zealand equivalents to International Public Sector Accounting Standards Reduced Disclosure Regime (NZ IPSAS with RDR). Reading the summary consolidated financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited consolidated general purpose financial report and the auditor's report thereon. The summary consolidated financial statements and the audited consolidated general purpose financial report do not reflect the effects of events that occurred subsequent to the date of our report on the audited consolidated general purpose financial report.

The Audited Consolidated Financial statements and Our Report Thereon

We expressed an unmodified audit opinion with material uncertainty related to going concern on the audited consolidated general purpose financial report in our report dated 17 November 2026.

Information Other Than the Summary Consolidated Financial Statements and Auditor's Report

The Board of Trustees are responsible for the other information. Our opinion on the consolidated general purpose financial report does not cover the other information included in the annual report and we do not and will not express any form of assurance conclusion on the other information. At the time of our audit, there was no other information available to us.

In connection with our audit of the consolidated general purpose financial report, if other information is included in the annual report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated general purpose financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information that we obtained prior to the date of our auditors' report, we concluded that there is a material misstatement of this other information, we are required to report that fact.

Board of Trustees' Responsibility for the Summary Consolidated Financial Statements

The Board of Trustees are responsible on behalf of the entity for the preparation of the summary consolidated financial statements in accordance with FRS-43: *Summary Financial statements*.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary consolidated financial statements are consistent, in all material respects, with the audited consolidated general purpose financial report based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) (ISA (NZ)) 810 (Revised), *Engagements to Report on Summary Financial statements*.

Other than in our capacity as auditor we have no relationship with, or interests in, WorkBridge Group.

Restriction on Use

This report is made solely to the Group's Members, as a body. Our audit has been undertaken so that we might state to the Group's Members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Group and the Group's Members as a body, for our audit work, for this report, or for the opinions we have formed.

Crowe

Crowe New Zealand Audit Partnership
CHARTERED ACCOUNTANTS
17 November 2026





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