

# Talent2 International Limited June 2007 Business Review



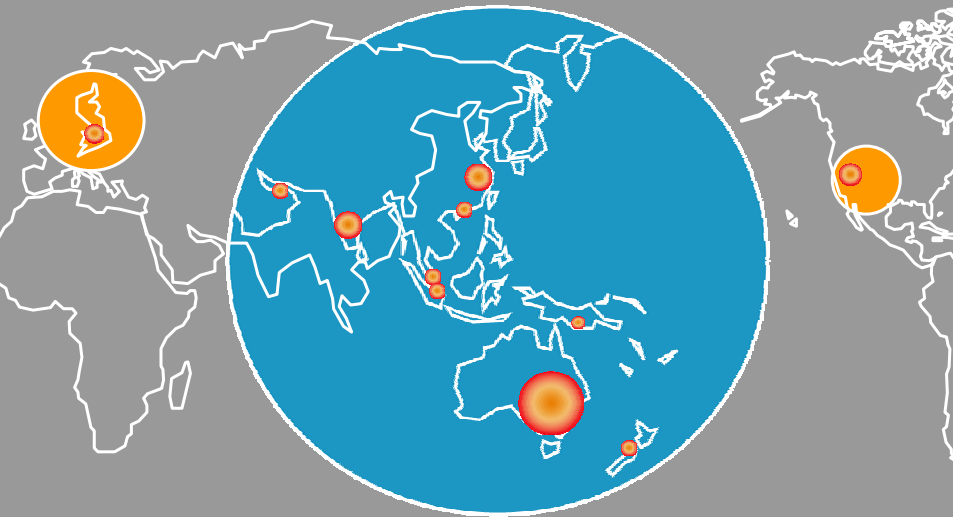
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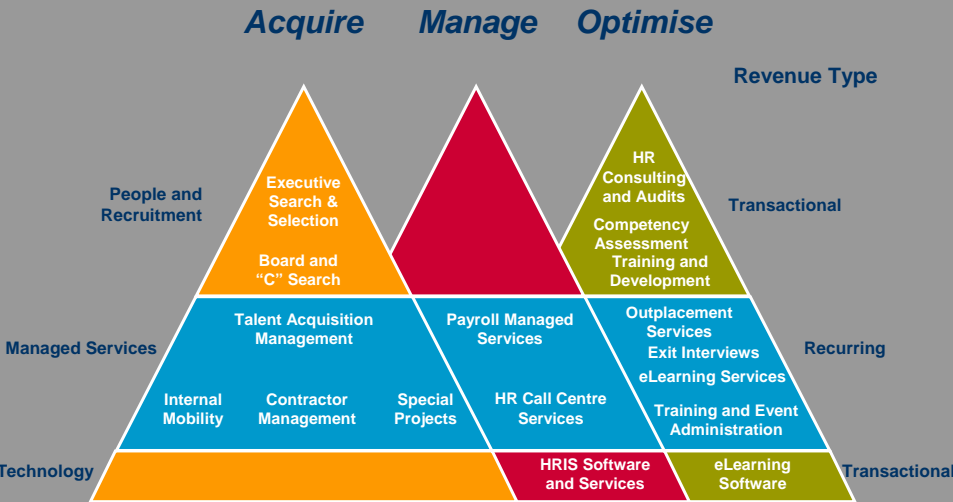
# June 2007 Business Review

- > The story so far
- > 2007 financial achievements
- > Managed Services business model
- > Moving into Asia
- > Investment strategy
- > The year ahead

# Building the Largest HRO in the Region



# Talent2's Full Service Offering





# The Story So Far

- > The business model is working
- > Another year of strong growth in all business units
- > Excellent cash flows (dividend and capital repayment)
- > Key strategic acquisitions to expand HRO offerings
- > Invested in Malaysia, China, India and UK
- > Significant new customers for all divisions
- > Managed Services is profitable and growing fast
- > Emerging trend of large multiple stream customers

# 2007 Results

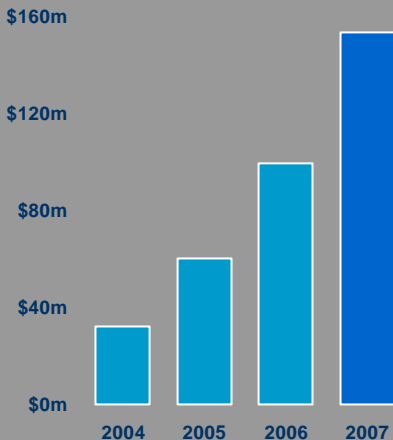
	FY 2007 (m)	FY 2006 (m)	Growth
Revenue	\$153.4	\$99.6	+54%
Gross profit (NDR)	\$98.0	\$71.8	+36%
EBITDA	\$15.7	\$10.0	+56%
Return on NDR	16.0%	13.9%	
Reported earnings after tax	\$6.76	\$3.72	+82%
Reported EPS	5.71c	3.29c	+74%
Adjusted earnings after tax*	\$8.95	\$5.72	+56%
Adjusted EPS*	7.56c	5.07c	+49%

\* Adjusting for amortisation for business acquisition intangibles under AIFRS

# Group Revenue & Profit Growth

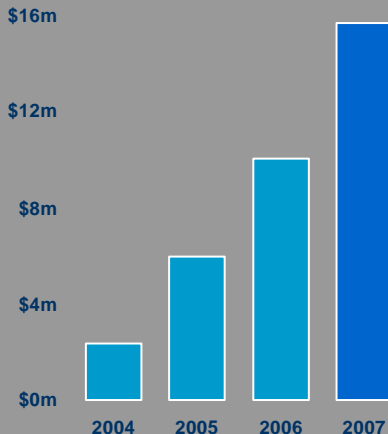
## Revenue

54% growth on last year



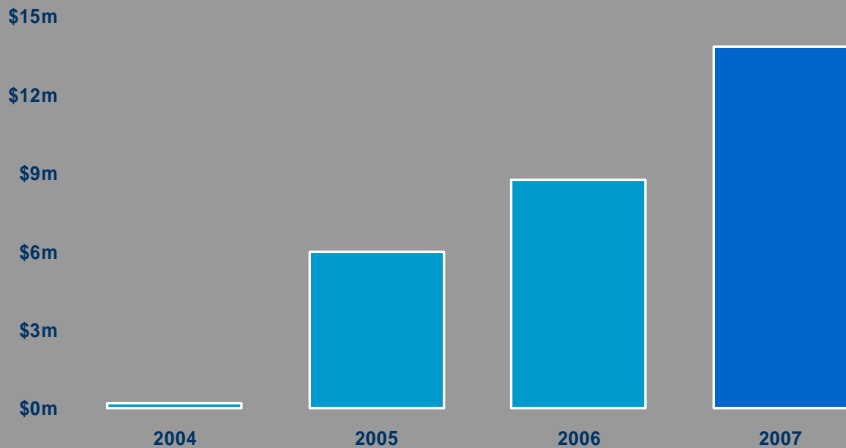
## EBITDA

56% growth on last year



# Operating Cash Surplus

58% growth on last year

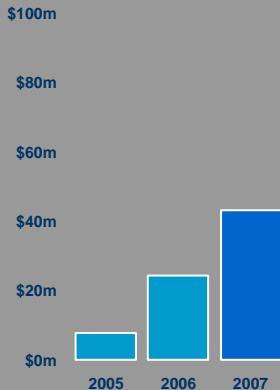




# Revenue by Segment

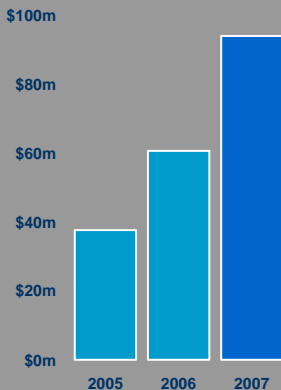
## Managed Services

78% growth from last year



## Recruitment

55% growth from last year



## Technology

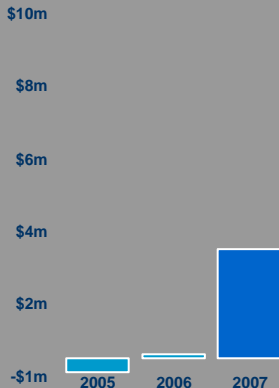
13% growth from last year



# EBITDA by Segment

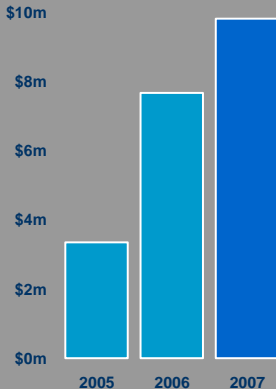
## Managed Services

Massive growth



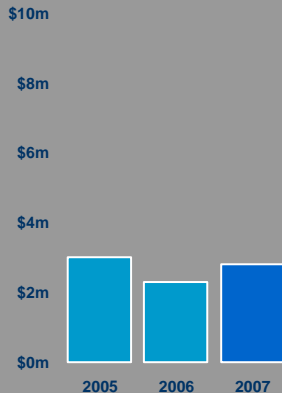
## Recruitment

31% growth from last year

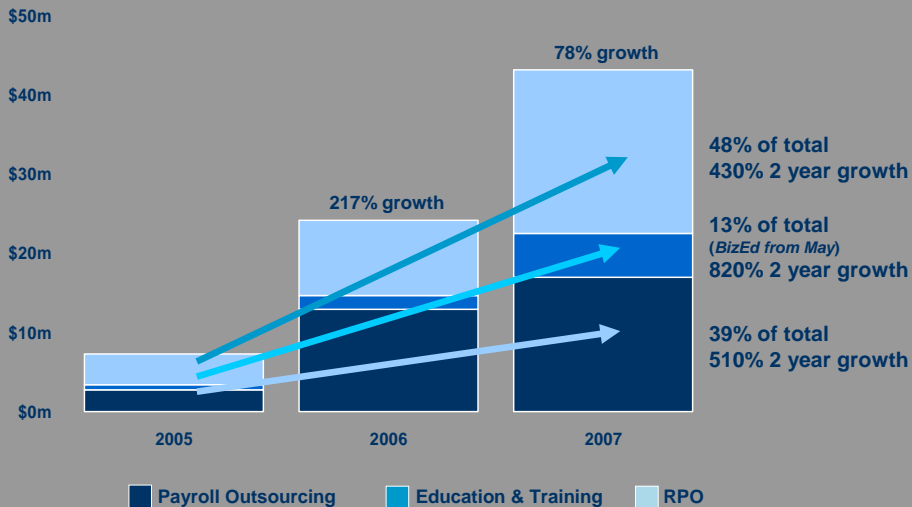


## Technology

20% growth from last year



# HRO Recurring Revenue



More than \$75 million revenue  
is already locked in for 2008



This represents almost 50%  
of last year's revenue

# Managed Services Profile Sample Clients

Implementation

Quick  
Acceleration

Additional  
Services Added

Tenure  
Extended

**UNISYS**  
imagine it. done.



**QBE**

**Telstra**



**Vector**



JONES LANG  
LASALLE.



**MYER**



# Multiple Stream Customers

	Telstra	Unisys	Merrill Lynch	Myer
Executive Recruitment	✓		✓	✓
Recruitment Process Outsourcing (RPO)	✓	✓	✓	
Payroll Process Outsourcing			✓	✓
eLearn and Training	✓			✓
HR Consulting	✓			
Multi-country		✓	✓	

# Larger Overseas HRO Transactions

Company	Employees Covered	Value US\$	Contract Length
Avon	40,000	192 million	10 years
BBC	25,500	174 million	10 years
Cardinal Health	55,000	250 million	7 years
Centrica plc	30,000	75 million	7.5 years
Catholic Health	45,000	75 million	10 years
CVS	170,000	190 million	10 years
IKEA	50,000	44 million	5 years
Lockheed Martin	345,500	500 million	5 years
Nestle	170,000	190 million	10 years
Russell Investments	n/a	108 million	7 years
Sanyo	35,000	50 million	5 years
Unilever	200,000	1,000 million	7 years



# Growth to Continue

- > Winning new customers
- > Multiple cascading streams into customers
- > Expanded service offering
- > Geographic expansion into Asia and UK



# By 2015 Asia Pacific will be larger than USA and Europe combined!

	Actual GDP Growth 1995-2005	Forecast* GDP Growth 2005-2015	Actual GDP 2005 US\$B	Forecast* GDP 2015 US\$B
United States	3.4%	3.2%	12,332	16,950
United Kingdom	2.8%	2.1%	1,826	2,250
Euro Area	2.0%	2.0%	9,000	11,000
Asia Pacific			19,258	34,965
China	8.4%	8.0%	8,092	17,550
Japan	1.1%	1.5%	4,009	4,650
India	6.0%	6.0%	3,603	7,015
Korea	4.4%	4.5%	1,099	1,700
Australia	3.7%	3.4%	639	900
Malaysia	4.7%	5.4%	290	500
New Zealand	3.2%	2.9%	102	150
Other	2.7%	5.8%	1,424	2,500

\* Source: ANZ Consensus Forecasts April 2005



# Overseas Focus

- > Replicate successful regional strategies
- > Sell more multi-country deals
- > Expand existing offices in Singapore, Malaysia, Hong Kong and Shanghai
- > Build UK, Middle East and joint venture in India
- > Possible new operations in Korea, Japan and Vietnam
- > Expand service offerings for payroll and learning
- > Strategic and opportunistic acquisitions

# Acquisition Targets and Strategy

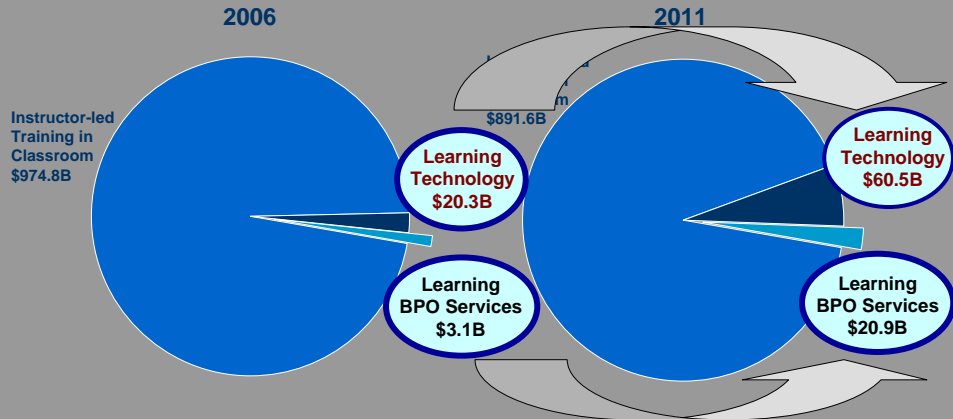
Asia	UK/Europe	Australia	North America
Optimise, eLearn, training and outsourcing	Optimise, eLearn, training and outsourcing	Optimise if scaleable	Global Partners
High-end Talent2 People	High-end Talent2 People	Contracting only and teams	
HRO/Payroll (e.g. Japan)	HRO/TAM Managed Services	HRO/TAM Managed Services	

**50/50 Joint Ventures with existing corporate HR services**

**Must be scaleable and add value to strategic HRO offering**

# Why BizEd?

Total US Education and Training Market 2006-2011  
Across Consumer, Academic, Government, Corporate, and Associated Segments



Source: Ambient Insight, 2006



# Acquisition Criteria

- > Must be scaleable
- > Add value to strategic HRO offerings
- > EPS accretive
- > Strong management team to drive growth



# The Year Ahead

- > Maintain the strong momentum
- > Sell more multiple streams into customers
- > Continue to focus on Asia and Europe
- > Replicate successful strategies
- > Look for more strategic acquisitions
- > Deliver on our promises



# Talent Optimised

## Let us help manage your Talent Acquisition!

Planning, technology selection and operation, sourcing and employer branding, screening, logistics, offer process, on-boarding, benchmarking and analysis.

Call us today for an initial discussion to see how we can help your organisation meet its future plans! Talent Acquisition Management – another Talent2 solution.

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