

talent²

strength in numbers



**Talent2 International Limited
2008 Analyst Presentation**

#1

HRO market leader in Asia
Pacific region

\$230m

revenue for 2008

40+

offices in 16 countries

1100+

in our team

One

Strong brand –
team – goal

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June 2008 Business Review

- ▲ Team introductions
- ▲ Business model
- ▲ 2008 financial achievements
- ▲ The year ahead
- ▲ Management dashboard

One

business model

Three

areas of strength

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Acquire

Manage

Optimise

Revenue Type

People and
Recruitment

Executive
Search &
Selection

Board and
"C" Search

HR
Consulting
and Audits

Competency
Assessment

Training and
Development

Transactional

Managed Services

Talent Acquisition
Management

Payroll Managed
Services

Outplacement
Services

Exit Interviews
eLearning Services

Recurring

Internal
Mobility

Contractor
Management

Special
Projects

HR Call Centre
Services

Training and Event
Administration

Technology

HRIS Software
and Services

eLearning
Software

Transactional

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Asia Pacific Centric



2008 Results

	FY 2008 (m)	FY 2007 (m)	Growth
Revenue	\$229.3	\$153.4	+49%
Gross profit (NDR)	\$142.8	\$98.0	+46%
EBITDA	\$20.3	\$15.7	+29%
Return on NDR	14.2%	16.0%	
Reported earnings after tax	\$9.28	\$6.76	+37%
Reported EPS	7.63c	5.71c	+34%
Adjusted earnings after tax*	\$11.85	\$8.95	+32%
Adjusted EPS*	9.75c	7.56c	+29%

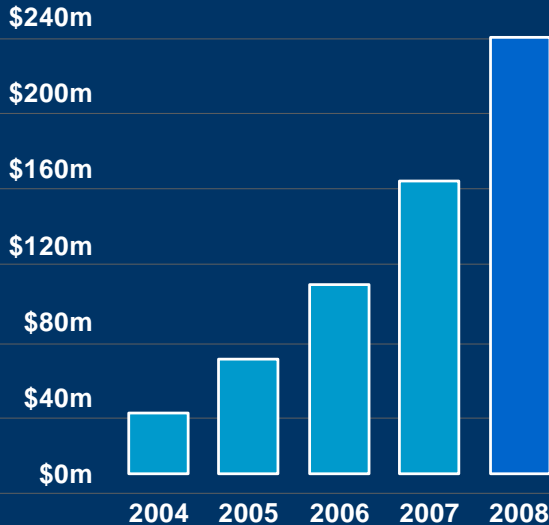
* Adjusting for amortisation for business acquisition intangibles under AIFRS

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Group Revenue & Profit Growth

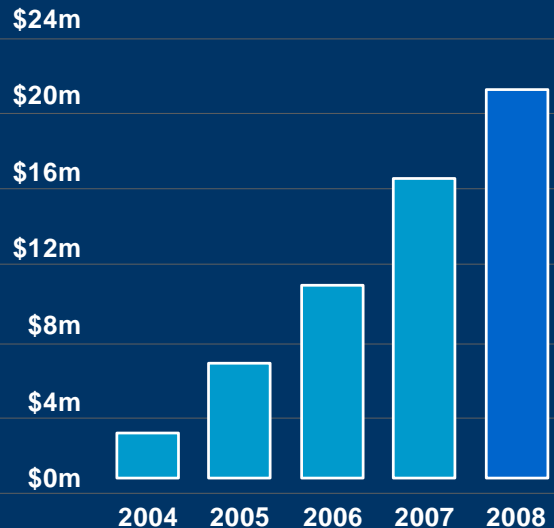
Revenue

49% growth on last year



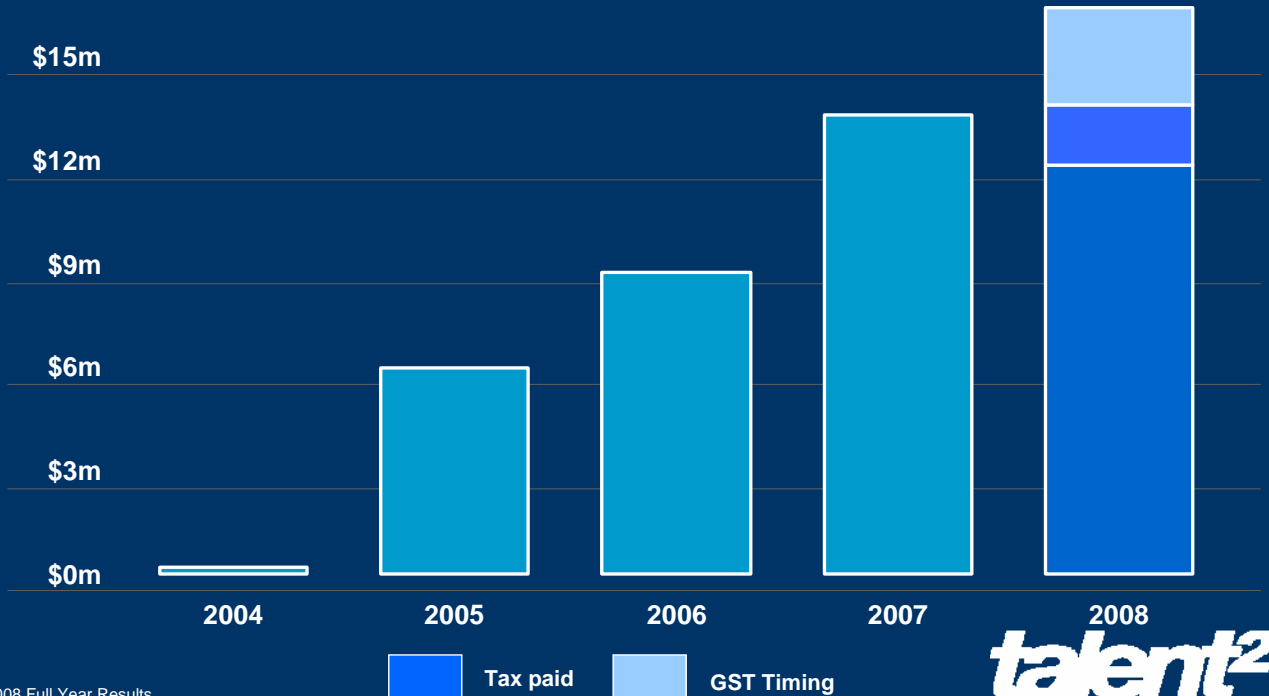
EBITDA

29% growth on last year



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Operating Cash Surplus

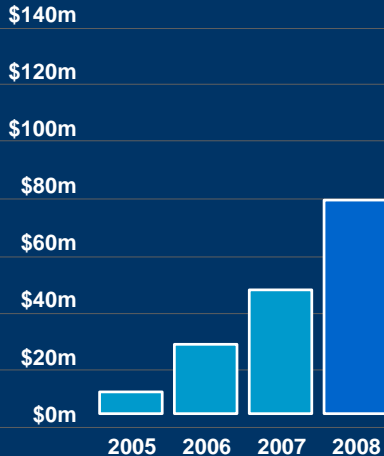


Dividend Announcement

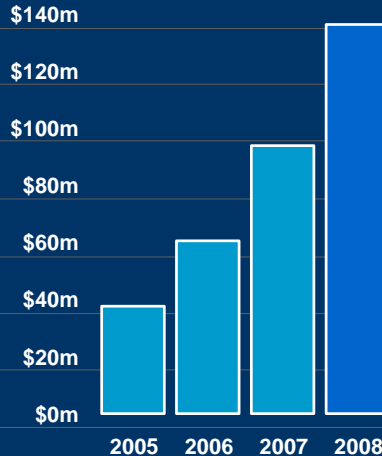
- ▲ 4.5c dividend per share
- ▲ 90% Franked
- ▲ Records date of 26 August 2008
- ▲ Payment on 10 September 2008
- ▲ Consistent with policy of paying dividend of between 50% to 70% NPAT

Revenue by Segment

Managed Services 74% growth from last year



Recruitment 44% growth from last year



Technology 14% growth from last year

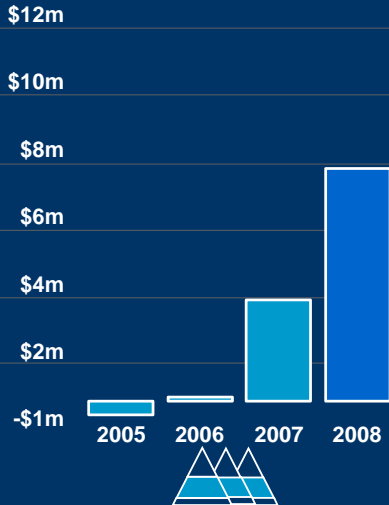


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EBITDA by Segment

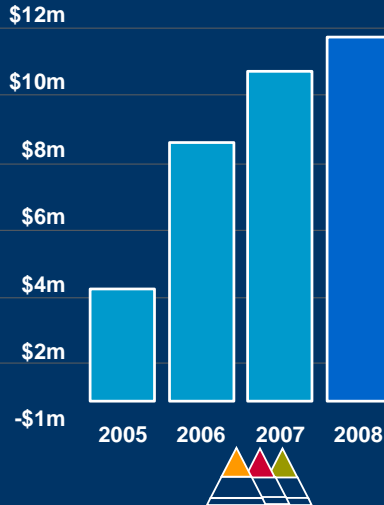
Managed Services

128% growth from last year



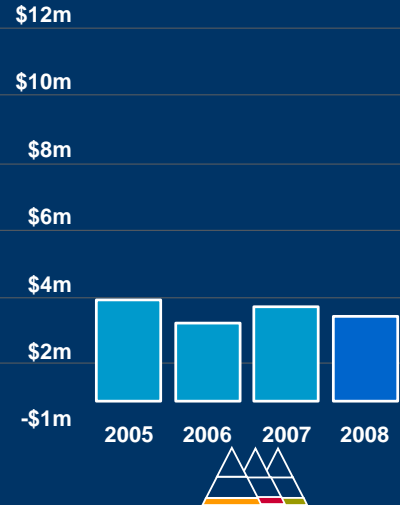
Recruitment

10% growth from last year



Technology

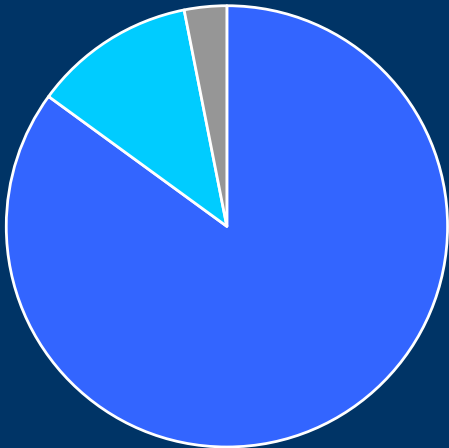
10% reduction from last year



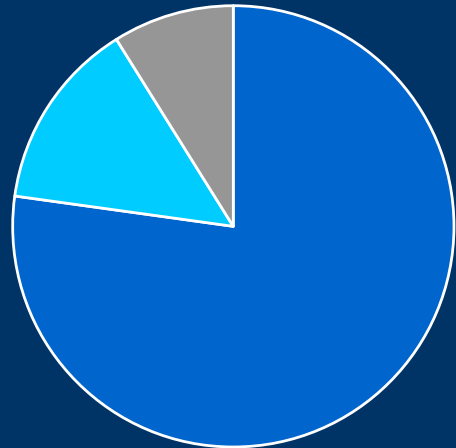
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Group Revenue Mix

Total Split by Region
2007



Total Split by Region
2008

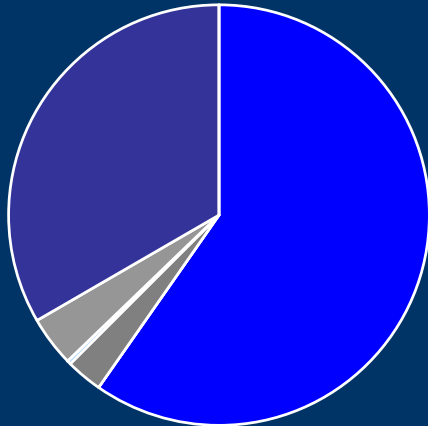


 Aus/NZ Asia EMEA

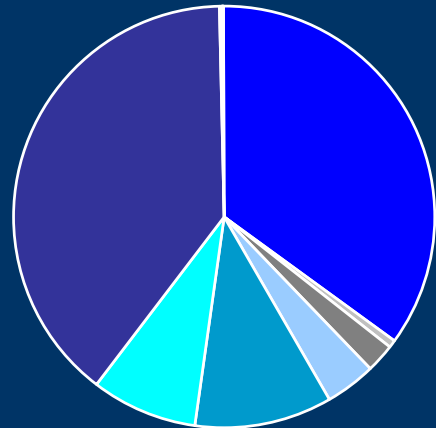
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Asia Revenue Mix

2007



2008



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HRO Growth Has Three Legs

- ▲ Payroll outsourcing, impervious to business cycles, is accelerating
- ▲ Outsourcing training & development, gaining acceptance – new deals won, supportive macro/political climate
- ▲ Outsourcing of recruitment – now Asia Pacific market leader, reaping rewards of scale and credibility!

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HRO Today Ranked Talent2

No 6

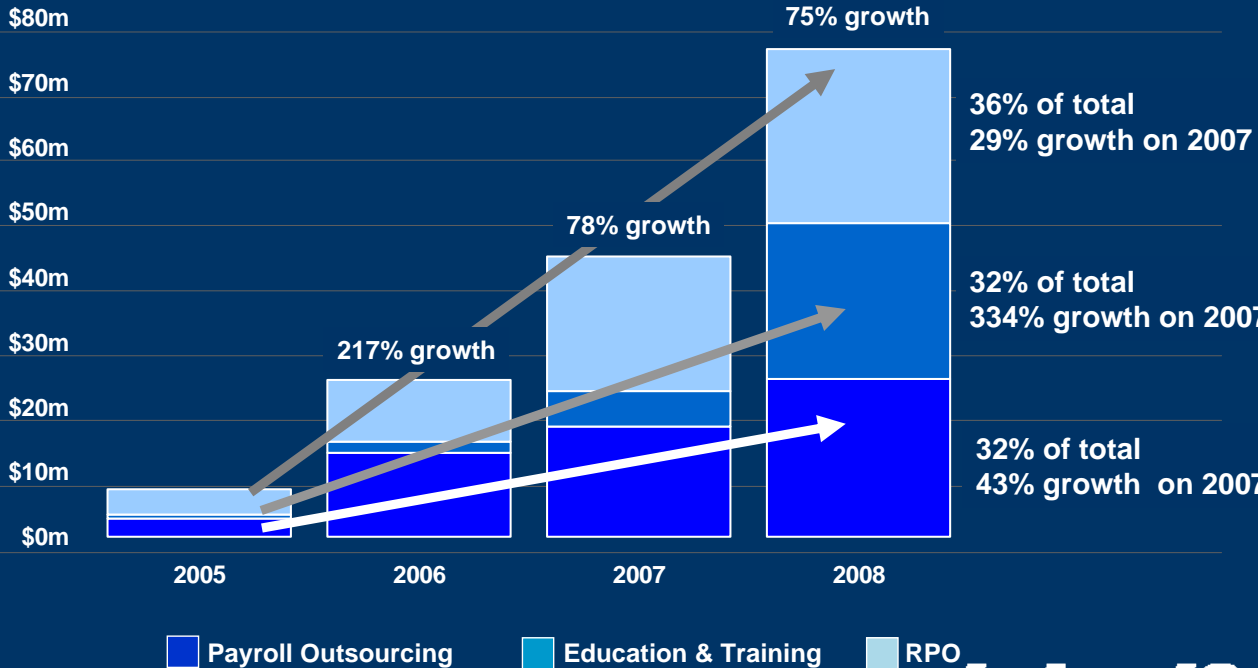
Overall Ranking

No 3

Global Leaders

For top RPO providers internationally

HRO Recurring Revenue



More than \$110m revenue
already locked in for 2008/9



This represents almost 50%
of last year's revenue

New Managed Services Clients

 **Westpac**

NOKIA


mirvac

 **Telstra**



UBS

 **CrimsonLogic**

NORMAN DISNEY & YOUNG



HSBC 
The world's local bank


metricon.com.au

logicaCMG

NEC



MINISTRY OF EDUCATION

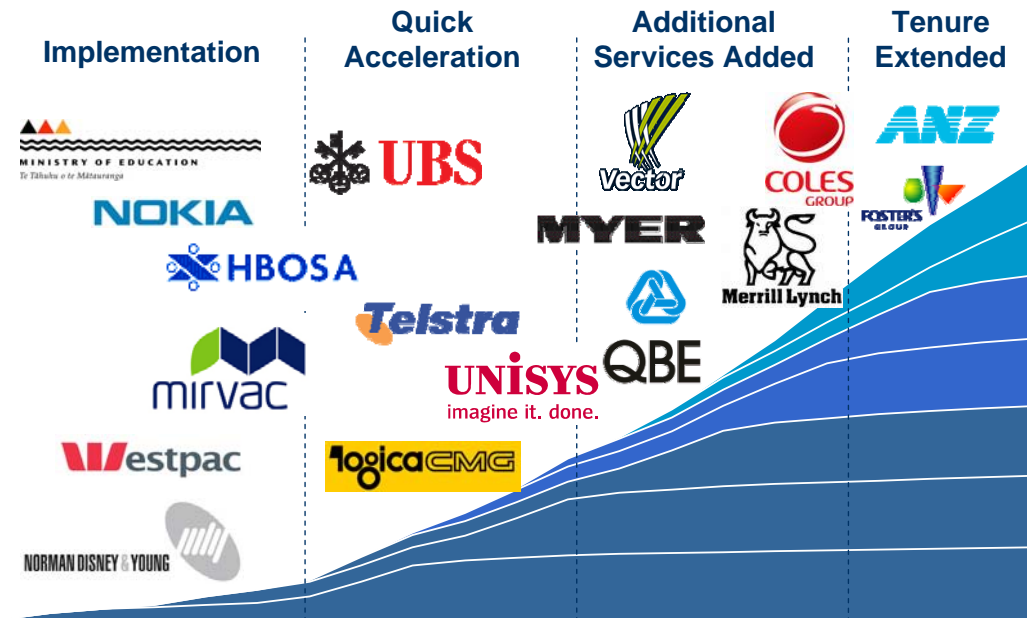
Te Tāhuhu o te Mātauranga

 **Ingersoll Rand**
Inspiring Progress™

 **HBOSA**

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Managed Services Patterns



The Year Ahead

- ▲ Cautiously optimistic
- ▲ Managed Services continues to grow
- ▲ Recruitment benefits from greater candidate supply, offset by slowing demand from employers
- ▲ Technology to make solid contribution as payroll implementations continue

Talent Management Megatrends

- ▲ Talent supply decreasing
- ▲ Talent demand increasing
- ▲ Tenure decreasing
- ▲ Employee expectations increased
- ▲ Organisation focus on talent increased



“I can’t change the direction of the wind, but I can adjust my sails to always reach my destination.” James Dean

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Changing Course and Finding Opportunities

- ▲ Increased candidate flow  fill rates
- ▲ Follow projects and investment pipelines  job flow
- ▲ Greater focus on client side  better jobs
- ▲ Keep building contracting business  annuity revenue
- ▲ Broker national capability  return on effort
- ▲ Activities + Quality + Market focus =  **Results**

Outsourcing Trend Continues

- ▲ In-house HR methods behind the times and unresponsive
- ▲ Large-scale staff turnover due to retirements
- ▲ Accelerated recruiting, hiring and training
- ▲ Smaller HR teams focusing on strategic hiring plans and pay-for-performance systems
- ▲ Contractors handle processing pay and benefits, recruiting and hiring, and managing files

Pillars of Growth

- ▲ Winning new customers
- ▲ Multiple cascading streams into customers
- ▲ Expanded service offering
- ▲ New offices going from strength to strength
- ▲ Acquisitions

Acquisitions

- ▲ Continue to make strategic acquisitions
- ▲ Acquisition Criteria:
 - Scalable
 - Add value to strategic HRO offerings
 - EPS accretive
 - Strong management team to drive growth

2008 Acquisitions



- ▲ Recruitment
- ▲ 33 people
- ▲ Five offices
 - Abu Dhabi
 - Bahrain
 - Dubai
 - Qatar
 - Oman



- ▲ Outsourced payroll services
- ▲ Outsourced Social Security
- ▲ 55,000 people paid monthly



- ▲ IT Recruitment
- ▲ 30 people
- ▲ Two New Zealand offices
- ▲ Government focus

Aspirational Goals

Initially

- ▲ Revenue of \$200m by 2008
- ▲ 50% revenue from Australia/NZ and 50% offshore
- ▲ 50% Managed Services

Currently

- ▲ Revenue of \$1bn by 2013
- ▲ > 50% business offshore
- ▲ > 50% business is Managed Services

Divisional Dashboard



Actual

Revenue

NDR

EBITDA

Budget

Revenue

NDR

EBITDA

Actual	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jun YTD
Revenue	998	1,015	1,354	1,060	1,135	1,500	1,111	1,144	1,477	1,428	1,358	1,716	15,296
NDR	943	938	1,254	990	1,055	1,396	1,029	1,059	1,372	1,351	1,270	1,608	14,266
EBITDA	123	133	388	159	177	524	198	80	302	347	250	513	3,195

Budget	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jun YTD
Revenue	1,096	1,060	1,284	1,137	1,171	1,148	861	1,241	1,652	1,358	1,457	1,655	15,119
NDR	998	994	1,217	1,070	1,094	1,069	783	1,162	1,570	1,279	1,377	1,574	14,187
EBITDA	182	163	291	152	166	86	(183)	152	517	224	356	536	2,643

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Divisional Traffic Lights



Impact Advertising

Asia:

3,712,527,624 people

2,269 languages

37 countries

1 HR outsourcing provider

0 headaches

Talent2 is the only multi-national HRO provider that's actually headquartered in Asia Pacific

You can't beat experience. Except with local knowledge. And when it comes to HR in Asia Pacific, only Talent2 can bring you both. Our services have earned trust and acclaim with multi-national organisations who rely on us for RPO and Recruiting, Payroll, Learning, HRIS, Career Management and more, across the region. And as an Australian company, the cultural fit is complete. There's no easier way to free yourself from local HR complexities so that you can focus on your business goals.

To find out more about us and what we can offer, contact us on 02 9087 8444 or visit Talent2.com

AUSTRALIA | NEW ZEALAND | CHINA (PRC) | HONG KONG | INDIA | JAPAN | MACAU
MALAYSIA | MIDDLE EAST | PAPUA NEW GUINEA | SINGAPORE | TAIWAN | UK | USA

talent management for the future **talent²**

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