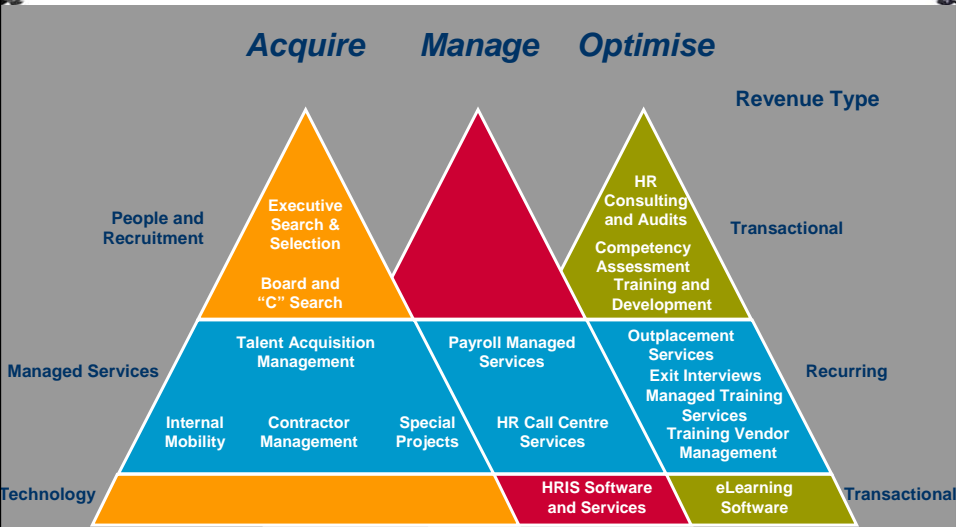


# Talent2 International Limited Half Yearly Statement – December 2007



***talent<sup>2</sup>***

# Talent2's Full Service Offering



# Strong Half Year Results

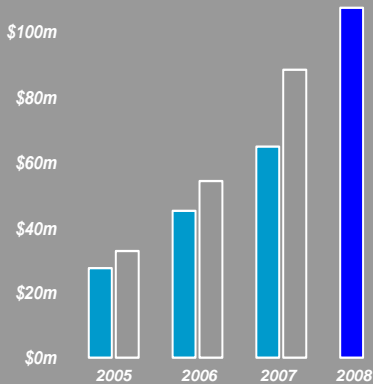
	<b>FY 2008 First Half (m)</b>	<b>FY 2007 First Half (m)</b>	<b>Growth</b>
Revenue	\$107.4	\$64.8	+66%
Gross profit (NDR)	\$65.5	\$43.5	+51%
EBITDA	\$9.00	\$6.47	+39%
Return on NDR	13.7%	14.9%	
Reported earnings after tax	\$4.15	\$2.61	+59%
Reported EPS	3.44c	2.22c	+55%
Adjusted earnings after tax*	\$5.39	\$3.67	+47%
Adjusted EPS*	4.46c	3.11c	+43%

\* Adjusting for amortisation for business acquisition intangibles under AIFRS

# Group Revenue and Profit Growth

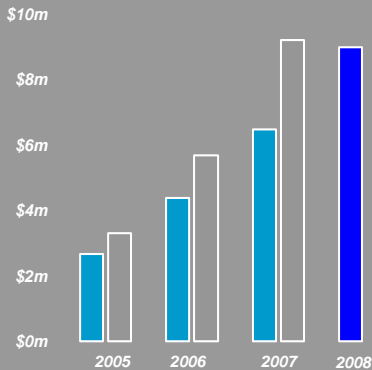
## Revenues

66% Growth on First Half Last Year



## EBITDA

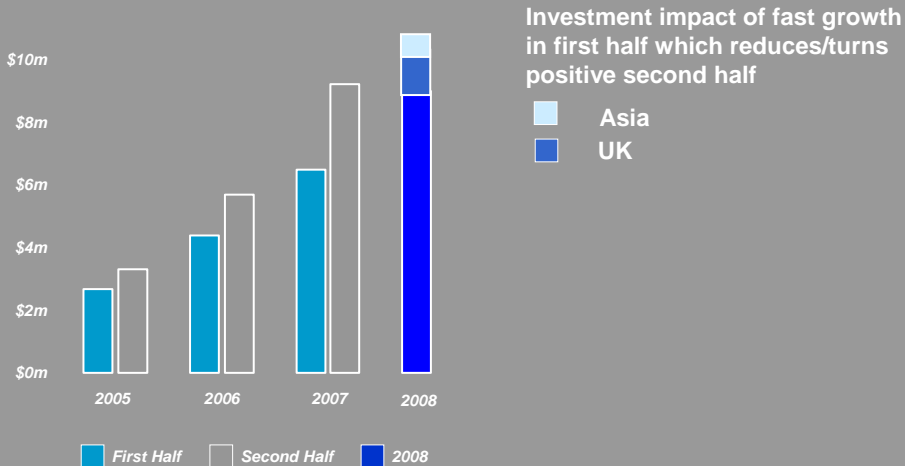
39% Growth on First Half Last Year



■ First Half    ■ Second Half    ■ 2008

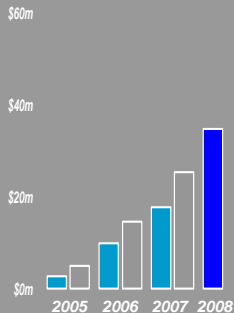
# Investment Impact on EBITDA H1

## EBITDA

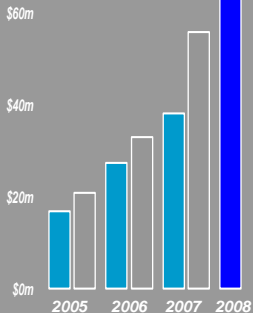


# Revenue by Segment

## Managed Services



## Recruitment

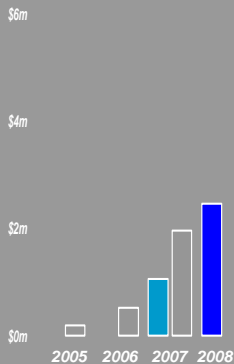


## Technology

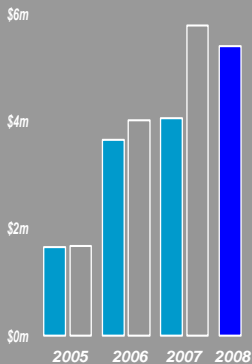


# EBITDA by Segment

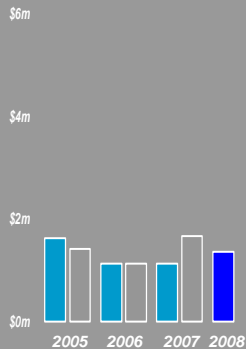
## Managed Services



## Recruitment

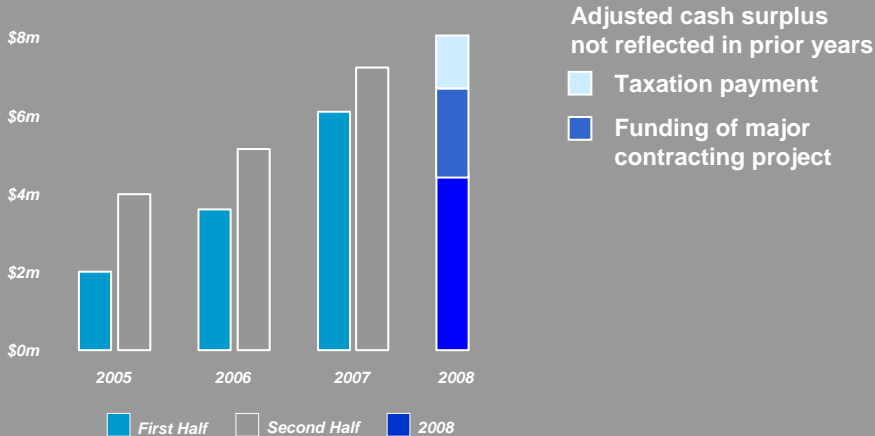


## Technology



# Operating Cash Surplus

## Operating Cash Surplus





# HRO Growth Story has 3 Legs

- > **110 new annuity income contracts** signed in this half!
- > **Payroll** outsourcing, impervious to business cycles, is accelerating
- > Outsourcing of **Training & Development**, gaining acceptance with new deals won and supportive macro/political climate
- > Outsourcing of **Recruitment** – market leader now in Asia Pac reaping rewards of scale and credibility!

# New Managed Service Clients



The University of Sydney



**UNISYS**  
imagine it. done.



The world's local bank

**PHILIPS**  
sense and simplicity

Swiss Re



**UBS**



**QBE**

**NEC**



**COMMANDER.**  
think + solve + evolve



# Managed Service Patterns



Projected \$100m contracted revenue  
locked in for calendar 2008



This represents almost 100% of  
Talent2's first half revenue



# • Growth Engines

- > Winning new customers in HRO
- > Adding new geographies – Middle East/  
Taiwan – expanding existing –  
Beijing/Manchester/Birmingham
- > Cross sales in HRO and recruitment
- > Acquisitions where accretive/strategic



# • Acquisition Criteria

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

# Recent Acquisitions



*InterSearch*  
in the Gulf

- > 33 people
- > 5 offices – Abu Dhabi
  - Bahrain
  - Dubai
  - Qatar
  - Oman
- > Highly profitable



**TOGJapan**

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

# AsiaPac Centric – Growing Fast

● New Offices





# Impact Advertising in USA/EU!

**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 HRO in Asia Pacific, only Talent2 can bring you both. Our services have earned trust and acclaim with multi-national organizations 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 **573.446.6090** or visit [talent2.com](http://talent2.com)

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

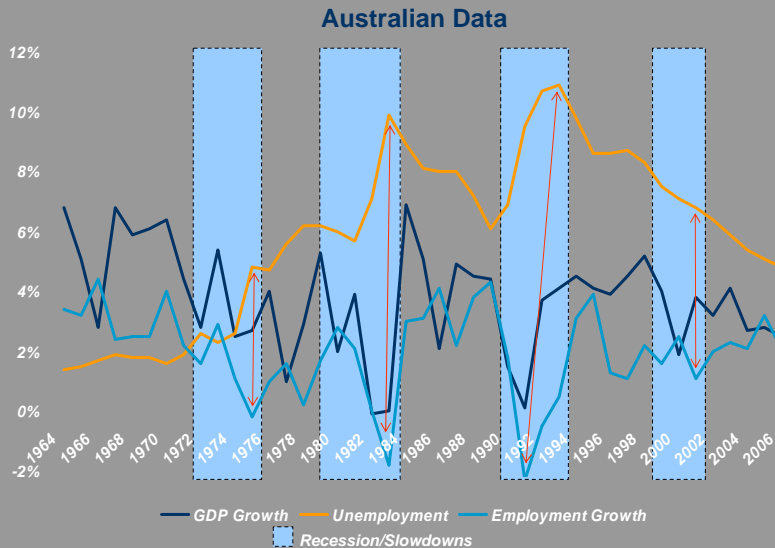
talent management for the future **talent<sup>2</sup>**



# Global Human Capital Challenge

- > Unemployment levels at record lows globally
- > Labour participation continues to worsen creating more challenges
- > Recruitment benefits from increased velocity of job changes and candidate supply increasing should economies slow ... healthy companies/geographies already acting!
- > Training and development programmes vital in retention
- > Labour is 36% of cost for organisations – HRO solutions central to growth and margin
- > Regional politics “trend +ve” e.g. training subsidies

# A Smoothing Trend Since the 80s



# Human Capital – Skill Shortages

## Difficulty of Obtaining Suitable Labour a Significant Constraint



Source: NAB Business Survey



# Optimism Continues for 2008

- > Global employment trends at record levels
- > Payroll Services highly resilient revenues
- > Asia head counts increasing in all our customers – growth continues at high %
- > Moderation of growth + increased uncertainty = greater candidate liquidity = revenue positive!
- > Margin pressure on customers helps HRO services sell faster!

# Optimism for 2008...continues

- > The HRO business model is working and being refined
- > Investment made FY08 First Half will reap rewards fast
- > Significant new customers for all divisions
- > Deal sizes won are growing
- > Sales pipeline is growing in numbers and deal size
- > Our leadership is experienced and multi-cultural