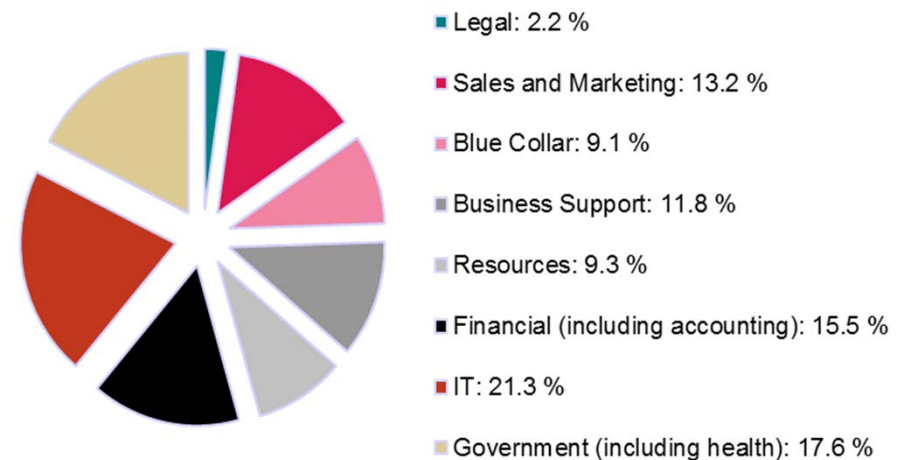


Alignment



- Alignment of resources to growth sectors
- Boutique structure enables responsiveness to changing economic landscape

NDR by sector

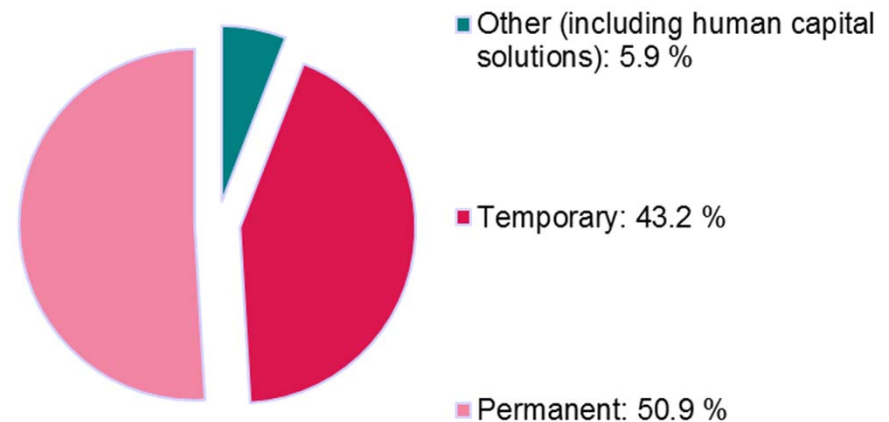


Capabilities

- Permanent placements: high margin, traditional capability
- Temporary placements: developing further expertise to meet demand
- Human capital solutions: emerging business

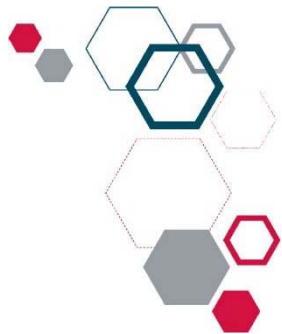


NDR by capability

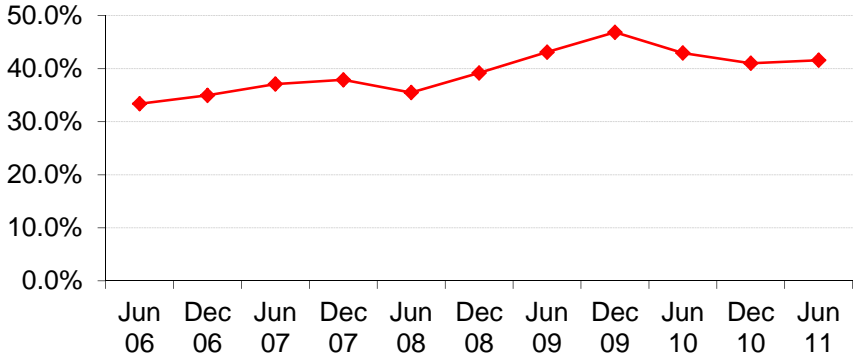


Efficiencies

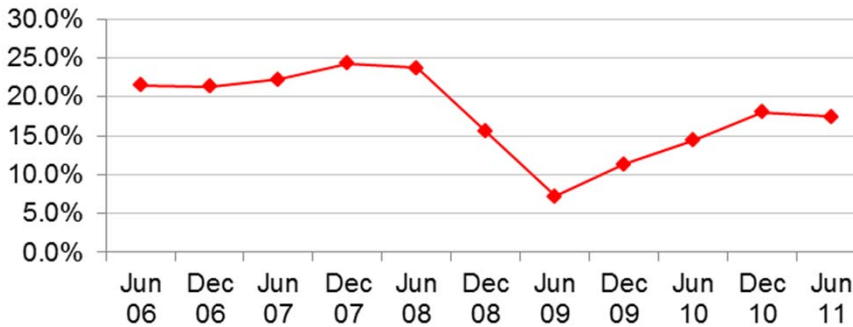
- Improvement in consultant productivity and efficiency
- Key performance measure (EBITDA:NDR) positive momentum last 2 years



Consultant costs to NDR



EBITDA to NDR



Investment



Employee development to attract and retain best talent:

- Consultant growth
- Engagement and retention programs
- Learning and development initiatives
- Study assistance and Employee Assistance Program

Building capabilities through technology:

- Revamped websites and social networks presence to attract talent and build greater web visibility
- Outsourcing IT services to cloud computing

Strategic focus

- Investment in consultants in growth sectors
- Optimising leverage opportunities
- Improving fill rates
- Building temporary revenue
- Execution of IT initiatives
- On-going investment in learning and development
- Investigating managed services opportunities to build annuity revenue



Positioned for growth



- Organic expansion of services
- Being better at what we do
- Prudent capital management
- Longer term fundamentals remain positive
- Rubicor is well-positioned