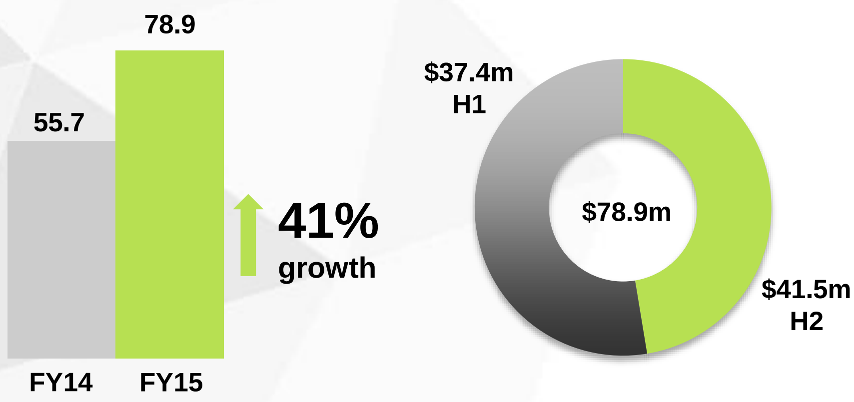
RXP Services 2015 Full Year Results

18 August 2015

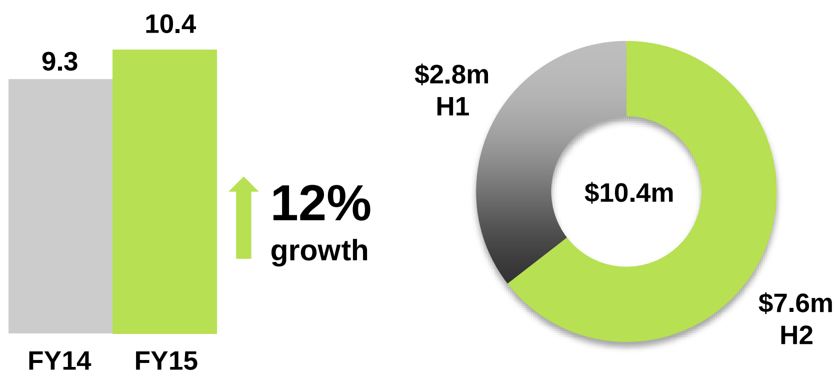
Financials at a glance

- Revenue up 41.5% to $78.9m
- Profit before tax up 12.4% to $10.4m
- Second half growth over pcp 26+% in both revenue and profit
- $25m Westpac acquisition debt facility now in place
- Completed engageViidacom (EV) acquisition on 6 August 2015
- **Maiden dividend of 1.25cps fully franked payable on 9 October 2015**

Revenue



PBT



FY15 – a strong second half

Successfully regained momentum in the second half

- Strong 2H pcp growth in revenue (26.5%) and PBT (26.7%)

Continued growth at the top line validates our view of ongoing growth and spend in our sector

- Our focus on specialisation (Practices) within a “OneRXP” environment continues to enable us to win

Successfully completed and integrated Centrum systems, maintaining our “OneRXP” strategy

- 8 months in and going strong, bringing new client and partner relationships whilst enhancing existing ones

Continued growth in engagement size, complexity and duration

- An increase in the number of multi-year client engagements
- An increase in the number of multi-practice opportunities

Significant client wins (from both existing and new)

- We continue to drive Practice “cross-sell” leveraging our operating model

FY15 – a strong second half

Commercialisation of RXP Intellectual property/as a service offerings is a reality

- We have commenced Licensing our own IP-backed Products/Solutions
- We continue to see growth in our “As A Service” offerings
- Represented 7+% of last quarter profit

Partner engagement continues to evolve and mature

- We have continued to execute our “mainstream, challenger, disruptive partner” strategy
- We are gaining traction in joint RXP-Partner solution development
- Our Partners are proving to be a source of client growth

The focus on our people remains a key priority

- Internally developed and run development programs proving popular and delivering results
- Continue to be able to attract the “right” talent

$25m Westpac acquisition debt facility now in place

- Enables RXP to continue to pursue EPS accretive acquisitions and allows for greater flexibility in balance sheet management

We are forecasting continued revenue and earnings growth in FY16 with revenues to exceed $105m

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Review of Financials

FY15 results at top end of guidance previously provided

	FY15 $M	FY14 $M	Change %
Revenue	78,867	55,729	+41.5%
Profit Before Tax	10,446	9,291	+12.4%
Income Tax	(3,093)	(2,793)	
NPAT	7,353	6,498	+13.2%
Underlying EBITDA*1	10,621	9,110	+16.6%
PBT margin (%)	13.2	16.6	
Basic EPS (cents)	5.4	5.6	

- FY15 Revenue growth of 41.5%
  - Strong sales pipeline across all of our specialisations
- FY15 Underlying EBITDA*1 growth of 16.6%

*1 Excludes $360K redundancy costs and $285 deferred consideration revaluation income

Strong H2 reflects robustness of growth strategy

	2H FY15	2H FY14	Change
Revenue	$41.5m	$32.8m	+26.5%
PBT	$7.6m	$6.0m	+26.7%
PBT Margin	18.3%	18.3%	-

- Revenue 2H pcp up 26.5%
  - Good growth across all of our specialisations
  - Positive outlook with a strong sales pipeline
- PBT 2H pcp up 26.7%
  - all Q2 deferred projects commenced in Q3 as announced
  - high consultant utilisation maintained in 2H
- 2H Profit Before Tax margin of 18.3% (13.2% for the FY)
  - All deferred 1H projects commenced, with new work won
- 2H utilisation strong with Q4 high and steady as planned
  - Current sales pipeline and utilisation levels has lead to a strong start to FY16
  - Platform set for strong start to FY16

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Strong balance sheet with no debt and $12.1m cash

	FY15 ($M)	FY14 ($M)
Assets		
Cash	12,083	18,427
Receivables & Accrued income	20,114	15,784
Deferred Tax Assets	2,274	1,785
Goodwill	79,656	73,907
Other	2,379	1,445
TOTAL ASSETS	**116,506**	**111,348**
Liabilities		
Trade and other Payables	12,587	9,874
Deferred Liabilities	8,252	17,036
Accrued Staff Provisions	2,529	2,038
TOTAL LIABILITIES	**23,368**	**28,948**
NET ASSETS	**93,138**	**82,400**
Contributed Equity	75,604	72,410
Reserves	175	(16)
Retained Earnings	17,359	10,006
TOTAL EQUITY	**93,138**	**82,400**

- Cash balance - $12.1M
- Zero debt
- Receivables & Accrued income – 95% within terms
- Strengthening Net Asset position reflecting growth in the business
- Deferred Consideration
  - $7.9m due in FY16 ($4.0m in cash)
  - $0.4m payable post FY16
- Bank acquisition debt facility of $25m now in place
  - Significant debt headroom

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Positive operating cashflow and growing cashflow conversion

Key cash flow Items	FY 15 ($'000)	FY 14 ($'000)	Change ($'000)	Change (%)
Operations (before interest and tax)	8,885	2,930	5,955	203%
Tax paid	(4,448)	(1,468)	(2,980)	203%
Net interest	194	328	(134)	(41%)
From operations	4,631	1,790	2,841	159%
From investments	(10,958)	(13,558)	2,600	(19%)
From financing	(17)	18,986	(19,003)	(100%)
Net cash flows	(6,344)	7,218	(13,562)	(188%)
Closing cash balance	12,083	18,427	(6,344)	(34%)
Operations*1 as % of EBITDA	84%	32%		163%

*1Excludes Income Taxes and Interest

- Operating Cashflow up 203% to $8.9M*1
  - Increased by $6M in FY15
- Investing Cash Outflows of $11.0M (primarily acquisition related)
- FY15 Operating Cashflow*1 represents 84% of EBITDA (up from 34% in FY14)
  - Debtors collection continues to improve
- Expect solid Operating Cashflow to continue in FY16
- $4.0M payable in FY16 ($2.3M H1, $1.7M H2 – acquisition related)

Maiden dividend declared

	FY15	FY14
Final Dividend	1.25cps	-
Payout Ratio on NPAT	23%	-
Record Date	16 Sept. 2015	-
Expected Payment Date	9 Oct 2015	-

- Maiden final dividend payment of 1.25cps
  - Payout ratio of 23% of NPAT
- Progressive dividend policy now in place

Review of Operations

Business Overview

We combine exceptionally talented people with proven methods to deliver solutions that enable our clients to increase their revenue, improve customer satisfaction & engagement and improve EBIT.

- Our practice led approach and culture allows RXP to:
  - Group capabilities in a way that optimises engagement with clients
  - Integrate and work as 'OneRXP' when we engage to deliver ‘end to end’ services and solutions
  - Support optimal delivery while providing staff with career progression and development opportunities

Victoria

Tasmania

New South Wales

Australian Capital Territory

Queensland

Hong Kong

Skilled staff, Smaller teams, Working together

Applications Development

BI and Information Management

Integration

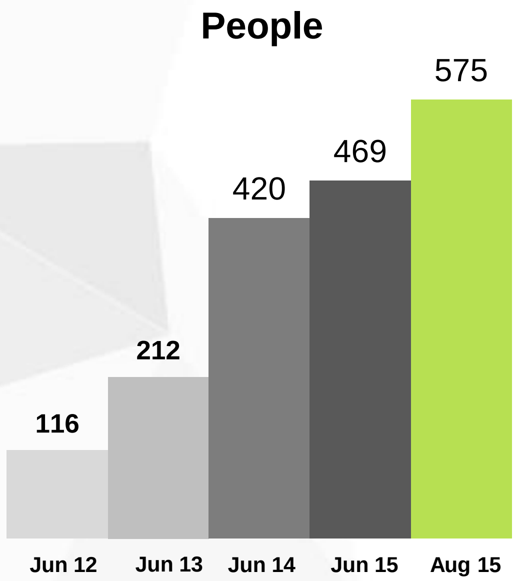
Cloud, Security and Identity Management

Business Process & Enterprise Service Management

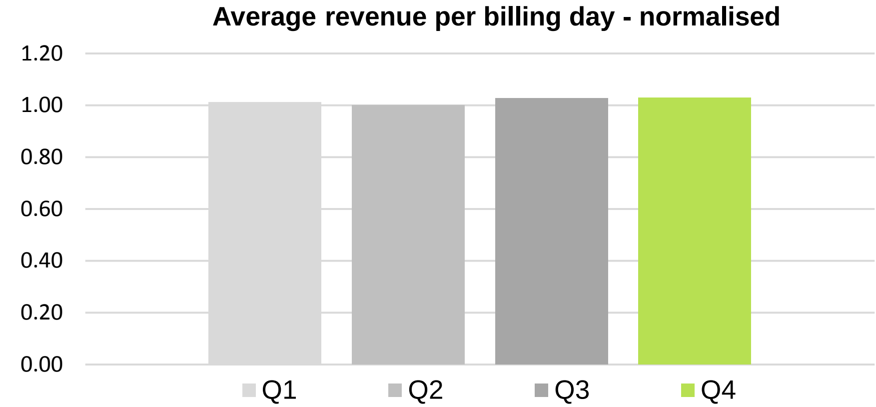
Consulting Services

Specialisation wins: Right people, Right time, Right duration

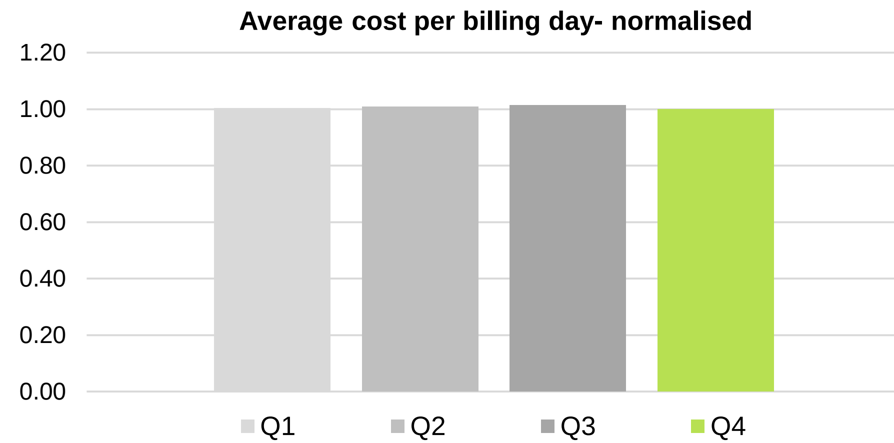
Operations at a glance



- Team grew by 12% in FY15
- At 14 August, and with the inclusion of EV, we have 575 people
- 2nd half utilisation >83%, back to planned levels
- Current utilisation strong, setting us up for FY16



- Average rate per billing day relatively steady
  - Slight improvement in second half with fixed price work

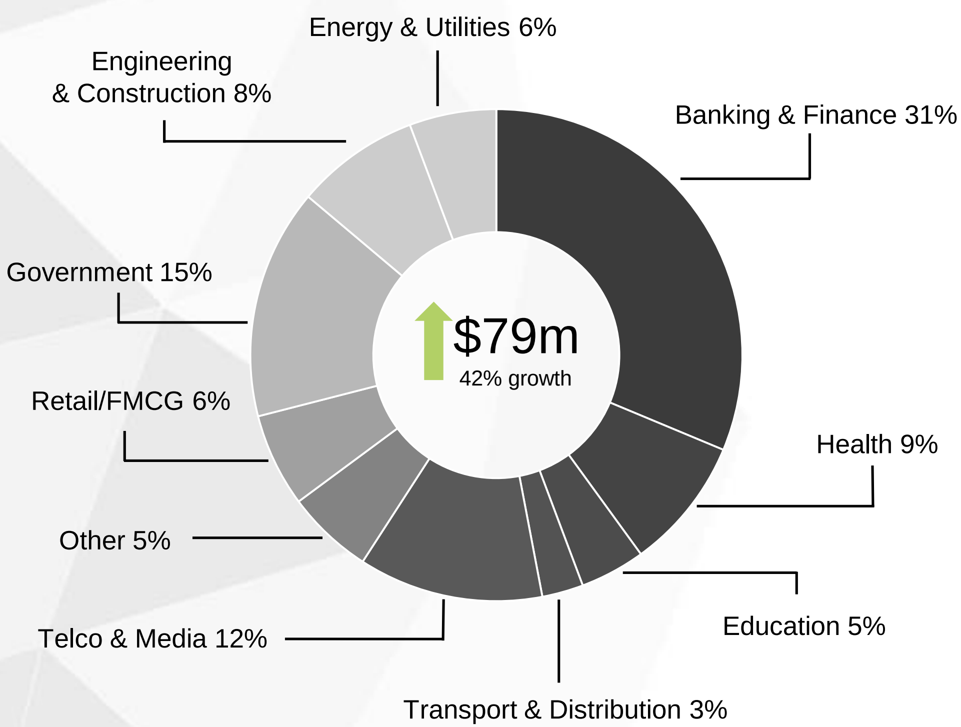


- Average cost per billing day steady

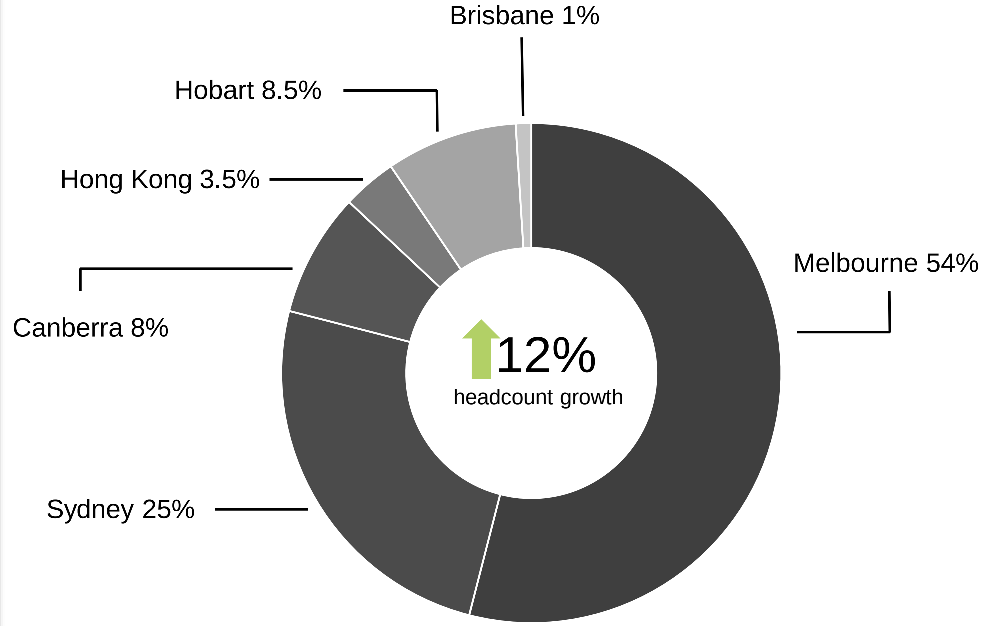
Industries and Geographies

We continue to grow our client diversity in our chosen regions

- Have added key clients and extended work with existing clients across a range of industries
  - Banking & Finance, Telco & Media, Engineering & Construction, Health, Food & Beverages, Retail/FMCG, Government



- We continue operate across a number of key geographies
- Our Hobart Near Shore capability is being leveraged across all geographies



Note: Charts exclude acquisition of EV

Outlook for FY16

Strategic priorities for FY16

Core set of priorities that guide our focus

1.	Develop People, Teamwork and Leadership
2.	Build on our Brand
3.	Develop and expand our Specialisations
4.	Increase focus on leveraging our IP to evolve "RXP Solutions"
5.	Develop and expand our "Near Shore" capabilities
6.	Build on existing and develop new Client Relationships
7.	Develop and expand our Partnerships
8.	Grow through targeted Acquisitions

Outlook remains positive with growth expected

We continue to focus on driving growth

- We continue to see a strong pipeline across our specialist Practices
- July revenue numbers solid providing a base for growth in revenue in FY16
- We look forward to successfully integrating the EV business into RXP and capitalising on the added opportunities that EV will bring to RXP
  - forecast revenue from EV to be approximately $20M in FY16
- The investment in and evolution of “RXP Solutions and As A Service” offerings will accelerate and we expect this to be an important source of growth in FY16
- Our Balance Sheet remains in good shape and, with the bank acquisition debt facility in place - further growth by acquisition is being pursued
- We are forecasting continued revenue and earnings growth in FY16 with revenue in excess of $105M
- Progressive dividend policy now in place

Summary

We have delivered strong results and look forward with confidence

- **Strengthened our team and continue to drive leadership at all levels**
  - now have over 575 people in the business (including EV)
- **Achieved strong revenue and double digit PBT growth in FY15**
  - 2nd half growth over pcp 26+% in both revenue and profit
- **Have a diverse range of clients, geographies and specialisations**
  - Our client base continues to build and engagements generally increasing in size
- **Strong balance sheet, combined with bank acquisition debt facility, allows capacity for additional EPS accretive acquisitions**
  - We continue to pursue acquisitions following the proven process we have successfully executed against
- **Started FY16 with momentum and, combined with the acquisition of EV, once again look forward with confidence**

"Our journey continues………"

Questions?

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