

# FY22 Results Presentation

29 August 2022



ASX: APM

**APM**  
enabling better lives

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# Today's presenters



## Megan Wynne

### Executive Chair & Founder

- Occupational Therapist
- Founded APM in 1994



## Michael Anghie

### Group CEO

- Joined APM in 2018 as CEO
- Held senior leadership roles at global professional services firm Ernst & Young with a M&A background



## Steve Fewster

### Group CFO

- Joined APM in 2021 as CFO
- Previous CFO roles at WesTrac, iiNet and Southern Cross Electrical Engineering

## Today's agenda

- FY22 highlights
- FY22 business overview
- FY22 financial performance
- Positive outlook

APM acknowledges the Traditional Custodians of the lands on which we live. We pay our respects to Elders, past and present, of all Aboriginal and Torres Strait Islander nations.

Globally, APM recognises the significance of indigenous peoples' communities and the important role they play within our own workforce and the world, underpinning our efforts to build a culture that embraces diversity, equality and inclusion.

# FY22 highlights

# Enabling better lives every day

APM is committed to helping make the United Nations Sustainable Development Goals (SDGs) a reality through our day-to-day work enabling better lives.



Good Health and Well-being



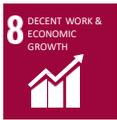
Partnerships for the Goals



Gender Equality



Reduced Inequalities



Decent Work and Economic Growth

## Diversity and inclusion at APM

- > **73%** of our team self-identify as female
- > **4.8%<sup>1</sup>** of our team self-identify within the LGBTQIA+ framework
- > **4th Reconciliation Action Plan (RAP)** has been endorsed by Reconciliation Australia

## During FY22, our work positively impacted the lives of more than 1.1 million people:

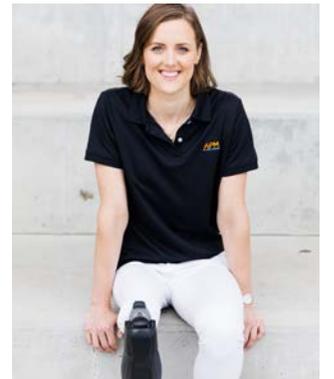
- > **639,466** job seekers supported globally
- > **185,802** people with a disability optimising independence
- > **111,493** people with mental health needs
- > **40,000** ex-offenders with community reintegration
- > **25,807** defence personnel and veterans with their health and transition to civilian life

## Making a positive and lasting social impact for refugees from Ukraine

- > Since May 2022, our German team has been delivering pro-bono resettlement and integration support for refugees from Ukraine
- > To date more than 1,600 people from Ukraine have received vital assistance including support with housing, education, childcare, employment and health services

## Meet Ellie Cole – APM’s new Ambassador

Ellie is Australia’s most decorated female Paralympian, with 17 medals and an OAM to her name. We are thrilled to work together to create and shape new pathways to inclusion.



# Key FY22 highlights



Our 10,300 team members supported more than 1.1 million people across our 11 countries



Successful IPO and listing on ASX



Pro forma earnings and profit ahead of prospectus forecast



Completed 9 strategic acquisitions in Health and Disability in Australia and Employment Services in US and Sweden



Implemented Restart Scheme, largest Workforce Australia award and contract renewals



Strong foundation and positive outlook for growth underpinned by secured contracts and strong balance sheet



# Exceeded FY22 Prospectus earnings forecast

PRO FORMA NPATA<sup>1</sup>

**\$166.3<sub>m</sub>**

Up 29% on FY21  
7% above Prospectus Forecast

STATUTORY NPATA

**\$92.4<sub>m</sub>**

Up 89% on FY21  
36% above Prospectus Forecast

PRO FORMA EBITDA<sup>1</sup>

**\$308.0<sub>m</sub>**

Up 31% on FY21  
5% above Prospectus Forecast

REVENUE

**\$1,330.7<sub>m</sub>**

Up 31% on FY21  
In-line with Prospectus Forecast

DIVIDEND

**\$0.05** per share

Top-end of Prospectus guidance<sup>3</sup>

PRO FORMA OPERATING CASH<sup>2</sup>

**\$281.9<sub>m</sub>**

Up 25% on FY21  
11% above Prospectus Forecast

(1) Pro forma excludes one off non-recurring expenses associated with the IPO, advisory fees, debt and capital structure costs (see slide 27 for a reconciliation of EBITDA and NPATA).

(2) Pro forma operating cash (statutory operating cash adding back cash income tax paid, net finance costs and one-off IPO and advisory fees).

(3) At \$0.05 per share equates to top-end of prospectus guidance when compared to prospectus NPATA of \$155.1m less H1'22 of \$77m x 60%

# Executing on our growth strategy

## Grow existing business



- > Awarded 13% of contracts in Workforce Australia, most of any bidder (44 contracts in 34 regions)
- > Established Restart Scheme
- > Expanded employment services in Ontario, Canada with York award
- > Contract extensions awarded across APM:
  - Residential Aged Care Assessments in Australia,
  - Various Justice rehabilitation programs in the UK,
  - Employment Services extensions across Singapore, Korea, US and Europe
- > Rehabilitation Services and Vocational Assistance Program (RSVAP) in Canada on track

## Integrate and scale M&A



- > Established presence in National Disability Insurance Scheme (NDIS) through acquisition of Early Start Australia and MyIntegra
- > Entered Swedish Employment Services market through acquisition of Clustera
- > Expanded US business to 24 states and into Job Corp market
- > Growth in clinic, telehealth and mobile Allied Health service offering through the acquisition of Lifecare and Biosymm
- > Strong pipeline of accretive acquisitions
- > Debt refinancing completed providing capacity, flexibility and savings

## Pursue new markets



- > Investment in talent
- > Expansion of Health services offering
- > Opportunity to continue to build scale in Employment Services globally
- > Continued investment in Disability and Aged Care sectors
- > Continued investment in Employable ME (digital platform)

# FY22 business overview

# APM Group

## Highlights



APM exceeded its Prospectus profit forecasts with

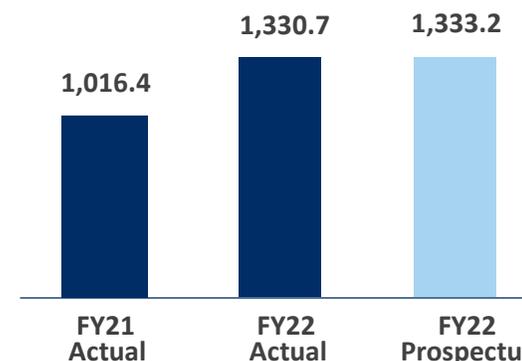
**\$1,330.7m**  
Revenue

**\$308.0m**  
Pro Forma EBITDA

**\$166.3m**  
Pro Forma NPATA

- > APMs financial performance demonstrates the resilience of the business and our ability to continue to deliver our services through varying operating conditions
- > Australia and Europe led the group's strong performance despite the overall results being impacted by COVID-19 related absenteeism
- > Investment in talent to deliver best in class high quality services

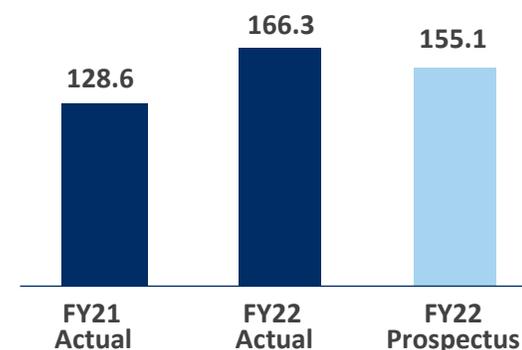
## REVENUE (\$m)



In-line with Prospectus

+314.3m / 31%  
Year on Year

## NPATA<sup>1</sup> (\$m)



+11.2m / 7%  
Prospectus

+37.7m / 29%  
Year on Year

(1) NPATA is presented on a pro forma basis, refer slide 27 for a reconciliation with statutory accounts. Key adjustments relate to the IPO, advisory fees, foreign exchange impacts and the debt refinance in Jul'21.

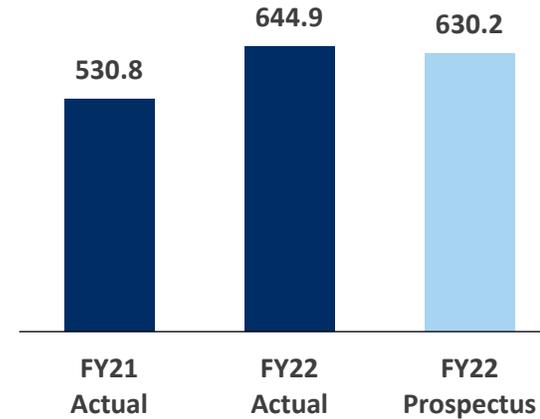
# Australia



## Highlights

- > Strong performance in Australian Employment Services
- > Continued to invest in expansion of the Health, Disability and Aged Care businesses
- > Awarded largest market share in Workforce Australia contract and Residential Aged Care Assessments contract extension
- > Second half was impacted by:
  - > COVID-19 related absenteeism across all businesses, in particular Health
  - > Disruptive wind-down of jobactive and the transition to Workforce Australia program where all sites were operational 1 July 2022
  - > Investment in integration of acquisitions and corporate services to support growth in FY23 and beyond

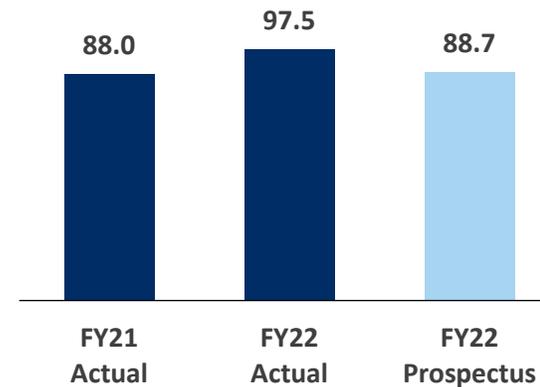
### REVENUE (\$m)



+14.7m / 2%  
Prospectus

+114.1m / 21%  
Year on Year

### NPATA<sup>1</sup> (\$m)



+8.8m / 10%  
Prospectus

+9.5m / 11%  
Year on Year

(1) NPATA is presented on a pro forma basis, refer slide 27 for a reconciliation with statutory accounts. Key adjustments relate to the IPO, advisory fees, foreign exchange impacts and the debt refinance in Jul'21.

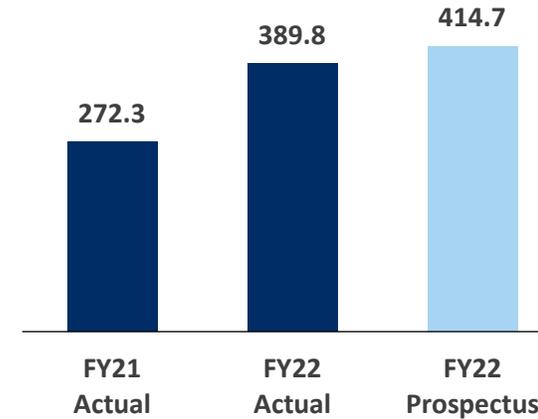
# Europe



## Highlights

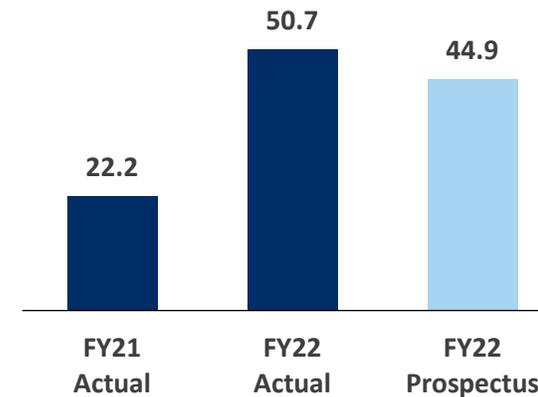
- > Transformational year with strong financial performance supported by:
  - > Establishment of Restart Scheme
  - > Rebuilding justice business through new contract awards
  - > Recommended National Citizens Youth contract
- > Results impacted by variability across all programs due to COVID-19
- > Established operations in Sweden through the acquisition of Clustera in January 2022

### REVENUE (\$m)



– 24.9m / 6.0%  
Prospectus  
+117.5m / 43%  
Year on Year

### NPATA<sup>1</sup> (\$m)



+5.8m / 13%  
Prospectus  
+28.5m / 128%  
Year on Year

(1) NPATA is presented on a pro forma basis, refer slide 27 for a reconciliation with statutory accounts. Key adjustments relate to a one-time benefit in deferred tax as additional historical losses were brought on balance sheet.

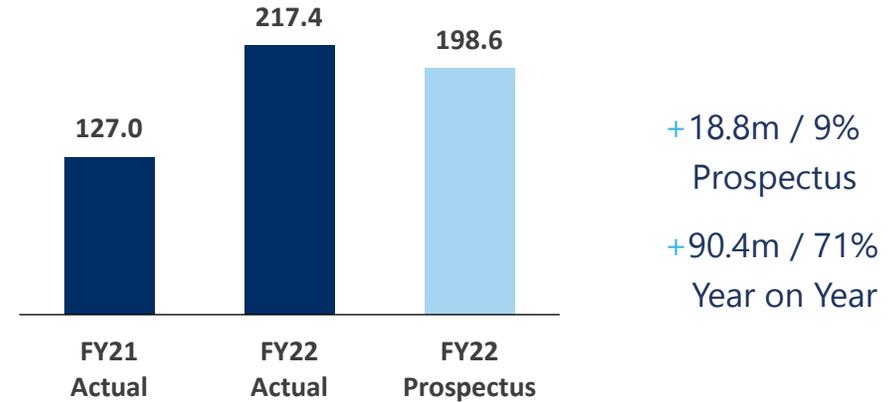
# North America



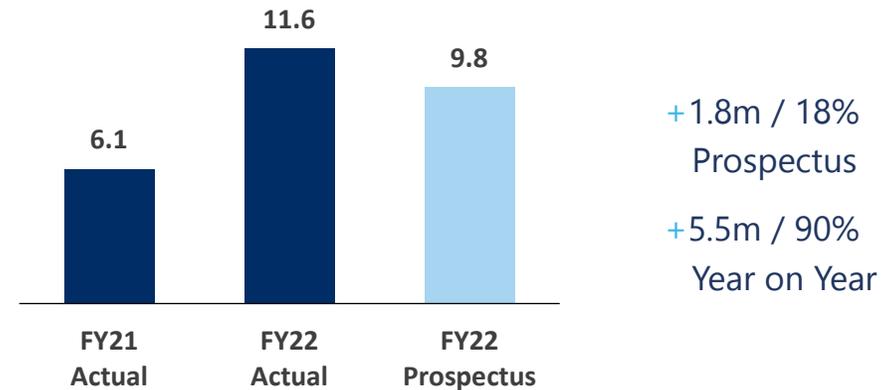
## Highlights

- > Full-year delivery of Ontario, Canada prototype and awarded the York contract in phase 1 procurement
- > Acquisition and integration of DWFS (US) and entry into Job Corp market together with contract wins expanding US operations to 24 States
- > Start-up of the Canadian Rehabilitation Services and Vocational Assistance Program (RSVAP) on track for January 2023 commencement

### REVENUE (\$m)



### NPATA<sup>1</sup> (\$m)



(1) NPATA is presented on a pro forma basis, refer slide 27 for a reconciliation with statutory accounts. Adjustments relate to minor transaction costs.

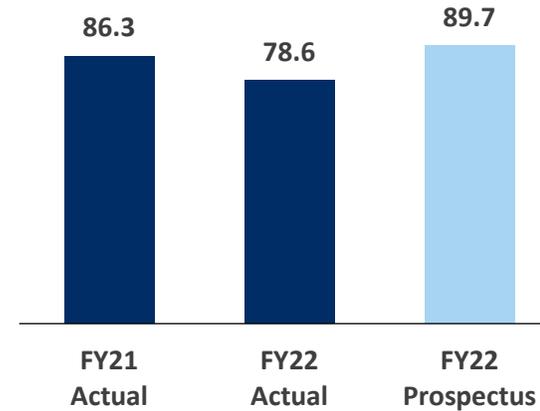
# Asia Pacific



## Highlights

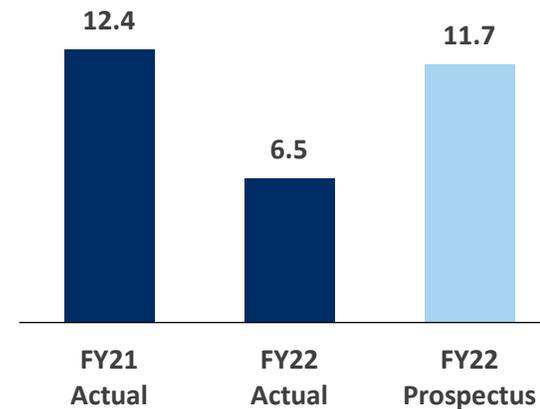
- > Key contracts in the region renewed in South Korea with Ministry of Employment and Labour (MOEL) Success package in Korea and the Workforce Singapore contract
- > The AsiaPac region was adversely impacted by COVID-19 with reduced client volumes in Korea and New Zealand

### REVENUE (\$m)



- 11.1m / 12% Prospectus
- 7.7m / 9% Year on Year

### NPATA (\$m)



- 5.2m / 44% Prospectus
- 5.9m / 48% Year on Year

# FY22 financial performance

# Strong growth in revenue and earnings

A\$m	FY22	FY21	FY22		
			Growth	Prospectus	Vs Prospectus
Revenue	1,330.7	1,016.4	31%	1,333.2	0%
Pro forma EBITDA <sup>1</sup>	308.0	234.7	31%	294.9	4%
Pro forma EBIT <sup>2</sup>	185.6	131.5	41%	174.0	7%
Pro forma profit before tax (PBT)	146.8	97.7	50%	137.9	6%
Pro forma profit after tax (NPAT)	114.6	77.8	47%	103.2	11%
<b>Pro forma NPAT before amortisation (NPATA)<sup>3</sup></b>	<b>166.3</b>	<b>128.6</b>	<b>29%</b>	<b>155.1</b>	<b>7%</b>
<b>Statutory NPATA</b>	<b>92.4</b>	<b>48.9</b>	<b>89%</b>	<b>68.2</b>	<b>35%</b>

## Revenue up 31% to \$1,330.7m

- > Revenue growth split between 57% organic and 43% M&A
- > Underpinned by strong performance in Australia, ramp-up in Restart Scheme in the UK and new acquisitions
- > Partially offset by COVID-19 impact in APAC business and Allied Health in Australia and lower pass-through revenue

## Pro forma EBITDA up 31% to \$308.0m

- > Maturation of the Restart Scheme drove scale benefits partially offset by a lower second half in Australia as a result of COVID-19 absenteeism, transition to Workforce Australia and investment in integration and corporate services supporting growth

## Pro forma NPATA up 29% to \$166.3m

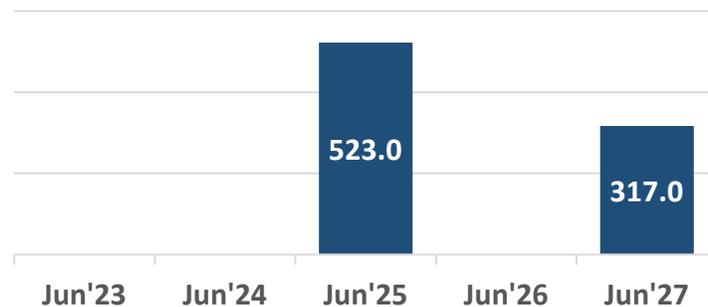
- > Effective tax rate of 22% marginally lower than prospectus driven by utilization of tax losses in the UK
- > Estimated future pre-tax annual interest savings of \$15m on margin driven by lower cost refinance in July 2022

# Strong balance sheet and liquidity position

A\$m	30-Jun-22	30-Jun-21
Current assets	532.5	314.8
Non-current assets	2,146.0	1,857.8
<b>Total assets</b>	<b>2,678.5</b>	<b>2,172.6</b>
Current liabilities	(364.0)	(282.3)
Non-current liabilities	(834.8)	(1,846.7)
<b>Total liabilities</b>	<b>(1,198.8)</b>	<b>(2,129.0)</b>
<b>Net Assets</b>	<b>1,479.7</b>	<b>43.6</b>

## Refinance syndicated multicurrency revolving corporate facility

(effective July 2022)  
Facility Maturity



## Growth in net assets

- > Cash increased \$64.6m to \$171.4m, net of IPO proceeds, acquisitions and capital expenditure
- > Working capital increased \$15m driven by acquisitions and maturation of the Restart Scheme
- > Reduction in non-current liabilities due to conversion of \$965.5m in shareholder loans to equity as part of the IPO

## Strong credit support for APM Refinancing

- > Net debt including lease liabilities of \$519m down \$1.1bn with leverage of 1.7x pro forma EBITDA (including lease liabilities)
- > Refinanced Term Loan B (TLB) facility to an increased syndicated multi-currency revolving corporate facility of \$840 million with \$603 million utilised at 30 June 2022, and approximately \$409 million of liquidity available
- > Australia's first corporate social loan
- > The new facility funding costs are at an average of 210 basis points driving estimated annual pre-tax interest saving of \$15 million at current BBSY

# Strong growth in operating cashflows

A\$m	FY22	FY21	Growth
<b>Statutory operating cashflow</b>	<b>217.1</b>	<b>219.0</b>	(3%)
Add: IPO deal costs in operating cash flow	36.3	(1.0)	
Add: Net finance costs paid	0.2	(0.2)	
Add: Net income taxes paid	28.3	8.0	
<b>Pro forma operating cashflow<sup>1</sup></b>	<b>281.9</b>	<b>225.8</b>	25%
<b>Pro forma EBITDA<sup>2</sup></b>	<b>308.0</b>	<b>234.7</b>	31%
<b>Pro forma EBITDA cash conversion<sup>3</sup></b>	<b>92%</b>	<b>96%</b>	
<b>Statutory cashflow</b>			
Operating cashflow	217.1	219.0	(3%)
Investing cashflow	(252.2)	(1,251.1)	
Financing cashflow	100.9	1,137.9	
<b>Net increase / (decrease) in cash</b>	<b>65.8</b>	<b>105.8</b>	
Opening cash (including FX differences)	105.6	1.0	
<b>Closing cash</b>	<b>171.4</b>	<b>106.8</b>	61%

## Pro forma operating cashflow increased 25% to \$281.9m

- > Underpinned by EBITDA growth in FY22

## Investing cashflow of -\$252.2m

- > Acquisitions of Generation Health, DWFS, Early Start Australia, MyIntegra and Mobility, Clustera, Biosymm and Lifecare (\$207.3m)
- > Capex driven by Restart Scheme mobilisation, Canadian RSVP ramp-up, IT fleet and security upgrades – \$39.6m

## Financing cash flows of +\$100.9m

- > Includes proceeds of \$343.5m from the IPO and debt repayments of \$167.8m
- > Interest payments down \$23.5m following July 2021 debt refinance, IPO and debt repayment

(1) pro forma operating cash (statutory operating cash adding back cash income tax paid, net finance costs and one-off IPO and advisory fees)

(2) Earnings before interest, tax, depreciation and amortization, refer slide 27 for a reconciliation of pro forma EBITDA

(3) Cash conversion reflects pro forma operating cash (statutory operating cash adding back cash income tax paid, net finance costs and one-off IPO advisor fees) divided by pro forma EBITDA.

**Positive outlook**

# Market fundamentals underpin medium term growth

Employment Services



Communities and Assessments



Disability and Aged Care Support Services



Health and Wellbeing



**Structural changes in labour markets**

**Increased policy focus on people with Disability and Aged Care services**

**Heightened focus on health and wellbeing, prevention, early intervention and workforce participation**

**Greater focus on underemployment and unemployment**

**Increasing demand for community care across Disability and Aged Care sectors**

**Growing focus on both physical and mental health and wellbeing**

# Tangible return to our customers

## Employment in Australia

33x<sup>1</sup>

Over lifetime

- > Potential government savings from increased employment is illustrated by the total lifetime cost of future payments to working age welfare recipients in Australia estimated at \$471 billion (30 June 2018) or an average lifetime cost of approximately \$0.38 million per recipient which equates to 33 times the average annual welfare payment to each working age recipient of \$11,500

## Employment in the United Kingdom

4.5x<sup>2</sup>

Over proceeding 4 years

- > In the UK, analysis suggested that for every £1.00 invested in the Work Programme the return from a broader societal cost benefit perspective was up to £4.51 when impacts are extrapolated over four years

## Mental Health in Australia

2.3x<sup>3</sup>

For every dollar invested

- > In Australia, research suggests that \$1.00 spent on effective workplace mental health actions may generate \$2.30 in benefits to an organisation with these derived from a reduction in presenteesim, absenteeism, and compensation claims

## Rehabilitation and injury prevention in Australia

28x-32x<sup>4</sup>

For every dollar invested

- > Research has suggested that in Australia, the vocational rehabilitation industry has a return on investment of between \$28-\$32 for every \$1 invested

(1) \$471 billion / \$0.38 million sourced from 30 June 2018 actuarial valuation undertaken by the Department of Social Services. 33x = \$380,000 / \$11,500  
(2) Work Programme is the predecessor contract to the Work and Health Programme in the UK. Value source The Work Programme – a quantitative assessment (Department of Works and Pensions, November 2020)  
(3) Creating a mentally healthy workplace – Return on investment analysis (PWC, March 2014)  
(4) Australian Rehabilitation Providers Association Submission to The Productivity Commission Draft Report on “A Better Way to Support Veterans” (February 2019).

# APM's key success factors

Best in class client centred evidence based service delivery focussed on individual needs

## Dedicated team with aligned values

- > **Founder led, experienced management team** with material share ownership
- > **Invested in talent and their development**

## Leading competitive position in multiple markets

- > Exposure to large addressable markets that are **resilient through economic cycles**
- > Established client network, **large geographic footprint**
- > **APM's 'think globally, act locally'**
- > **Barriers to entry with Governments** increasingly focussed on value for money

## Adaptable operating model

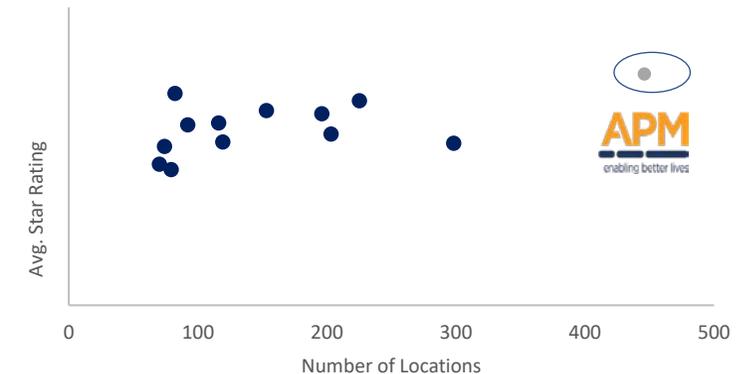
- > **Data-driven approach to drive quality, efficiency** and effectiveness of service delivery
- > **Periodic price reviews** for inflation in most contracts
- > **Ability to attract talent**
- > **Strong cash conversion**

## Trusted partner with our customers

- > **Long-term relationships** underpinned by program tenure .
- > Consistently **delivering strong outcomes** for clients and customers

## Market-leading contract performance

- > **Systems** that enable team to support clients
- > **Focus** on individuals needs and local markets
- > **Assess** contract performance at a site level
- > **DES Star Rating** March 2022 is 3.98 (+30% above market average)



# Positive outlook in FY23 supported by secured contracts

## Australia



- > Strong start to Workforce Australia contract
- > Contract extension in Residential Aged Care Assessments
- > Continue to build scale within our Health, Disability and Aged Care businesses via organic growth and strategic acquisitions
- > Full year contribution from FY22 acquisitions Lifecare, Early Start, MyIntegra and Biosymm



## Europe



- > Restart Scheme full year contribution
- > Focus on new contract awards in the Justice sector
- > Continue to scale Sweden operations
- > Contract extensions in Germany



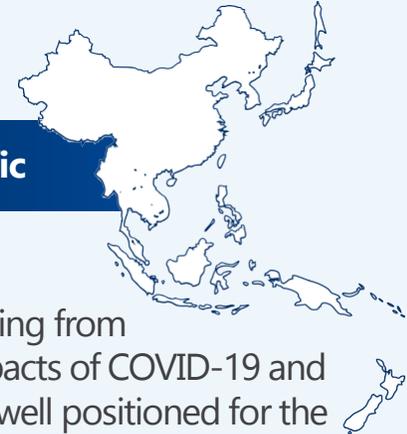
## North America



- > Commence delivery of new contract awards in Canada with RSVAP commencing in January 2023 and the second Ontario employment services contract award in York commencing in April 2023
- > Full year contribution from acquisition of DWFS and new contracts



## Asia Pacific

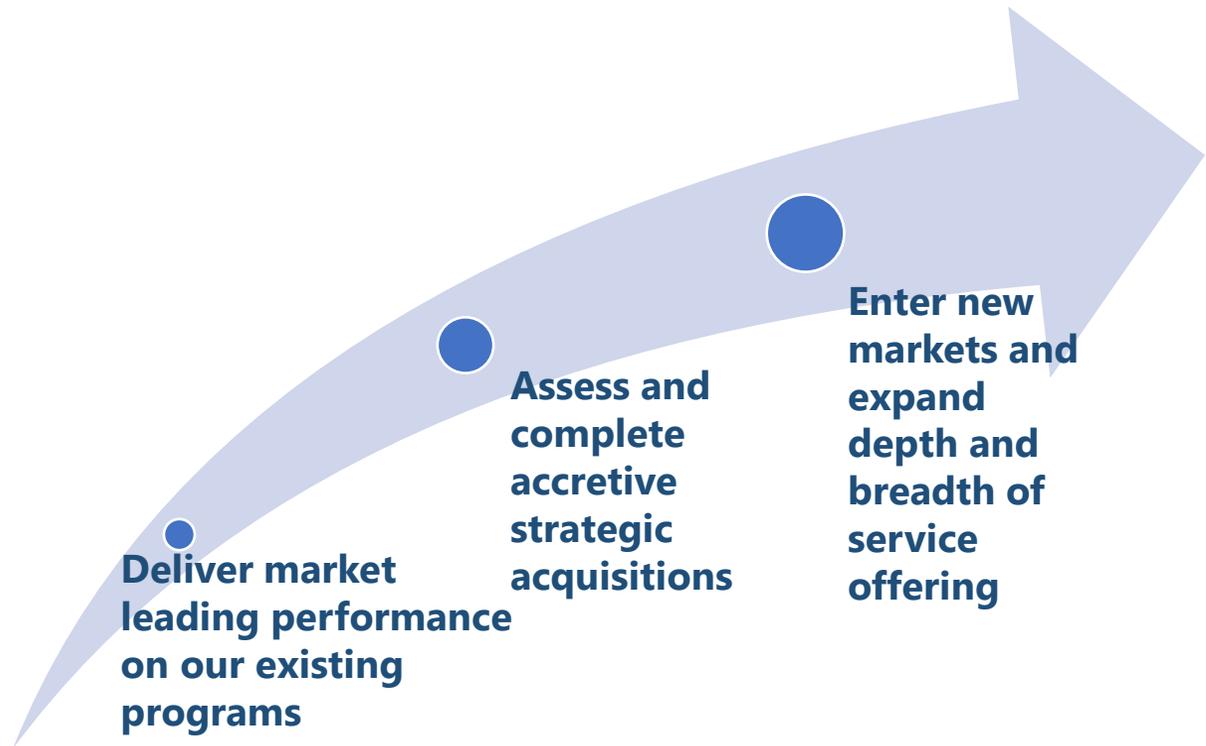


- > Market recovering from the impacts of COVID-19 and we are well positioned for the longer term
- > Singapore Employment Services contract extended
- > Growth opportunities emerging in South Korea across employment and outplacement services



# Well positioned to grow shareholder value

## Medium term mid-teens earnings growth



### APM's proven growth strategy

- > **Invest in our people** and support them to deliver best in class high quality outcome focussed services for the clients, customers and communities we serve
- > The **opportunity in Australia is significant** across Health, National Disability Insurance Scheme and Aged Care
- > Globally, APM continues to see a **strong pipeline** of opportunities in Health and Employment Services
- > Organic growth through new contract wins complimented by **accretive strategic acquisitions** supported by a strong balance sheet
- > **Investment in capability and capacity** - people, innovation and technology
- > While the exact timing of growth opportunities can be difficult to predict, our goal is to achieve sustainable annual<sup>1</sup> profit growth over the medium term in the mid-teens

# Questions

# Appendix

# Reconciliation of pro forma to statutory EBITDA and NPAT

## Reconciliation to Statutory Results

A\$m	Note	FY22	FY21 <sup>1</sup>
<b>Pro forma EBITDA</b>		<b>308.0</b>	<b>234.7</b>
IPO and transaction costs	1	(36.3)	1.0
Extinguish pre-IPO MEP plan	2	(10.5)	1.2
Foreign exchange impact	3	(9.7)	7.8
Employee IPO Gift	4	(5.1)	-
<b>Total EBITDA Adjustments</b>		<b>(61.6)</b>	<b>10.0</b>
<b>Statutory EBITDA</b>		<b>246.4</b>	<b>244.7</b>
<b>Pro forma NPATA</b>		<b>166.3</b>	<b>128.6</b>
IPO and transaction costs	1	(36.3)	1.0
Extinguish pre-IPO MEP plan	2	(10.5)	1.2
Foreign exchange impact	3	(9.7)	7.8
Employee IPO Gift	4	(5.1)	-
Debt refinance - July 2021	5	(24.7)	-
Reverse pre-IPO bank interest	6	(32.7)	(55.7)
Capital structure on IPO	6	29.3	29.3
Shareholder interest expense	7	(28.3)	(72.7)
Tax expense adjustment	8	22.6	-
Tax effect of adjustments	9	21.4	9.3
<b>Total NPAT Adjustments</b>		<b>(73.9)</b>	<b>(79.8)</b>
<b>Statutory NPATA</b>		<b>92.4</b>	<b>48.9</b>
Amortisation		51.7	50.8
<b>Pro forma NPAT</b>		<b>114.6</b>	<b>77.8</b>
<b>Statutory NPAT</b>		<b>40.7</b>	<b>(1.9)</b>

- IPO and transaction costs** – IPO and external advisor costs
- Extinguish MEP plan** – As a result of the Offer, the Management Equity Plan was fully vested and expensed in the income statement
- FX impact** – FX impact on fluctuations on USD denominated debt and intercompany loans
- IPO gift** – on IPO, APM offered a gift of Shares to qualifying employees
- Debt refinance** – expense associated with APM’s refinance of the first and second lien term loan facility to an all first lien facility in July 2021
- Capital structure** – proceeds from the IPO were used to pay down debt and subsequently reduce the interest expense. This adjustment assumes the go forward capital structure was in place for the entire period reported
- Shareholder interest** – removing historical interest expense relating to the non-redeemable preferences (Series A) shares which converted to ordinary equity on IPO
- Tax adjustment** – removing tax refund in Australia (\$10.8m) and deferred tax impact of losses brought on balance sheet in the UK (\$13.0m) less a CGT cost (\$1.2m) related to the IPO
- Tax effect** – recognise the tax effect of the abovementioned adjustments (note: shareholder interest expense is non-deductible for Australian tax purposes)

# Reconciliation of pro forma to statutory NPATA by segment

## Reconciliation to Statutory Results

A\$m	Note	FY22	FY21	Mov't	FY22 Prospectus	Mov't
Australia		97.5	88.0	11%	88.7	9.5%
Europe		50.7	22.2	128%	44.9	14.1%
North America		11.6	6.1	90%	9.8	17.1%
Asia Pacific		6.5	12.4	-48%	11.7	(44.3%)
<b>Pro forma NPATA</b>		<b>166.3</b>	<b>128.6</b>	<b>29%</b>	<b>155.1</b>	<b>7.3%</b>
Australia	<b>1</b>	86.0	79.8	8%	(86.9)	
Europe	<b>2</b>	(12.4)	-	0%	-	
North America	<b>3</b>	0.3	-	0%	-	
Asia Pacific	<b>4</b>	(0.1)	-	0%	-	
<b>Total NPATA Adjustments</b>		<b>73.9</b>	<b>79.8</b>	<b>-7%</b>	<b>(86.9)</b>	
Australia		12.0	8.2	41%	1.8	n.m.
Europe		62.6	22.2	184%	44.9	41.6%
North America		11.3	6.1	84%	9.8	15.3%
Asia Pacific		6.5	12.4	-47%	11.7	(45.9%)
<b>Statutory NPATA</b>		<b>92.4</b>	<b>48.9</b>	<b>89%</b>	<b>68.2</b>	<b>39.0%</b>

n.m. = not meaningful

- Australia** - Refer previous slide for a breakdown and description of the adjustment. Most of which relate to the Australian segment
- Europe** - tax impact of losses brought on balance sheet in the UK (\$13.0m) offset by minor FX impact on intercompany loans
- North America** – Minor advisory costs
- Asia Pacific** – Minor FX impact on intercompany loans

# APM's service offering

## Employment Services



### Core services description<sup>1</sup>

Delivery of services to individuals who require support to find work, including those with:

- > Injury, illness or disability;
- > Sole parents and youth;
- > Aged workers, ex-offenders; and
- > People from culturally or linguistically diverse backgrounds

### Geographies

**AUS, NZ, UK, North America, Europe (inc Sweden), Asia**

### Revenue models<sup>1</sup>

- > Service fee
- > Outcome fee (results or milestone)
- > Cost reimbursement and cost plus

## Health and Wellbeing



### Core services description<sup>1</sup>

Delivery of government, insurance and corporate health programs focused on:

- > Injury prevention;
- > Rehabilitation (medical, psycho-social and vocational);
- > Allied health; and
- > Psychological intervention services

### Geographies

**AUS, NZ, UK, Canada, Europe**

### Revenue models<sup>1</sup>

- > Fixed fee
- > Fee for service

## Communities and Assessments



### Core services description<sup>1</sup>

APM works with individuals to develop support plans for funded and non-funded support.

Also operates community-based programs including youth, justice, and veterans' services

### Geographies

**AUS, NZ, UK**

### Revenue models<sup>1</sup>

- > Service fee
- > Outcome fee (results or milestone)
- > Fixed fee
- > Fee for service

## Disability and Aged Care Support Services



### Core services description<sup>1</sup>

Support services including:

- > Plan management;
- > Support coordination; and
- > An on-demand home care services market place

### Geographies

**AUS**

### Revenue models<sup>1</sup>

- > Fixed fee
- > Fee for service

# Employment Services



Employment Services are services that support jobseekers to find sustainable employment and employers to fill vacant positions. Employment programs or schemes, are typically funded by government agencies and departments and delivered by third party service providers.

Employment Services include activities such as job search assistance, interview preparation, resumé writing, training in specific job skills, and broader support for jobseekers to become 'job ready'.

For individuals who secure a job placement, ongoing support is typically available with services including on-the-job training, communicating with employers and co-workers, and assisting with the organisation of workplace modifications.

Increasing the ability for jobseekers to participate in the labour market provides financial and non-financial benefits to governments, employers, and jobseekers, including:

- increased social participation and economic contribution;
- reduced spend on welfare programs and government budgets;
- increased GDP;
- greater supply of labour for employers; and
- improved standard of living, greater financial security, social inclusion, and mental health benefits for employees.

# Health and Wellbeing Services



Services are focused on assisting people with improving physical function and recovery following an injury or illness, to support people to remain mentally and emotionally healthy, and to support people to stay at work or return to work following an injury or health issue experienced at work.

Delivery of government, insurance and corporate health programs focused on prevention, rehabilitation (medical, psycho-social and vocational), allied health and psychological intervention services.

APM's multidisciplinary teams also offer health and wellbeing services, workplace support and education and training programs.

Early Start Australia provides Psychology, Occupational Therapy, Speech Pathology and Physiotherapy services for people with physical, developmental, social, or emotional impairment to achieve their full potential.

ESA also provides specialist services for children with autism or similar developmental needs. ESA utilises the Early Start Denver Model (ESDM), which is an evidence-based, behavioural early intervention program for children aged one to four. ESDM combines the best practices of Applied Behaviour Analysis with a routine based, play and relationship focused approach. Parents and therapists use play and shared activities to build each child's social-emotional, cognitive and language abilities.

ESDM therapy can be provided at home, in a clinic or in child-care or school and is provided by certified Therapists.

## Communities and Assessments



Assessment services are delivered on behalf of individuals, governments, insurance companies, and corporates. These include the assessment of an individual's: early childhood development; injury, illness, impairment or disability; functional and work capacity; workplace modifications, wage subsidy and ongoing support requirements.

APM also provides assessment of eligibility and community support requirements for those living with disadvantage, disability and/or old age.

APM delivers programs tailored to an individual's capabilities and needs, for vulnerable members of the community, such as the justice and youth sectors.

Community-based practice allows for APM consultants to work with clients and other stakeholders such as families, schools, employers, agencies, service providers and others who may influence the degree of success the client will have in achieving their participation goals.

Programs are strengths-based with the goal of increasing an Individual's independence and resilience and optimising community participation and quality of life.

## Disability and Aged Care Support



Aged Care and Home Care and Support services include services for the elderly that support and promote independent living.

In Australia, the Government funds two home care programs, the Commonwealth Home Support Program (**CHSP**) which provides entry-level support and the Home Care Packages Program (**HCP**) which caters to those who require more complex support.

Support and services that are funded include personal care services, domestic assistance, food services, and home maintenance assistance. Both the CHSP and HCP are supported by service providers who provide services directly to program participants.

MyIntegra and Mobility provide a range of disability and aged care support services. MyIntegra provides plan management and support coordination for NDIS participants. Mobility is a marketplace for on-demand home care services connecting service providers with participants of both the NDIS and Aged Care sectors.

# The APM Group

## Australia



## Europe



## North America



## Asia Pacific



# Glossary

<b>APAC</b>	Asia Pacific Region	<b>ESA</b>	Early Start Australia
<b>ASX</b>	Australian Securities Exchange	<b>ESDM</b>	Early Start Denver Model
<b>BBSY</b>	Bank Bill Swap Bid Rate	<b>FX</b>	Foreign Exchange
<b>Capex</b>	Capital Expenditure	<b>FY22</b>	Financial year ended 30 June 2022
<b>CEO</b>	Chief Executive Officer	<b>GDP</b>	Gross Domestic Product
<b>CFO</b>	Chief Financial Officer	<b>H1 FY21</b>	Period 1 July 2020 to 31 December 2020
<b>CHSP</b>	Commonwealth Home Support Program	<b>H1 FY22</b>	Period 1 July 2021 to 31 December 2021
<b>COVID-19</b>	Coronavirus	<b>H2 FY22</b>	Period 1 January 2022 to 30 June 2022
<b>CRS</b>	Concussion Rehabilitation Services (New Zealand)	<b>HCP</b>	Home Care Packages
<b>DES</b>	Disability Employment Services	<b>IPO</b>	Initial Public Offering
<b>DESI</b>	Dynamic Educational Systems, Inc	<b>LGBTQIA+</b>	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual
<b>DWFS</b>	Dynamic Workforce Solutions	<b>LTIP</b>	Long Term Incentive Plan
<b>EBIT</b>	Earnings before interest and tax	<b>M&amp;A</b>	Mergers and Acquisitions
<b>EBITDA</b>	Earnings before interest, tax depreciation and amortisation	<b>MEP</b>	Management Equity Plan

# Glossary

<b>MOEL</b>	Ministry of Employment and Labour (Korea)	<b>VRS</b>	Vocational Rehabilitation Services (New Zealand)
<b>Mov't</b>	Movement	<b>WIOA</b>	Workforce Innovation and Opportunity Act (US)
<b>NDIS</b>	National Disability Insurance Scheme		
<b>NPAT</b>	Net profit after tax		
<b>NPATA</b>	Net profit after tax and amortisation		
<b>PBT</b>	Profit before tax		
<b>pcp</b>	Previous corresponding period		
<b>PF</b>	Pro Forma		
<b>PMET</b>	Professionals, Managers, Executives and Technicians		
<b>RACA</b>	Residential Aged Care Assessments		
<b>RAP</b>	Reconciliation Action Plan		
<b>RSVAP</b>	Rehabilitation Services and Vocational Assistance Program		
<b>SDGs</b>	Sustainable Development Goals		
<b>TANF</b>	Temporary Assistance for Needy Families (US)		

# Contact us

Approved for release by the Board of APM Human Services International Limited

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