



Education Talent Management

Global Software-as-a-Service (SaaS)

Managing Director: Rob Graham

27 February 2023

FY22 Results



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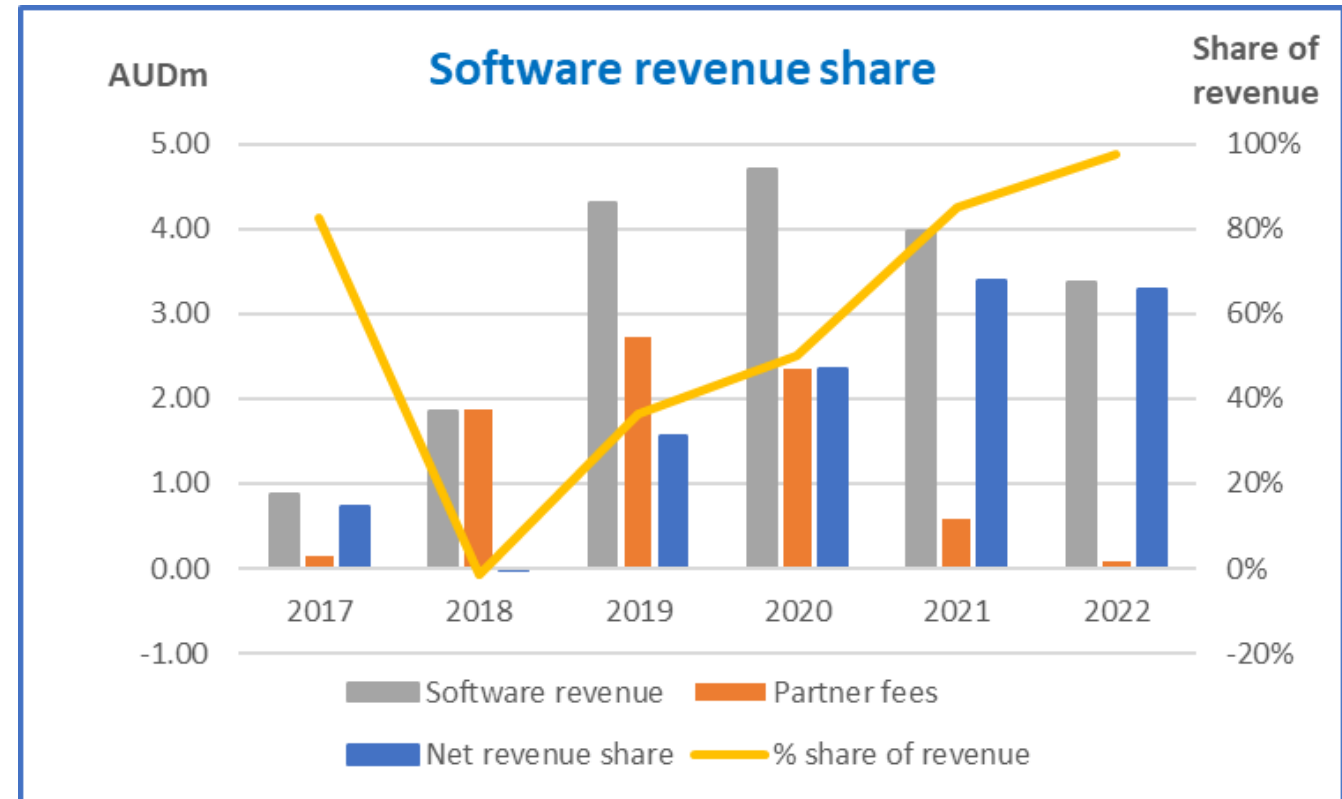
**“2022 has been a pivotal year financially and we
are now well positioned to acquire market share”**

Rob Graham – Managing Director

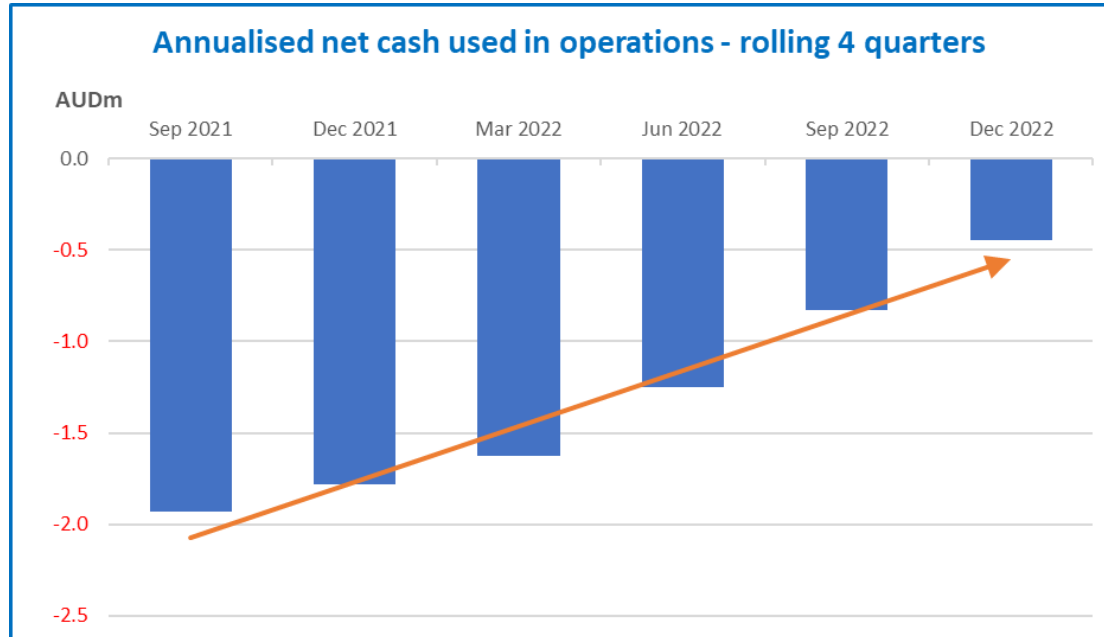
Software revenues strengthening after ISS Alliance exit

Exit from ISS Alliance positively impacting net revenues

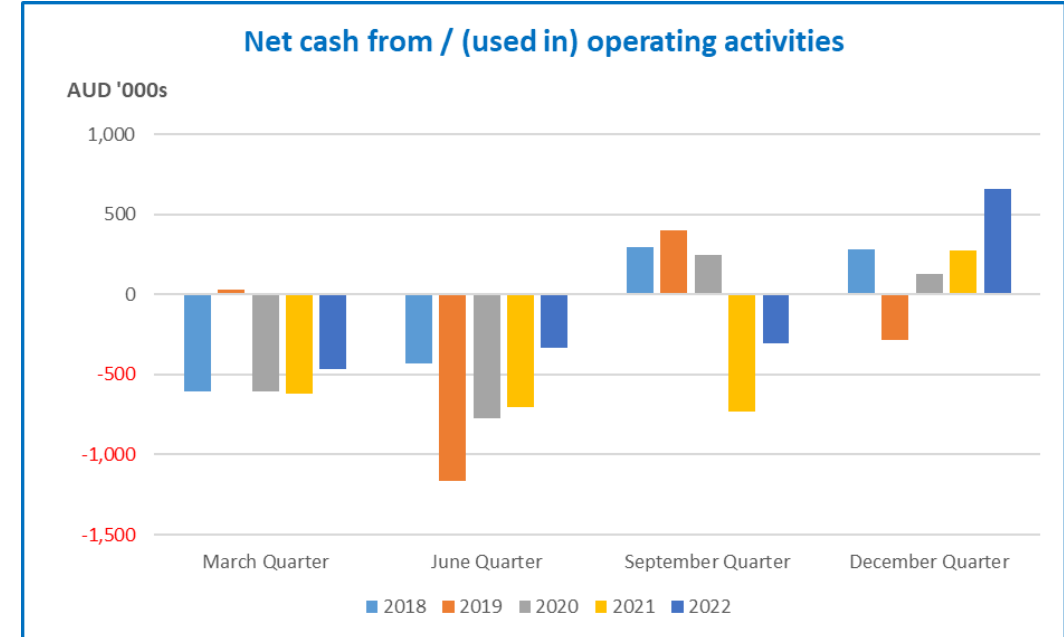
- 100% of revenues retained and no further partner fees to be paid to ISS
- Account losses as a result of the ISS Alliance exit were negligible and more than accounted for by the increase in net revenue
- Strong underlying performance of the software business becoming visible in financial performance
- As Schrole's SaaS capabilities improve, additional sales of software subscriptions will have a positive impact on margins and cashflows



Operating cash flows moving towards break-even



Net cash used in operating activities of \$0.4m for FY22, a \$1.3 million improvement on PCP



Steady improvement demonstrated quarter on quarter with sales from expanded product suite, positive impact of unwind of ISS alliance and growth in the training business

2022 Operational Overview

Schrole's products

Schrole is the only HR Talent Management platform developed solely for international education.

Schrole provides a range of innovative HR management software and training solutions for the education sector world-wide. Each solution is designed to solve a specific challenge, while providing a unified HR SaaS solution for educators and schools.

- **Connect** is a leading international teacher talent acquisition platform
- **Events** brings educators together on a global scale
- **Verify** provides in-app background screening services to international schools
- **Engage** streamlines onboarding processes across international borders
- **Cover** is a relief teacher management app on iOS and Android
- **Develop** provides accredited training and professional development



Schrole's market focus

The international education market is characterised by western trained educators working in English-speaking schools within developing economies.

The market generates AUD82 billion in fee income. Schrole is targeting the AUD4.1billion in HR spending by international schools.**

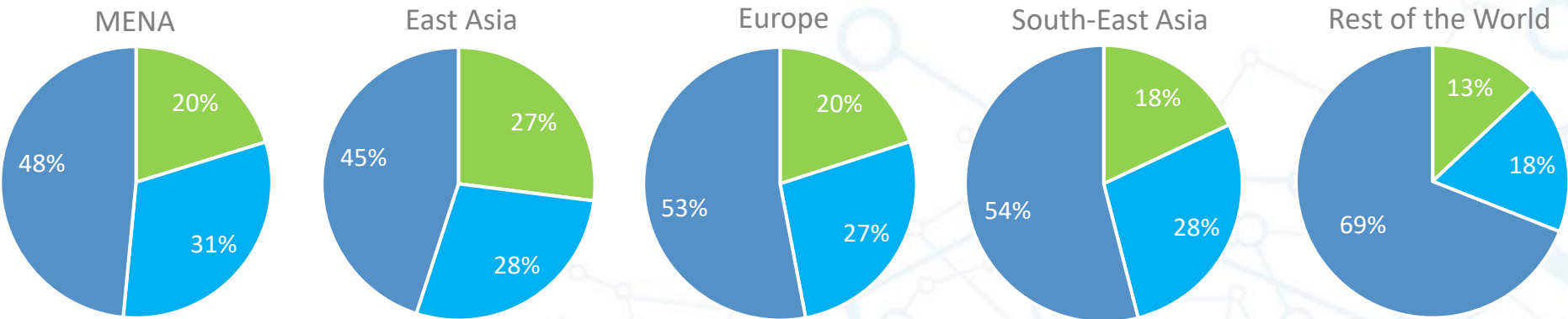
The market has grown by 52% between 2013 and 2023*. This expansion is forecast to continue and is focused in the Asian and Middle Eastern Regions, where Schrole is currently allocating its resources.

*Source ISC Research is the leading provider of English-medium K-12 international school data, trends and intelligence
** Source Schrole Management, based on estimated proportion of budget allocation from the AUD82 billion in fee income estimated by ISC Research.

	Schools	Share of Global Market	Schrole Share of Market
Global Market	13,371	100%	3%
MENA (Middle East & North Africa)	2,407	18%	2%
East Asia	2,147	16%	5%
Europe	2,120	16%	3%
South-East Asia	1,604	12%	6%
Rest of the World	5,093	38%	2%

Fee Segmentation by Market

- Premium
- Midmarket
- Low Fee



Operational achievements

Strengthened Sales, Marketing and Account Management Team

- Strengthened sales, marketing and account management with representatives added in the UAE and Europe
- Returned to international sales travel and participated in key international industry events with key-note presentations and sponsorship increasing brand awareness

People and Culture

Employee engagement survey delivered pleasing results including:

- 100% participation rate
- Employee engagement score of 81%
- Performance +6% on high performing New Tech APAC benchmark

Training Team Performance Improvements

- Significant increase in training margins following an overhaul to operational scheduling and pricing
- Training Accreditation Council audit passed
- Priority Industry Training funding secured for Certificate IV TAE in 2023
- Acquired consulting work for Rio Tinto project in Guinea

Increased Software Product Range

- Engage onboarding software released to market
- Bespoke Events product released to support the needs of enterprise scale international school groups
- Verify released as an in-app solution for schools, driving increased transactional revenue and increasing addressable market

2022 Financial Highlights

FY22 financial highlights

Strong Organic Growth in FY22 vs FY21

Total revenue increased 7% to \$5.8 million

- Software revenue down 15% to \$3.4 million
- Training revenue up 83% to \$2.4 million

Total cash receipts increased 26% to \$5.9 million

- Software cash receipts increased 14% to \$3.8 million
- Training cash receipts jumped 54% to \$2.1 million

Net cash outflow of \$0.4 million, a \$1.3 million improvement and moving towards cash breakeven

EBITDA loss of \$1.1 million, 45% improvement from \$2.0 million

Invoiced sales increased 37% to \$6.2 million

- Software invoiced sales up 24% to \$3.9 million
- Training invoiced sales up 69% to \$2.3 million

Onsite training courses up 100% to \$1.4 million and inhouse courses up 25%

Cash balance of \$2.8 million with no additional cap raises during the year and after increased investment in resources. No debt.

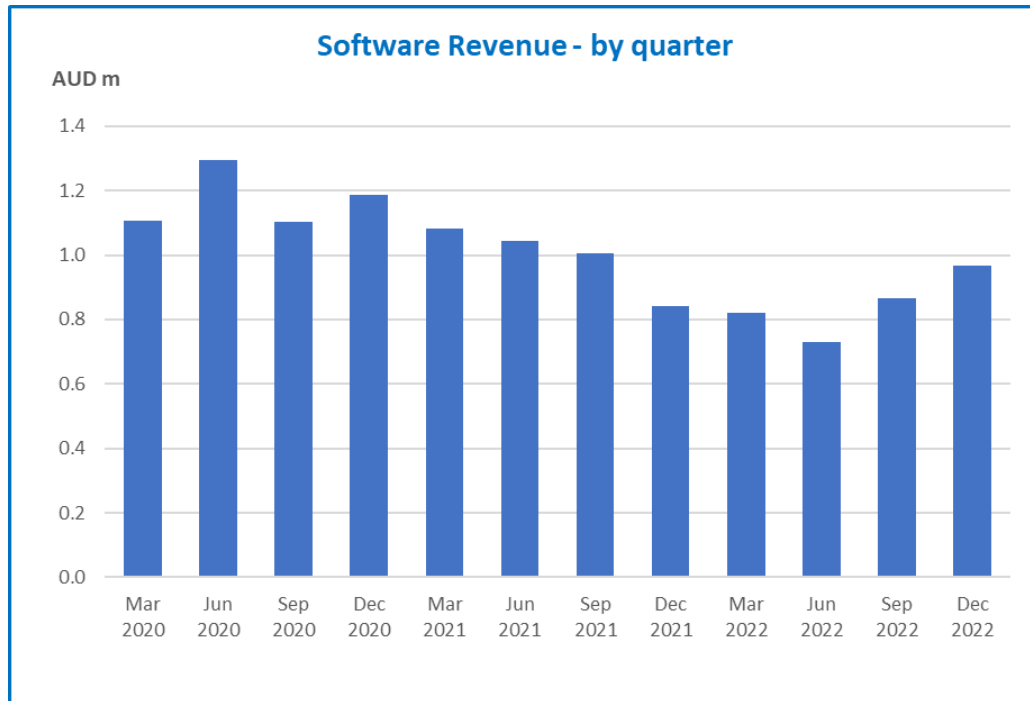
Key Performance Metrics Momentum – Q422 vs Q421

Contracted customers – down 5% to 520

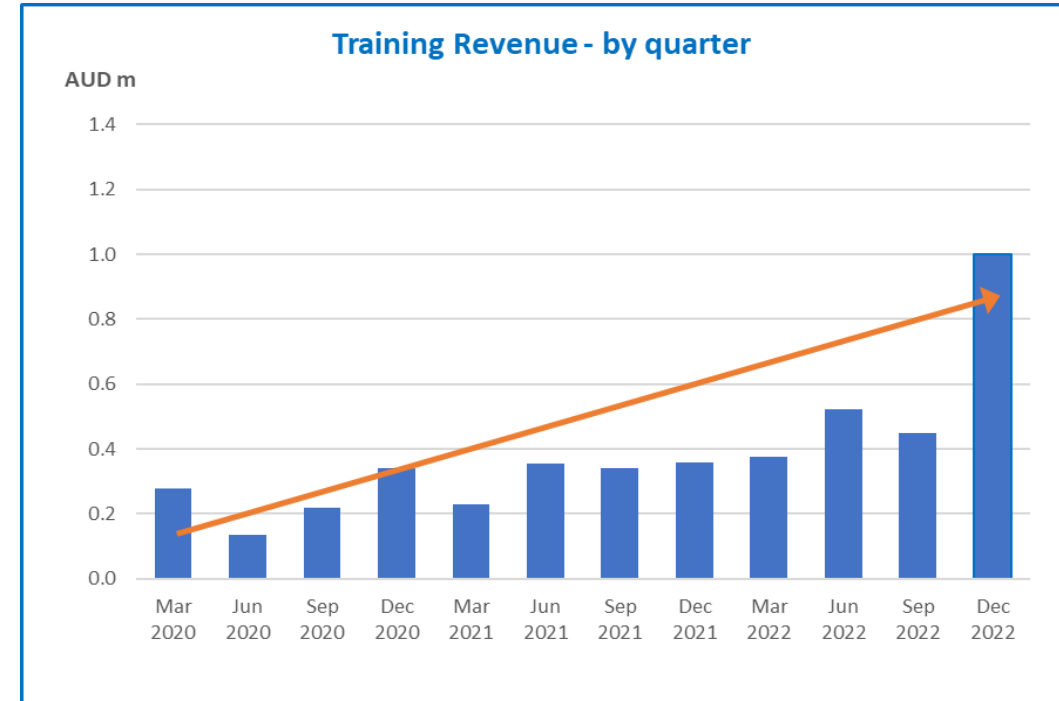
Average contract value (rolling 12-months) – up 15% to \$11,035

Average products per customer – up 23% to 1.64

Revenue momentum trending positively



Revenue recovering as customers renew with Schrole directly



Steady recovery post pandemic, returning to full schedule, full classes and a pricing reset. Expansion of partnership with Rio Tinto including consulting work in Guinea in Dec 2022 quarter

Outlook

Strategic imperatives

Heightened focus on becoming the leading provider to the AUD4.1billion* international schools HR SaaS market

In 2023, Schrole will continue to progress on its journey to becoming the dominant player in the international education HR market. Frictionless customer acquisition and improved operational efficiency are our strategic imperatives. These are supported by:

Four Commercial Pillars

Brand repositioning

- Transitioning from a recognised international education recruitment brand to a specialised HR software solution
- Expanding target audience from recruitment managers and school administrators to HR and technology managers

Improved product-market fit

- Increased interoperability with dominant back-end technology platforms such as SAP, Oracle, Veracross, Bamboo HR
- More flexibility / configurability to suit individual customer requirements across different market sub-segments

More channels to market

- Expanded footprint of sales representatives in fastest growing regions
- Facilitation of online sales and automated account provisioning with the deployment of a new public website and increased marketing automation activity
- Increased engagement with channel partners in international education, professional development and technology

Improved operational efficiency

- Improved resource allocation around customer onboarding, recruitment support and events management and logistics
- Increased structure and efficiency to customer interactions and meeting formats to align with the common set of behaviours and activities demonstrated by international schools

The Schrole logo is displayed in white text on a dark blue square background. The word "Schrole" is in a bold, sans-serif font, with a small registered trademark symbol (®) to the upper right of the 'e'.

* Source Schrole Management, based on estimated proportion of budget allocation from the AUD82 billion in fee income estimated by ISC Research. (See slide 7 for more)