

Managing Director's Address

HR ADVISORY | PAYROLL | RECRUITMENT | LEARNING



Full Year Results

	FY 2011	FY 2010	Growth
Revenue	\$306.1m	\$242.6m	26%
Gross Profit	\$194.0m	\$156.5m	24%
Reported EBITDA	\$30.0m	\$19.8m	52%
Reported Return on Gross Profit	15.5%	12.7%	22%
Normalised EBITDA	\$28.0m	\$19.8m	41%
Normalised Return on Gross Profit	14.4%	12.7%	13%
Reported Earnings after Tax	\$10.7m	\$5.8m	85%
Reported EPS (cents)	7.2c	4.4c	64%
Adjusted Earnings after Tax*	\$14.3m	\$9.8m	46%
Adjusted EPS*(cents)	10.1c	7.4c	37%

* Adjusted for the amortisation of acquired intangibles under AIFRS, an acquisition purchase price adjustment, and the impairment charge, tax affected.

HR ADVISORY | PAYROLL | RECRUITMENT | LEARNING

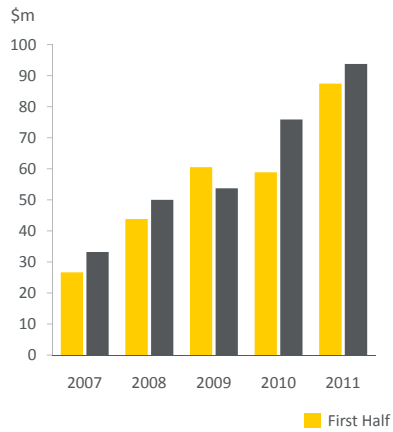
© Talent2 Pty Ltd 2011



Managed Services

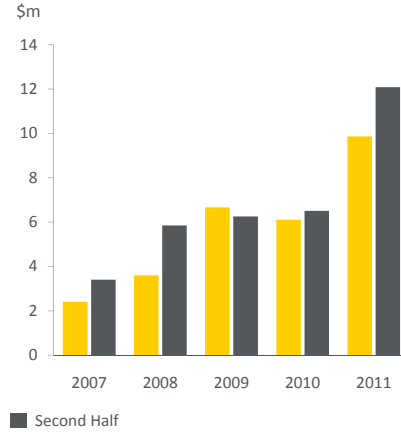
Revenue

Growth on the second half of last year: **24%**
Growth on the first half 2011: **7%**



EBITDA

Growth on the second half of last year: **86%**
Growth on the first half 2011: **23%**



HR ADVISORY | PAYROLL | RECRUITMENT | LEARNING

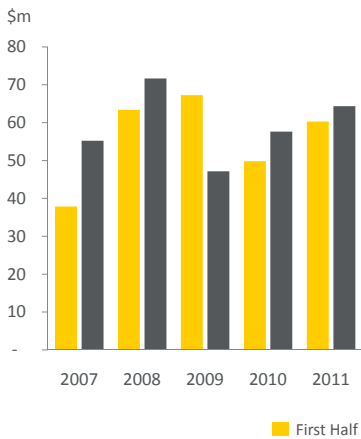
© Talent2 Pty Ltd 2011



Recruitment

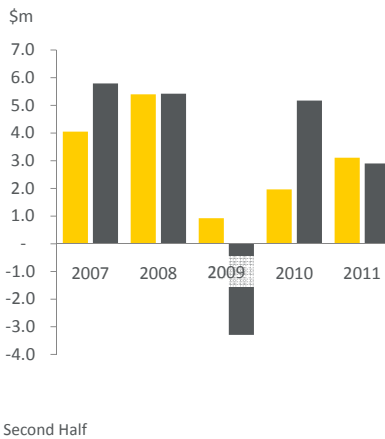
Revenue

Growth on the second half of last year : **12%**
Growth on the first half 2011: **7%**



EBITDA

Growth on the second half of last year: **(44%)**
Growth on the first half 2011: **(7%)**

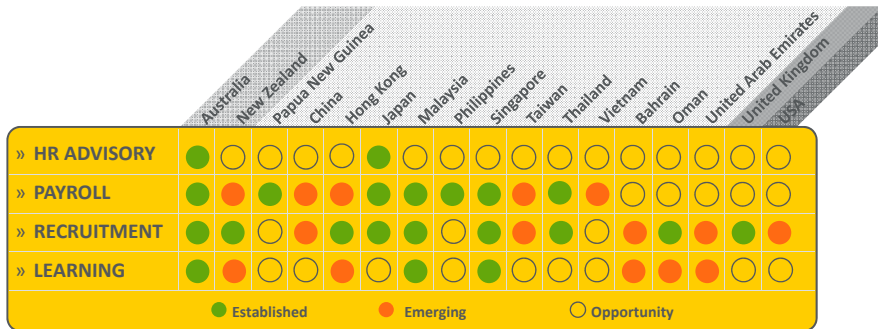


HR ADVISORY | PAYROLL | RECRUITMENT | LEARNING

© Talent2 Pty Ltd 2011



Unlocking our Opportunity



29%
ESTABLISHED

25%
EMERGING

46%
OPPORTUNITY

HR ADVISORY | PAYROLL | RECRUITMENT | LEARNING

© Talent2 Pty Ltd 2011



Managed Services Clients New / Additional Services



HR ADVISORY | PAYROLL | RECRUITMENT | LEARNING

© Talent2 Pty Ltd 2011



Market Conditions

Quarter 1 has shown some softening in the market and a level of caution however:

» The general mood in the market is one of cautious optimism

» Traction in deals is being maintained

» Investment to achieve D2015 plan proceeding

» The overall Global trend is positive in the HR BPO space

» Uncertainty is creating more dialogue around cost reduction = outsourcing

» Economic uncertainty will likely continue for some time – the new norm!



Market Conditions – Gartner Indicators

» The worldwide business process outsourcing (BPO) market is forecast to grow by 6.3 percent globally and 17.9 percent in the Asia-Pacific during the year 2011.

» Multinational companies continue to look to BPOs as a means to reduce costs, as well as buoy their business operations.

» Increase in transaction volumes, especially in payroll, recruiting, accounts payable.

» Higher demand for services related to customer management (CM) BPO, HR outsourcing, banking, financial and billing BPO services and supply management BPOs through to 2015.

» Most growth will centre on the key regional economies of India, Australia and China.

Priorities 2012

- » Solid operations with firm cost control and strong market focus
- » Successful integration and improved performance of multi-service solutions
- » Leverage global alliances
- » New business from regional Asian customers/MNCs

HR ADVISORY | PAYROLL | RECRUITMENT | LEARNING

© Talent2 Pty Ltd 2011

talent **2**