

Building for the Future



Ambition Group Limited

Chairman's introduction

- Introduction of the Board
- Financials
- Board and management structure
- Macro trading environment

Financial summary

	31 Dec 2011	31 Dec 2010
Revenue	\$95.4m	\$98.0m
EBITDA	\$2.4m	\$3.7m
NPAT	\$1.3m	\$1.9m
Basic EPS	2 cps	3 cps

Chairman's introduction

- Board composition
- Management structure
- Macro trading environment....

Candidates

- Technology is changing recruitment landscape positively for consultants and employers
- Some clients looking to cut costs by sourcing talent directly
- Despite online advances;
 - Niche skills remain difficult to source
 - Candidates attracted to recruiters because of their ability to offer market-wide opportunities
- We source the 'hard to find' candidates companies can't identify themselves
- Specialisation

Clients

- Non-banking sectors less cyclical
- Primary constraint to growth remains talent acquisition
- Skills shortages especially acute within Asia
- We have become significantly more skilled at working with RPO



Operational Review

Ambition Group Limited



*The leading global
boutique recruitment
business.*

Our strategy

- Strategy driven by sustainability and predictability to revenues and profits
- Where possible, investments to support growth in contracting / recurring income
- Commitment to a growth plan in Asia
- Evaluating growth opportunities within Australia
- Managing risk in the UK market

Our strategy

- CEO succession plan completed. Recent changes to Board composition
- Operationally, embracing change across a number of significant areas
- Maximising productivity per head whilst keeping fixed costs fixed
- Optimising our sales to non-sales headcount ratio
- Conservative balance sheet, no debt. Organic growth only

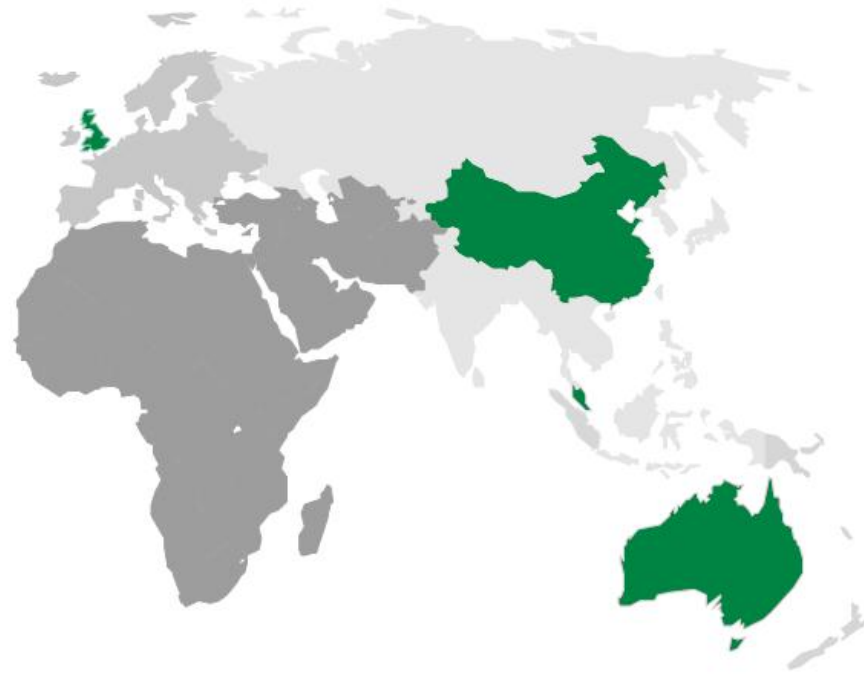
Financial goal



Positioning the company to generate \$10 million EBITDA annually.

Operating review by location

- Australia
- London
- Asia



Our brands

Ambition is a leading global boutique recruitment business in the finance and accounting, technology, banking and financial services.

The logo for Ambition, featuring the word "ambition" in a bold, lowercase, green sans-serif font.

Ambition Group Limited

Our brands

AccountAbility is Australia's only pure accounting support recruitment specialist.



Ambition Group Limited

Our brands

Our executive search brand enjoys an extremely strong reputation as a leader in C-level executive appointments.

Watermark
SEARCH INTERNATIONAL

Ambition Group Limited

Australia

A nighttime photograph of the Sydney Harbour Bridge, illuminated with lights, spanning across the water. In the background, the Sydney city skyline is visible with various skyscrapers lit up against the dark sky.

- Our largest business operating with three brands
- Only 10% of our revenues from B&FS
- Two speed economy: macro-economic picture has impacted white collar hiring confidence
- Senior management focus: Paul Lyons appointed Managing Director for Australia

Australia

- Management restructure with office leaders in Sydney, Melbourne and Brisbane
- Despite market maturity, significant growth opportunities
- Key accounts: cross sell between divisions and brands → more out of existing
- Healthy levels of contracting income; scope for further growth
- 'Spot' permanent high margin recruitment

Australia - summary



We are upbeat about growth in Australia. Significant depth in our management should enable us to realise these opportunities

London

- UK macro-economic environment extremely challenging
- Historically heavy exposure to banking & financial services sector
- Move towards changing sector revenue mix
- Continued focus on contracting revenue
- Significant reduction of operational cost base

London - summary



Despite economic headwinds, London remains a substantial recruitment market and an integral part of our global footprint.

A nighttime aerial view of Hong Kong, showing the dense urban landscape with numerous illuminated skyscrapers and buildings. The Victoria Harbour is visible in the center, with the city lights reflecting on the water. The word "Asia" is overlaid in white text on the left side of the image.

Asia

- Challenging 2011 due to H2 decline in banking sector
- Re-distribution of headcount away from financial services
- Greater focus on more 'certain' commercial sector
- Depth of experience within Asia management team
- Considerable growth potential in Hong Kong & Singapore



Asia

- Synergies between offices excellent: two offices – one business
- Push for greater scale to alleviate some risk / revenue volatility
- Desire to accelerate our growth plans with prudent investment
- Compared to the UK and Australia, still a relatively immature market
- Competition increasing rapidly



Asia - summary



Asia is central to our strategic plan and has the potential to deliver a significant share of future company profits.

Senior management operating structure

- Succession plan effected Jan 2012
- Transition already working extremely smoothly
- Leveraging respective experience appropriately
- Guy Day to remain based in Asia, fully utilising his 15+ years in region
- New Independent NED additional sounding board to CEO

Where we are investing?

- More into existing – Australia and Asia
- Ambition Academy
- Systems
- New business opportunities

Outlook for the remainder of 2012

- Extremely challenging trading environment
- Hiring confidence remains suppressed
- No short-term expectation for an improvement in trading conditions

Our people

- Strong culture and values
- Purpose of Building Better Futures



THANK YOU.