



Building Australia's Workforce

Investor Presentation

H1 FY23 Financial Results

March 2023

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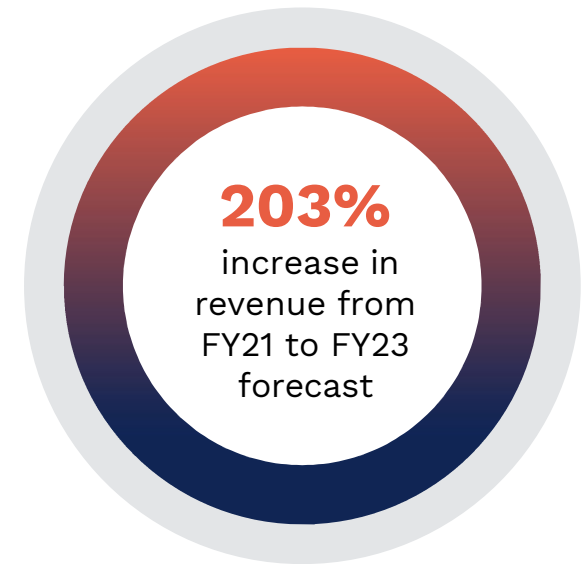
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What We Do



The GO2 People Ltd (ASX: GO2) is a fast-growing diversified leader in Australian education, training and employment solutions.

We employ over 1,000 people every week - and we are passionate about developing a skilled workforce, creating more employment opportunities and empowering people.



FY21

\$29.7M

FY22

\$73.7M

FY23f

\$90M+

How We Succeed

We empower people and support businesses to build their workforce with our unique suite of vertically integrated training and employment services.

These core values guide our mission to become Australia's leading provider of education, training and employment solutions:

Our Values		Harmony We are united in our purpose
		Enriching We grow and develop together
		Accountable We take responsibility
		Leading We show the way
		Resourceful We find a solution



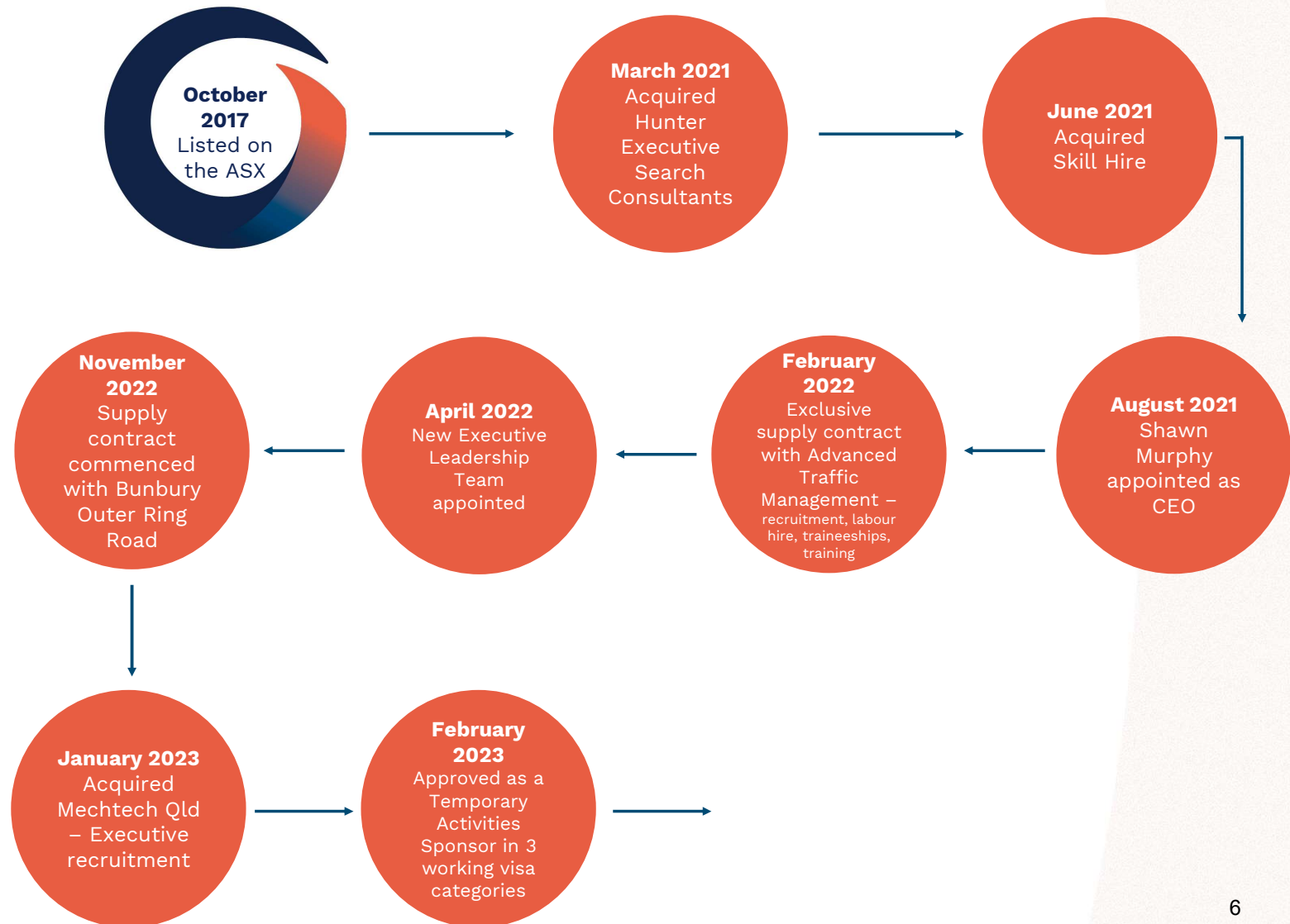
Key Clients



Our Growth Journey

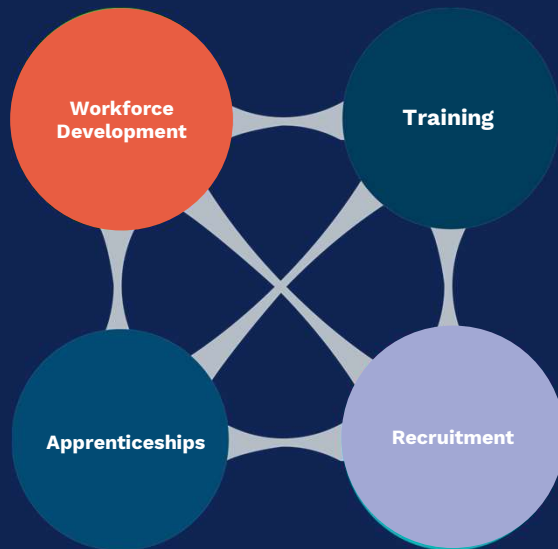
Through organic growth and strategic M&A, GO2 has developed a full suite of Staffing, Training and Employment services.

This empowers us to deliver sustainable workforce solutions, exciting career pathways and positive social outcomes.



Group Structure

Our vertically integrated business model



Workforce Development Services

Services contracted by the Department of Employment and Workplace Relations to support jobseekers returning to the workforce or transitioning their skills into a new industry.



Recruitment

Blue collar experts across construction, mining, civil and warehousing industry sectors, providing both labour hire and permanent employees.



Apprenticeships

Registered Group Training Organisation and official partner of Master Builders Association, supporting business to train apprentices and trainees to become the tradespeople and professionals of tomorrow.



Training

Nationally accredited training, certificates, diplomas, short courses and high-risk training across construction, mining, civil, warehousing, business and care industry sectors.



Executive Search

Board, C-Suite, Technical and Professional passive market experts supplying both permanent and contract professionals.



Traffic Management

Largest employer of Traffic Controllers in Western Australia supplying a number of leading/prominent/blue chip clients.



Delivery Capacity and Service Locations



389

Active clients



210

Transition to Work clients



275

Apprentices



310

Traffic Controllers



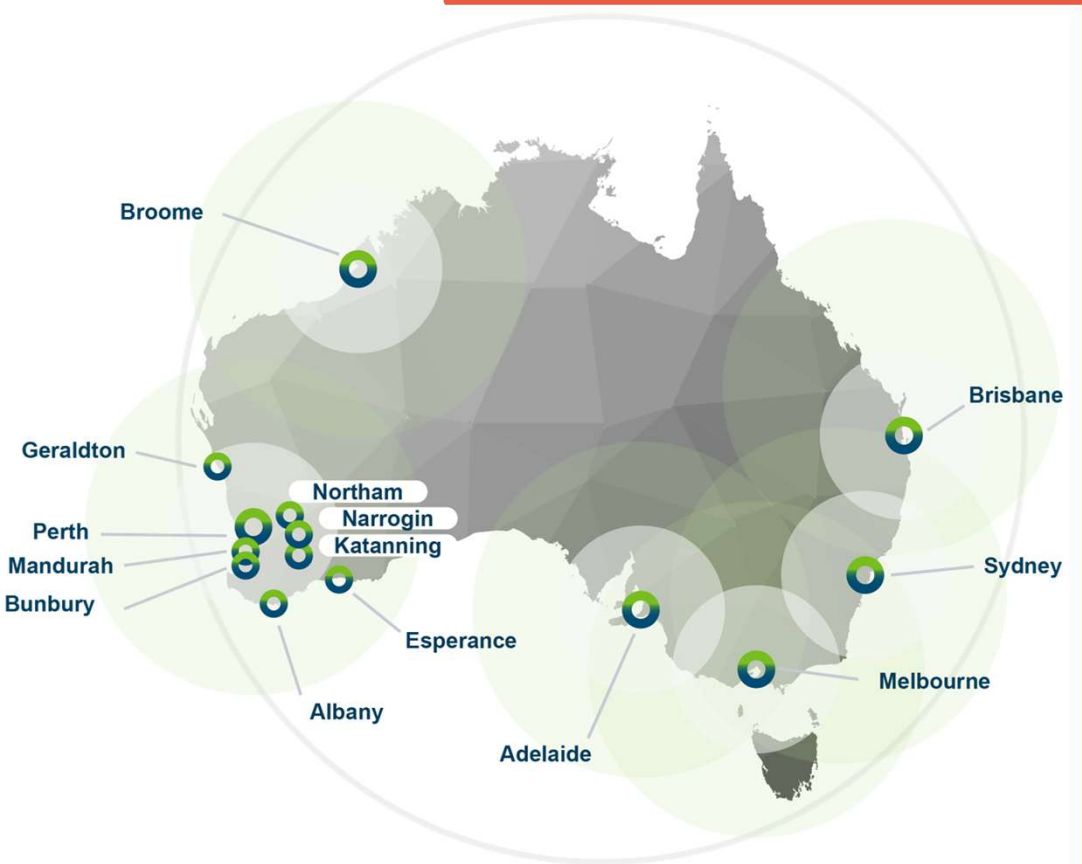
425

Employees on labour hire



15,880

Students and employees through the RTO during 2022



ISO Accredited

The GO2 Group holds ISO 27001, 9001 and 45001 accreditations.

All figures accurate as at February 2023

Revenue Model

Revenue is generated through a combination of fee for service offering and Government-funded services:

Labour Hire	Apprenticeships	Training	Workforce Development	Hunter Executive
Percentage of wages	Percentage of wages plus government incentives	Skill Hire: Government-Funded (DTWD) Nara Training: Fee-for-service	Government-Funded (DWER)	Approx 50% retained – payment on milestones Approx 50% contingent – payment on successful placement

Our business model allows us to cover the entirety of someone's career. By creating multiple entry and exit options we provide students to business owners with choice and flexibility.

- ✓ Revenue model is robust through economic cycles, focusing on employment in “booms” and on training and up-skilling in “busts”
- ✓ Business offering caters to multiple markets - business, consumer, Government and industry
- ✓ Diverse foundations set to scale and access organic growth

Industry Tailwinds

GO2 is meeting strong and rising demand from Government, Business and Individuals for specialist training and employment services

State Government slammed as chronic undertraining blamed for WA's labour shortage crisis

Kim Macdonald | The West Australian
Wed, 6 July 2022 2:00AM | [Comments](#) | [+](#)



Employers seek:

- Sustainable flow of skilled workers
- Workforce flexibility to effectively manage workflow
- Sustainable workforce development solutions
- Specialist outsourced recruitment functions
- Ability to both find and create qualified recruits

Unis get the cold shoulder as the young turn to trades

EDUCATION

UNIVERSITY DATA

2019 income 2021 income Change % change

Full-time 177,671 185,564 7,893 4.44%

Part-time 62,107 64,251 2,144 3.45%

Part-time 95,614 100,311 4,697 4.91%

University or other higher education 662,848 699,942 37,094 5.59%

Full-time 610,458 671,278 60,820 9.96%

Part-time 52,390 28,664 -23,726 -45.29%

Part-time 71,809 84,614 12,804 17.83%

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Individuals seek:

- Industry leading workplace training and education
- Career development and employment pathways
- Access to job vacancies across various industries
- Multiple entry and exit points

PoliticsNow: PM Anthony Albanese outlines 'pro-business, pro-worker' plan



Government seek:

- Re-training and upskilling of national workforce
- Increases in apprentices and trainees
- Sustainable workforce development solutions
- Low risk provider with solid foundations
- Full accredited Government provider

GO2's Competitive Advantage

	GO2	ASX:APM	ASX: HMI	ASX: IGN	ASX: AQN
Workforce Development Services	✓	✓			
High-Risk Training	✓				
Workplace Training	✓				✓
Apprenticeships & Traineeships	✓				
Labour Hire Recruitment	✓		✓	✓	✓
Professional & Technical Recruitment	✓		✓	✓	
Executive Search	✓				✓
National Disability Insurance Scheme Services	Pending	✓			

We build true partnerships, and provide knowledge-based practical solutions to our clients; our partners and our employees are at the heart of everything we do.

What makes us unique is our full suite of vertically integrated service offerings.

Client Case Studies

The value of GO2's integrated model

Advanced Traffic Management



Recruitment

- Engaged for exclusive supply of labour by Advanced Traffic Management (ATM)
- Supply of Traffic Controllers commenced in February 2022
- By December 2022 active workforce being engaged weekly by ATM was up to 310 employees

Training

- 211 Traffic Controllers trained through Skill Hire RTO / Training Dept since February 2022
- 200+ White Cards issued for Traffic Controllers in 2022

Workforce Development

- Providing Workforce Development Programs to support unemployed into jobs

Potential growth

- Current orders are for an additional 100 Traffic Controllers
- Started supply to 2 additional Traffic Control companies

Financial impact

- Current revenue run rate of \$22 million p/a

Metcash



Client utilises all five GO2 People business units to support their growth.

Recruitment

- 10 years of labour hire supply in WA
- Currently 171 employees in WA
- Started supply of labour hire in South Australia July 2022

Training

- Commenced supply of Warehousing Traineeships in 2022
- Support workforce requirements with Forklift Training

Workforce Development

- Commenced Employer Requested Training programs to connect unemployed to opportunity in August 2022

Apprenticeships

- Supply of Administration Trainees through the GTO

Hunter Executive

- Performed a retained head-hunting assignment and successfully secured senior leadership role

Potential growth

- Recruitment, training and Executive Search support into other states
- Apprenticeship business supplying more GTO services

Bunbury Outer Ring Road



Workforce Development

- Facilitate programs to support unemployed, female, indigenous and new to industry into work

Training

- Infrastructure Ready Skill Set (funded by DTWD)
- Traffic Management and White Card Training
- Civil Construction Apprenticeship Training
- Business Administration Traineeship Training

Recruitment

- Supply of mobile plant operators and other construction staff (58 as of January 2023)

Apprenticeships

- Supply of Civil Construction Apprentices
- Supply of Business Administration Trainees

Potential growth

- Hunter Executive supplies White Collar support
- Additional growth of Apprenticeship numbers through our GTO

Financial Snapshot

Revenue Trajectory

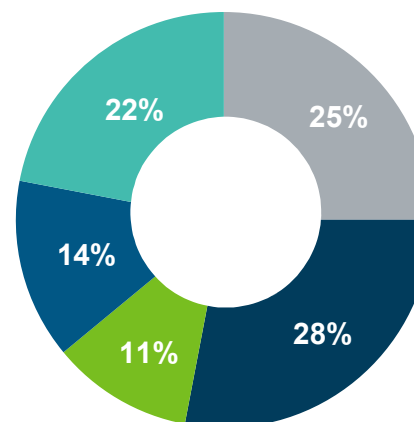
	FY 2021 (Audited)	FY 2022 (Audited)	H1 FY23 (Audited)	FY 2023 (Forecast)
Revenue	\$29.7m	\$73.6m	\$43.0m	\$90m+
EBITDA	(\$1.5m)	(\$3.4m)	(\$0.5m)	
Adjusted EBITDA*	(\$591k)	(\$453k)	(\$242k)	

*After reversal of historical superannuation liabilities and "catch-up" workers compensation insurance premiums

	Workforce Development	Training	Apprentice- ships	Recruitment	Executive Search
FY23 Revenue Mix (Budget, Unaudited)	2 – 4%	5 – 7%	17 – 21%	60 – 70%	5 – 7%
Typical Gross Margins	70-80%	60-70%	20-25%	7-9%	25-35%

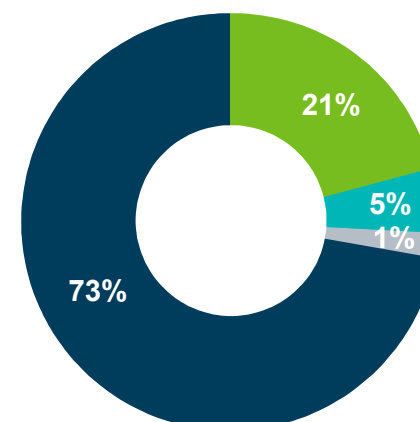
FY23 Gross Margin (Budgeted, Unaudited)

FY23 gross margin by service



- Apprenticeships
- Recruitment
- Executive Search
- Workforce Development
- Training

FY23 revenue by region



- Western Australia
- Queensland
- Victoria
- South Australia

H1 FY23 – Significant Turnaround Progress

- Another strong period of revenue growth, achieving revenue of \$43.02m in H1 FY23 (up 19.7% from H1 FY22)
- Encouraging EBITDA trend as the business continues to grow revenues and client margins
- Continued growth in the Group's higher-margin activities such as training, executive recruitment, apprenticeships and Government contracts
- Significantly-improved net current assets position on the Balance Sheet, with a large portion of previously-current liabilities moved to non-current as a result of approval of the ATO payment plans
- Two important accreditations achieved under Federal Government labour mobility programs, working towards Skill Hire becoming an Approved Employer under Pacific Australia Labour Mobility (PALM) scheme

Key growth strategies:

- ✓ Growing top-line revenues through both new client wins and broadening the numbers of candidates and the range of services the business has with existing clients
- ✓ Growing client margins in a market where every client is needing to fill and/or train a workforce
- ✓ Continuing to rationalise operating costs to ensure the business is right-sized and profitable

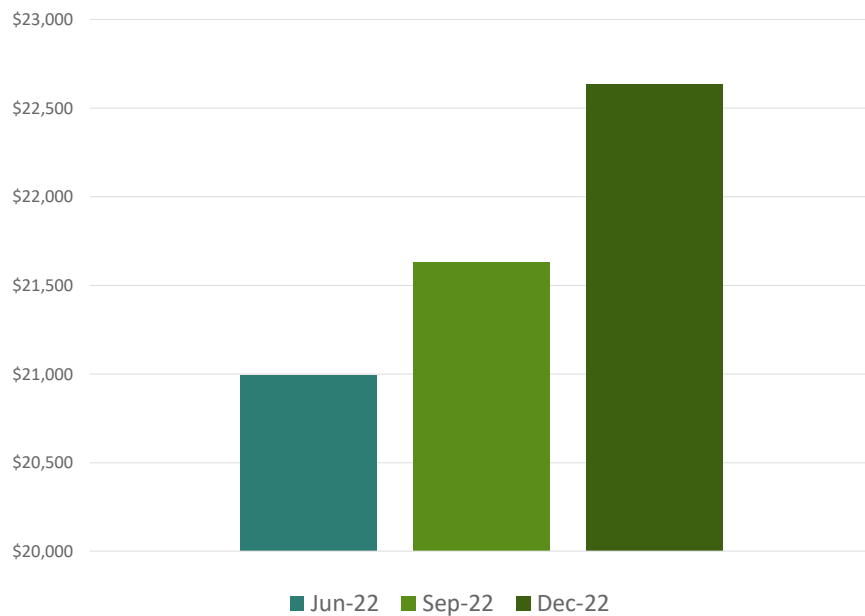
Entering CY23 with Strong Momentum

- Record quarter and half-year of cash receipts at \$22.6 million / \$44.3 million (respectively +17% and +21% year-on-year)
- Improved revenues and client margins have significantly reduced cash burn, with these positive trends expected to continue
- Right-sizing initiatives have significantly reduced operating expenses, down from 27.4% of revenue in H1 FY22 to 16.8% of revenue in H1 FY23
- Strong organic growth is continuing within the Labour Hire and Apprenticeship businesses throughout WA, SA and QLD, with new leadership set to support the Company's growth plans
- Executive recruitment business Mechtech Australia acquired by GO2, expected to accelerate the Company's growth on the East Coast in executive search and across its business units

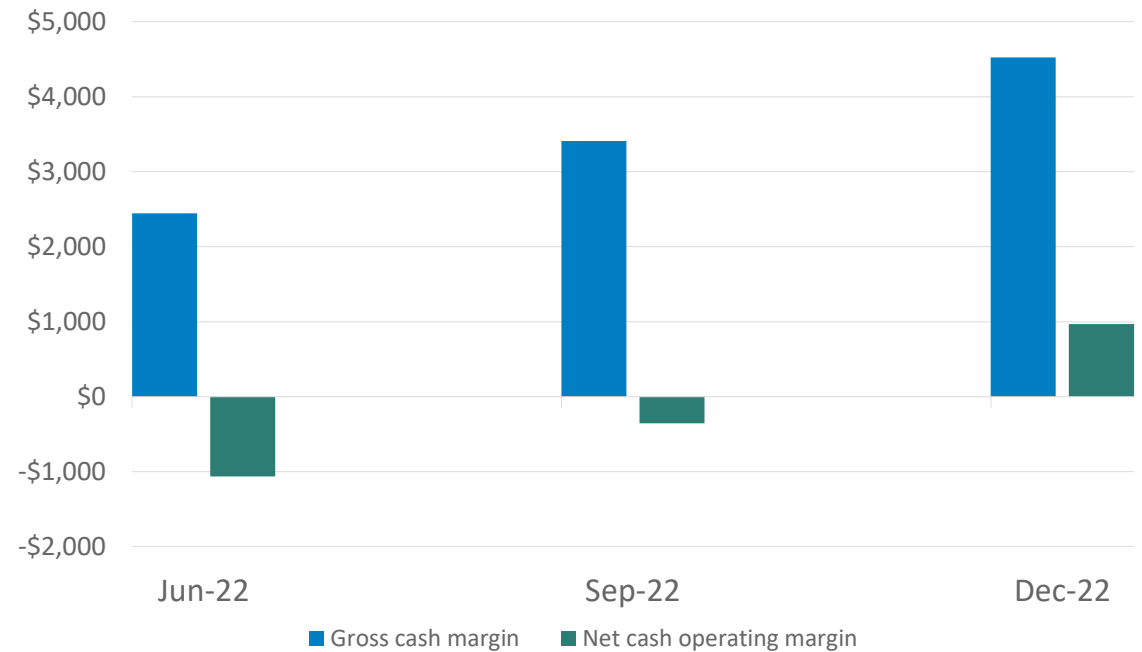
Entering CY23 with Strong Momentum



Cash receipts from customers
(quarterly, '000s)



Gross cash margin and net cash operating margin
(quarterly, '000s)



Gross Cash Margin: Cash Receipts from Customers less Direct Costs

Net Cash Operating Margin: Gross Cash Margin less Advertising & Marketing, Staff Costs and Administration & Corporate Costs

2023 Growth Initiatives

With the key elements now in place, scale up and cross-sell:

- Focus on key account management of existing training clients operating in high-risk environments, including BHP, Rio Tinto, Citic Pacific, Roy Hill and Monadelphous
- Expand further into the mining industry in WA & Qld to complement GO2's existing portfolio of mining clients including NRW, Macmahon and Thiess
- Expand Hunter Executive across the eastern seaboard, building on new offices in Melbourne and Brisbane
- Launch Traffic Management and Apprenticeship businesses in Queensland
- Re-commence government training contracts across regional WA
- Launch “School of Engineering” in WA to train Boilermakers and Welders



Corporate Snapshot



Capital Structure

GO2
ASX Code

\$0.011
Share Price
(28/02/23)

418.7m
Shares on issue

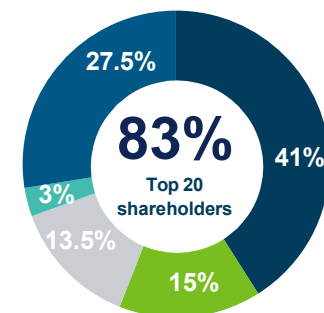
\$4.6m
Market capitalisation

Nil
Unlisted options

6-Month Share Price and Volume



Top Shareholders



- Skill Hire vendors x 3
- Hunter Executive Vendors x 2
- GO2 Founders x 2
- Board & Management
- Other (free float)

Board and Management



Darren Cooper
Independent Board Chair
Board Chair, Spectur Ltd (ASX:SP3)
NED, Netccentric Ltd (ASX:NCL)



Shawn Murphy
Managing Director
CEO, Skill Hire 2020-2021
GM, Tecside Group, 2016-2018



John Manning
Independent Non-Executive Director
NED – Advance Australia Education Group 2018-2022
CEO, Skill Australia Group 2014-2018



Steven Richards
Chief Financial Officer
CFO, Advanced Human Imaging (ASX:AH1) 2019-2022
Business Transformation Lead, Ramesys Global 2016-2019



Thank you

We are
building Australia's Workforce

Contact us

Darren Cooper | Board Chair

Shawn Murphy | Managing Director

investor@thego2people.com.au

www.thego2people.com.au

