

Our Purpose

To **IN**spire excellence
in our people



FY23 RESULTS

PeopleIN delivered another record performance as a result of its diverse talent offering and its reach into sustainable and defensive employment sectors.

Revenue

\$1.19bn

+73.9% PCP 

Organic growth contribution
+25.6%

Normalised EBITDA

\$61.1m

+29.5% PCP 

Organic growth contribution of
+8.3%

Normalised NPATA

\$37.6m

+17.8% PCP 

Cash Conversion¹

116.8%

Up from 99.5% PCP 

Normalised EPS

37 cents

+14.5% PCP

Final Fully Franked

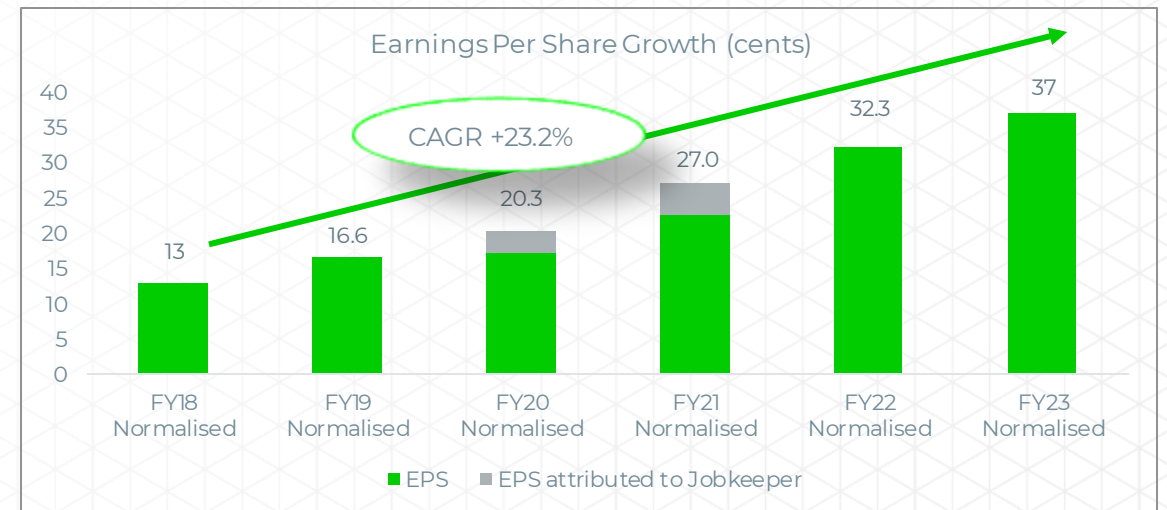
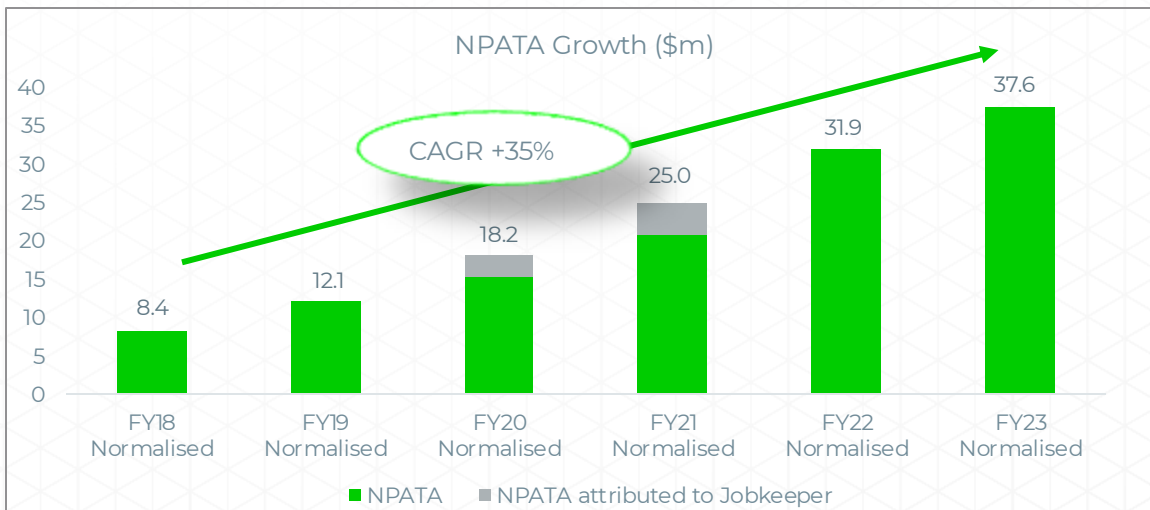
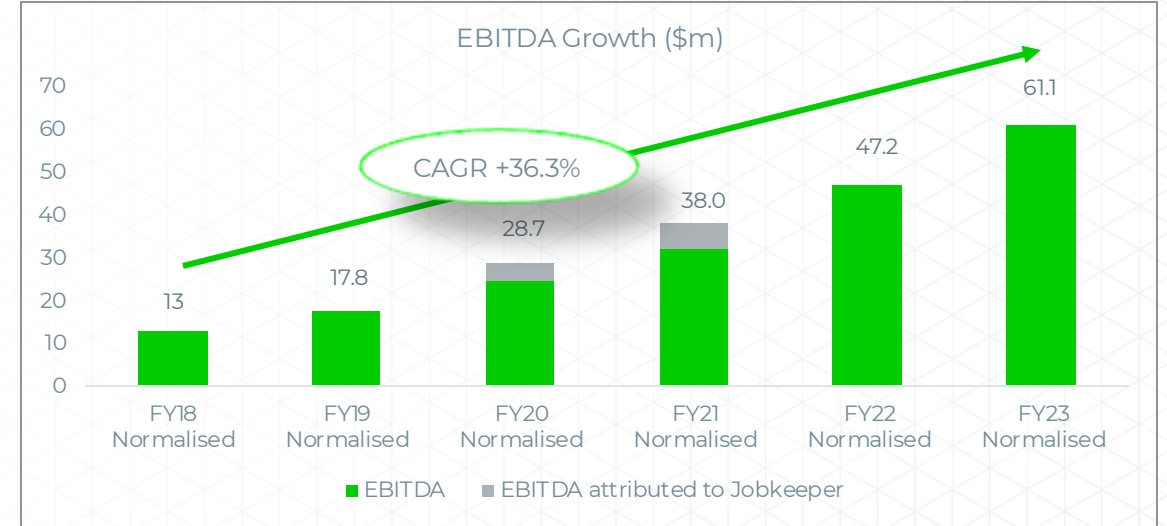
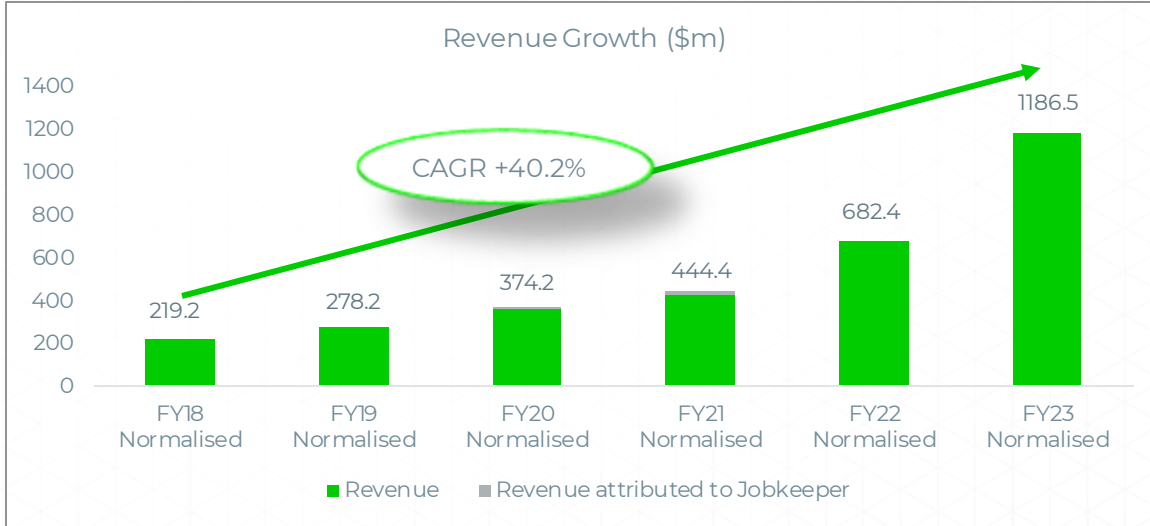
Dividend **7 cents**

FY23 total dividends of 14 cents, **+7.7% PCP**

Return on Equity

24.9%

Consistent Delivery



Strong Underlying Results

- ▶ Record revenue, up +74% to \$1.19bn in FY23.
- ▶ Onshoring of international talent has increased with +6,200 new workers onshored in FY23.
- ▶ \$61.1m Normalised EBITDA, up 30% on FY22. Strong performance from brands acquired in FY22.
- ▶ EBITDA margin of ~5.15% compared to industry ~2.5- 4%¹. Decrease due to change in margin mix and strong growth in FIP, Techforce and specialist services.
- ▶ EBITDA margin improvement is expected with growth in Healthcare vertical as a result of the onshoring of international nurses in FY24.
- ▶ Increase in finance costs attributed full year impact of acquisition loans and interest rate increase. Increased utilisation of Working Capital facility during the year.
- ▶ Increase in depreciation and amortisation associated with Head Office lease, growth Vision Surveys QLD and Mobilise vehicles and acquired intangibles.

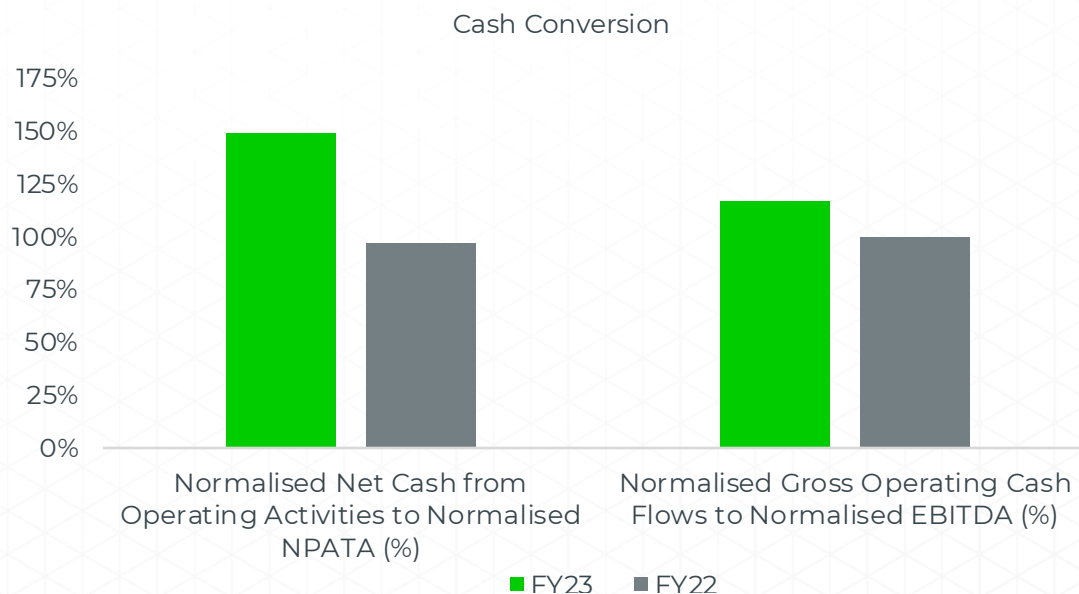
\$'000	FY23	FY22	Mvmt %
Revenue	1,186,361	682,321	74%
Normalised EBITDA	61,077	47,160	30%
Normalised EBITDA margin %	5.15%	6.91%	
Depreciation	(7,764)	(4,635)	
Amortisation	(9,212)	(6,466)	
Normalised EBIT	44,101	36,059	22%
Finance Costs	(6,244)	(2,149)	
Normalised NPBT	37,857	33,910	12%
Normalised Income Tax	(9,461)	(8,441)	
Normalised NPAT	28,397	25,469	11%
Amortisation ²	9,212	6,466	
Normalised NPATA	37,609	31,935	18%

¹ IBISWorld industry reports Employment Placement and Recruitment Services in Australia and Temporary Staff Services in Australia.

² Amortisation predominantly relates to acquired intangibles.

Strong Operating Cash Flow

- ▶ 116.8% of our Normalised EBITDA, and 149% of normalised NPATA, was converted to operating cashflow in FY23.
- ▶ Outperformed cash conversion.
- ▶ Cash collection ~\$14m on 30 June.



CASH FLOWS FROM OPERATING ACTIVITIES

	FY23 \$
Receipts from customers	1,301,422,013
Payments to suppliers and employees	(1,221,874,306)
Operating cashflow pre interest and taxes	79,547,707
Normalisation adjustments:	
FY23 payments paid July 23	(9,068,341)
Purchase price consideration for acquisitions	525,034
Transaction costs	275,938
Performance rights associated costs	37,704
Normalised gross operating cashflows	71,318,042
Interest received	91,625
Finance costs	(5,502,066)
Income tax (paid)/refunded	(9,774,687)
Normalised net cash provided by operating activities	56,132,914

Prudent Capital Management



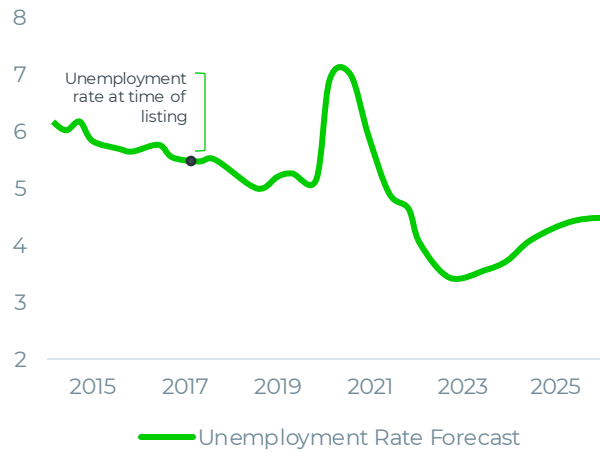
Debtors days decreased to 31 days in FY23.

- ▶ The Group balance sheet has strengthened overall by \$17.6m, with net assets of \$160m (FY22 \$142.4m). This is reflective of the earnings generated during the year.
- ▶ Utilisation of lending facilities increased with working capital requirements during the year needed to support growth within the group.
- ▶ Continued strong cash flow generation supports growth and fund systems program of work.
- ▶ Industry leading debtor collections driven by sophisticated client vetting and collections process – Group Debtor days of 33 in FY22, reduced to 31 days in FY23 (H1 FY23: 32 days).
- ▶ Capital expenditure on plant and equipment and intangibles (software) of \$9.1m (H1 FY23: \$5.4m, FY22: \$2.9m). Increase due to our continued investment in our systems upgrade program as we move towards becoming a more technology enabled company, and growth-capex associated with Vision Surveys QLD employee set-up.

	FY23	FY22
Net Debt (excluding lease liabilities) \$	45,574,506	71,389,876
Net Debt (excluding lease liabilities) to Statutory EBITDA (pre-AASB 16 basis) x	0.96	1.98
Net Assets \$	159,995,132	142,351,414
Debtor Days	31	33
Program Unite Capex	4,004,414	1,628,064
Other Capex	5,091,091	2,861,125

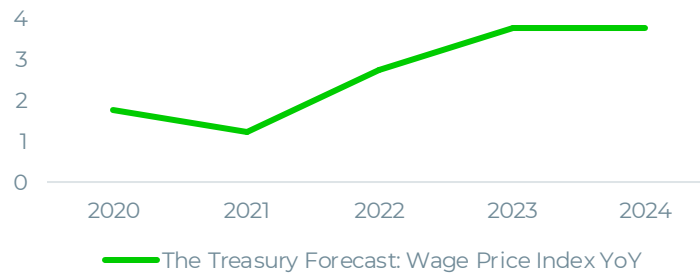
Market conditions continue to present opportunity

Unemployment Rate Forecast¹



Wage Price Index²

The Treasury Forecast: Wage Price Index YoY (%)



Key Sector Growth Drivers²

Vertical	2026 Employment number of new jobs (volume) ³	Average annual % Growth Outlook (volume) ³	Wage growth (price) ⁴	Key Drivers
Healthcare and Community	+301,000	+3.2%	+3.2%	<ul style="list-style-type: none"> Global nursing shortage Government commitments to health including Medicare Urgent Care Facilities and aged care Growing NDIS spend
Industrial and Specialist Services	+148,600	+2.7% Education	+3.1%	<ul style="list-style-type: none"> 1m affordable homes to be built by 2029 Exposed to government's 10+ year infrastructure spend including rail and road projects Significant investment into the energy transition High demand from the food services sector
	+112,400	+2.6% Accom. & Food Services	+3.3%	
	+66,400	+1.2% Construction	+3.9%	
Professional Services	+206,600	+3.4%	+3.9%	<ul style="list-style-type: none"> Government commitment to achieve 1.2m tech jobs in Australia by 2030 Ongoing focus on digital transformation and streamlining finance functions Increasing demand for cyber security services

¹ ABS; RBA, Statement of Monetary Policy August 2023

² CEICData, Department of Treasury.

³ Growth in jobs through to 2026, Labour Market Information Portal, Employment Projections to 2026. Note that for all industries the projected employment growth outlook over the five years is 9.1%. For the purposes of the Average annual %, this has been based on the total growth outlook divided by the five-year period.

⁴ Annual wage growth, Australian Bureau of Statistics, Wage Price Index, Australia March 2023.

Outlook

- ▶ **Continued low levels of unemployment, solid wage inflation and jobs growth in high demand sectors** are all projected for the foreseeable which will drive solid earnings.
- ▶ **Diversified sector exposure and client base.** Well positioned to continue to provide talent to long-term high-demand sectors including healthcare, professional services, education, food services, mining, renewables and transport infrastructure.
- ▶ **Cross-selling** is a key organic initiative, leveraging client goodwill across our client base to sell other PeopleiN services/brands. The priority focus for FY24 is on healthcare and the Defence sectors.
- ▶ **Leverage our experience in at-scale international recruitment** to support sector growth in FY24, particularly in healthcare, food services and childcare e.g. PALM, international students and Skilled Visas. We provided employment to over 6,000 international workers in FY23 including those on working holiday visas and international students (TAFE Qld).
- ▶ **Expect the technology sector to start to recover in Q2** due to a projected increase in investment in start-up businesses, as well as the ongoing demand for cyber, AI and project managers.
- ▶ **Continue to drive a strong cash collection**, including leveraging the scale of the business - +90% cash conversion.
- ▶ **In the event of weaker economic conditions, we have a commercially focused and experienced leadership team** that will navigate any potential downturn, seek out revenue opportunities and deliver solid earnings above industry levels.



Thank you

Q&A



Appendices



Business Performance by Vertical

Healthcare & Community

Overview:

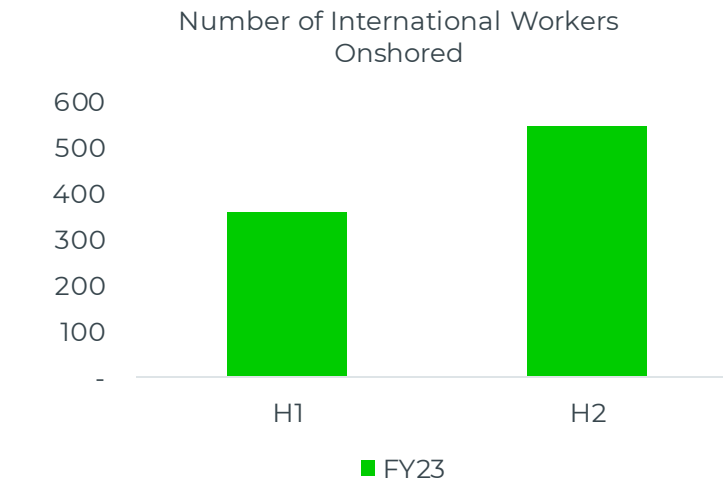
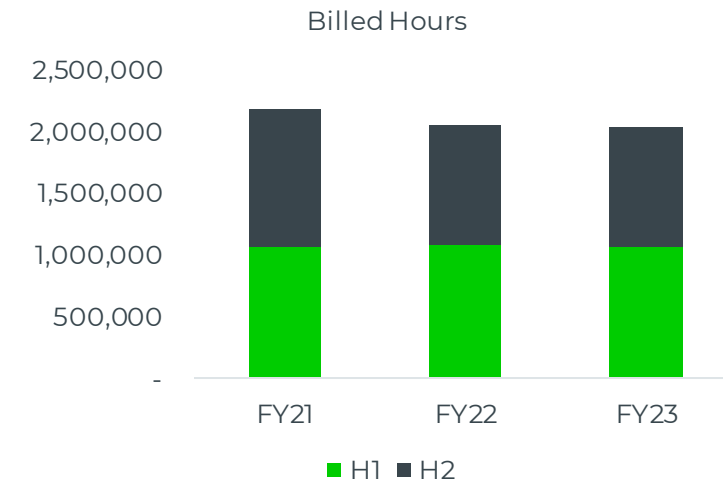
As a leading provider of talent solutions to the Health and Community Care sectors, PeopleiN provides staff to hospitals, aged care, disability, mental health and child protection services.

Performance:

- ▶ Launched You+Aus international recruitment brand to attract and secure nurses and carers initially from the UK and Ireland (over 1,000 candidates registered since February).
- ▶ Business has seen a steady improvement in candidates being onshored, which has offset the impact of higher levels of our workforce retiring post-COVID response. We provided employment to over 900 international health workers in FY23 (+1,200 pre-COVID).
- ▶ Hours remained flat between FY22 and FY23, but we had a shift in margin mix associated with the request for, and employment of, more junior staff on behalf of our clients.
- ▶ Continued demand for specialist services in sectors such as mental health, aged care and NDIS.
- ▶ The University of Wollongong secured as a new client, with NNA supplying RN facilitators. Extended contract terms with other major clients including Queensland Health and several NSW Health districts as well as secured a position on the Northern Territory health panel.
- ▶ Finance system implementation commenced. Workforce Management System rolled out to 2 brands and payroll system to 1 brand.

Outlook:

- ▶ Continued strong demand from clients with >11,000 hours of unfilled work per week being experienced on behalf of our clients.
- ▶ Build on our PALM capability to supply to our clients in the aged care and community sectors.
- ▶ Expect international nursing recruitment to accelerate, driven by improvements in visa processing and qualifications accreditation times, as well as our You+Aus campaign.
- ▶ Synergy gains expected in FY24 associated with systems implementation.



Professional Services

Overview:

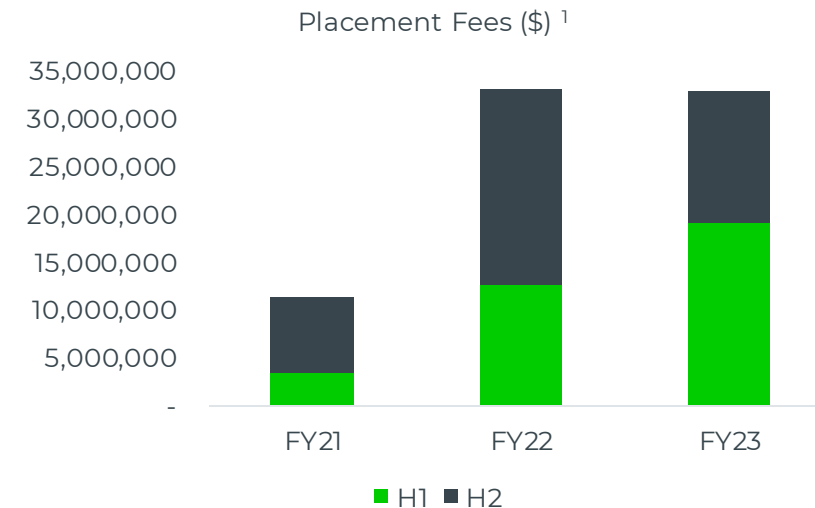
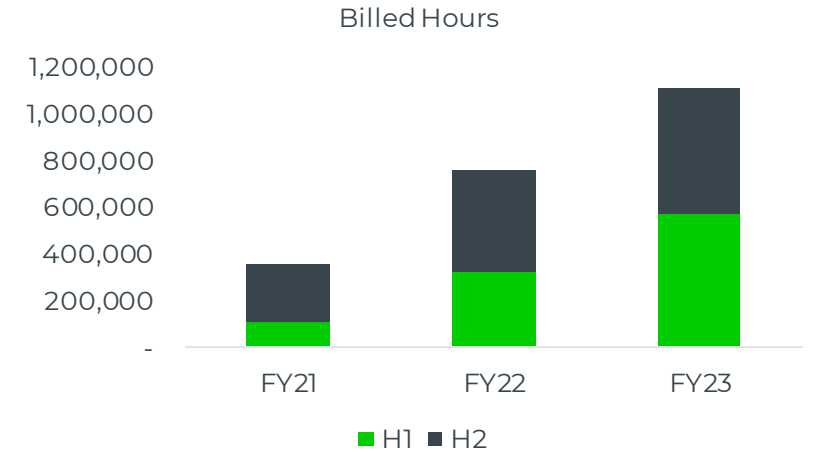
Leader in Professional Services staffing and advisory services focusing on technology, accounting, finance and business services support.

Performance:

- ▶ Halcyon Knights is one of the largest providers of IT recruitment services in Australia. Despite headwinds in the vendor sector during the year, Halcyon Knights continued to grow its end-user client base and has focused on growing its Government Specialist Division – which has secured work with Federal and state governments, as well as local government councils across three states in Australia.
- ▶ Halcyon Knights has grown its contractor book by +33% in the financial year.
- ▶ Perigon Group continues to deliver record earnings and grow its contractor book by +19% in the financial year. The business has benefited from cross-selling into our Healthcare & Community and Industrial client base.
- ▶ Project Partners has continued to grow by leveraging its stable, long-term client base and repeat business. New client growth with additional blue-chip and government sector clients added to the portfolio.

Outlook:

- ▶ Technology permanent recruitment expected to improve in FY24, off the back of continued investment in cybersecurity and AI, and our increased exposure to government work.
- ▶ Professional services talent remains in high demand with ongoing client investment in digital transformation projects and finance support.
- ▶ Underlying industry continues to grow and innovate with the professional services sector projected to grow by +206,000 roles to 2026².
- ▶ Leverage our multi-brand competitive advantage and existing client goodwill to grow into new sectors including health, resources and Defence.



Industrial & Specialist Services

Overview:

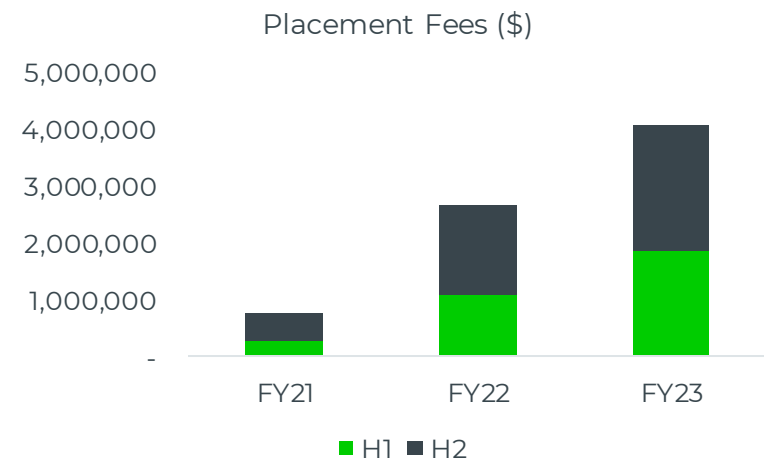
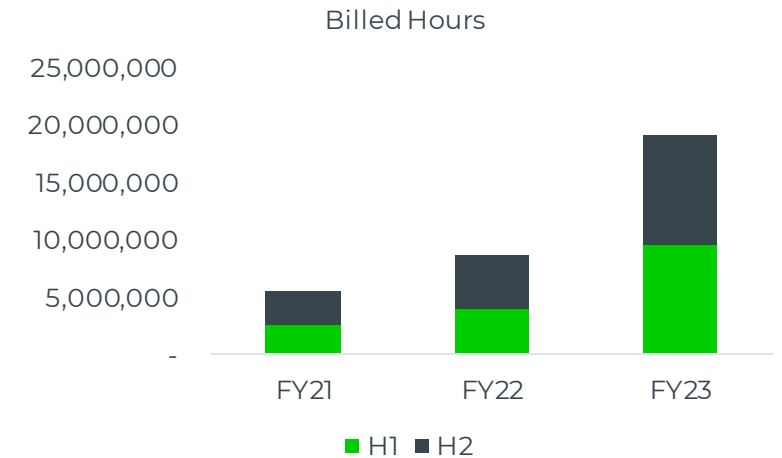
PeopleiN continues to be a leader in providing talent solutions to small, medium, and large businesses across a diverse range of sectors including food processing, infrastructure, construction, transport, resources, renewables and hospitality.

Performance:

- ▶ +121% growth in billed hours from FY22 to FY23 (including FIP).
- ▶ Geographic expansion of Techforce’s facility maintenance services, establishing an east coast presence, and Expect A Star’s entry into WA. Labour shortages in hospitality continued to drive growth in Tribe. Vision Surveys QLD has continued to increase services to the renewables sector with projects won in Qld and NSW across wind, solar and hydrogen.
- ▶ Largest client offerings are food services, mining (copper and zinc) and local government.
- ▶ +1,000 placements¹ of first nations candidates through our partnership with Partners on Country to clients in the mining and government infrastructure sectors.
- ▶ +82% increase in trainees and apprentices employed.
- ▶ FIP Group, volume-based at scale long-term labour supplier to clients. Record hours (~10.6m billed hours). Diversified supply beyond the PALM Scheme and services into forestry and engineering sectors, in addition to the defensive food services sector.

Outlook:

- ▶ Strong client demand expected to continue given the low unemployment rate
- ▶ International talent skill shortage across all industries we service; onshoring international talent through the PALM and other migration schemes (into the care and early learning sectors).
- ▶ Leverage our diverse client base and geographic presence to connect TAFE Qld graduates with employment.
- ▶ Continue to cement growth in Blue Collar AWX Executive and geographic expansion of Techforce and Expect A Star.



Business Overview

Our Purpose

To **IN**spire excellence
in our people



Our purpose

To **INSpire** excellence in our people

Who we are

Australia's largest ASX-listed talent solutions company.

- 4,000+ businesses
- 10,000 - 15,000 candidates payrolled per week
- 26 brands / 850+ internal staff

Our Initiatives



Our Goal

TO BE THE LEADERS

in the provision of complete talent solutions that enable our clients and candidates to **achieve excellence**

- First choice for clients
- Entrepreneurial spirit
- First choice for our people
- Always deliver

Success looks like

10% ORGANIC GROWTH & COMPLEMENTARY ACCRETIVE ACQUISITIONS

- +7% EBITDA margin
- Leading employer of choice - employee engagement of 80%
- 20% government work
- Global health network presence established
- Industry leading safety compliance



People

Attract, develop and retain top talent

- Roll out wellbeing and safety initiatives across the business including one EAP and ongoing awareness training
- Clear career pathways and associated development opportunities for all employees
- Implement a leadership development program across the group and a rookie training framework



Clients

Win more work

- Establish a leading global healthcare worker network via targeted acquisitions and strategic partnerships
- Key client engagement for top twenty group and division clients and target clients
- Promote cross-selling via awareness campaigns and celebrating success
- Grow our defence, federal and state government advisory and contracting capability through strategic hires, and partnerships and targeted acquisitions



Innovation

Efficient & sustainable business performance

- Automate low-value processes to maximise high value human interactions via our system upgrade program
- Launch **PeopleiNNOVATE** that includes:
 - Foster a culture of innovation by providing an avenue to encourage/invest in new commercial ideas
 - Celebrate success stories and promote an entrepreneurial spirit across the business
 - Provision of talent solutions to support the renewables sectors
- Establish a data analysis, insights and reporting capability



Shared Value

For our people, clients, investors & communities

- **Pillar 1 - First Nations** – gain approval of our RAP after the establishment of a RAP committee, and continue to celebrate Partners on Country
- **Pillar 2 - Sustainability** – establish a baseline carbon footprint, set net zero carbon roadmap and continue to build and celebrate Timberwolf
- **Pillar 3 - Equity and inclusion** – establish a diversity group framework, secure a national charity partner, celebrate our growth in the NDIS sector, and collaborate with NDIS clients to provide employment opportunities for people living with a disability

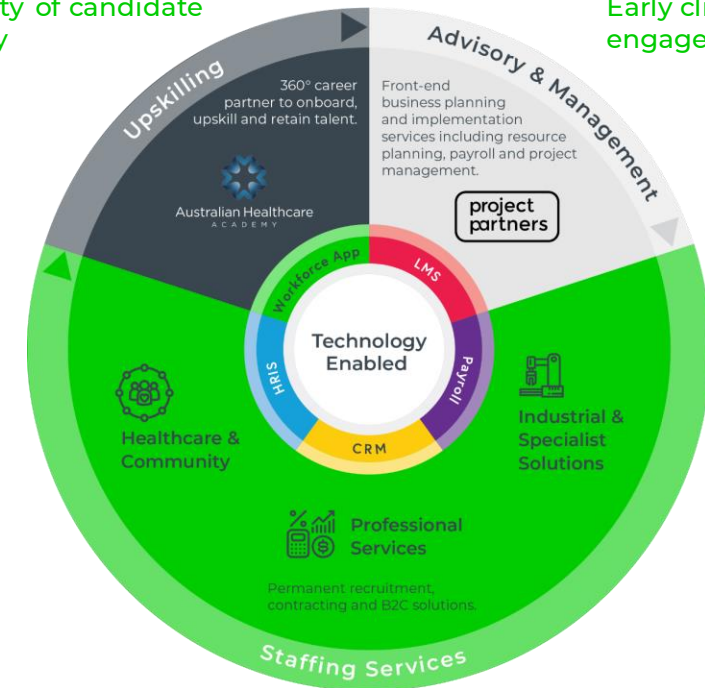
Our sustainable competitive advantage

- ▶ **Clients** – offer a specialised at-scale complete talent solution with access to one of Australia’s largest pool of employees.
- ▶ **Candidates** – sector and geographic diversity gives candidates confidence that we will find them employment. Provide access to upskilling opportunities e.g. TAFE Queensland partnership.
- ▶ **Industry leading safety compliance approach** – for both our internal and on-hire workforce.
- ▶ **Employees** – entrepreneurial business that attracts, develops and retains talent.
- ▶ **Commercial solutions partner** – strong balance sheet enables us to take a longer-term view on commercial opportunities to solve critical labour gaps for our clients.
- ▶ **Reputation** – strong reputation of consistent delivery for all our stakeholders. Over 20 years’ industry experience.
- ▶ **Leading enabling back-office support** - centralised shared services team and systems provides a competitive advantage which smaller operators cannot offer.
- ▶ **Shared value** – across our three pillars: First Nations, Sustainability and Equity & Inclusion.

Our 360 talent solutions

Security of candidate supply

Early client engagement



Our 'engine room'

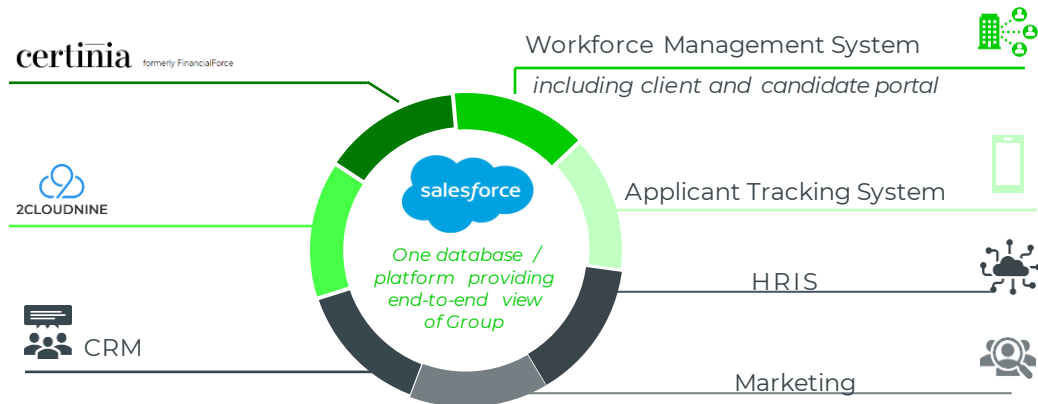
Strategy delivery



Program Unite Overview

Ongoing Program Unite systems upgrade program will provide a sustainable platform for future growth and realise cost efficiencies

Future Integrated Platform



Centralises resources, systems and data across brands, leveraging PeopleIN's scale nationally and maintaining brand flexibility at front end

Upgrade will support strategic initiatives including cross-selling, shared services support and M&A

Ongoing program of works into FY24, final stage complete in FY25

Key Benefits

- ✓ Aligns processes across the PI Group – improving efficiency
- ✓ Improved candidate and client experience – attract more candidates and win more work
- ✓ Create “single source of truth”, data insights and reporting
- ✓ Enhanced platform to support future growth and integration, inc acquisition playbook
- ✓ Robust platform improving overall IT and data security

Key Metrics

Stage 1 Capex budget – includes financial system (inc ERP), H&C payroll and Work Force Management solutions, including candidate portal

Stage 2 Capex budget – complete roll-out of stage 1 solution across all brands, with a migration to HRIS solution

Australia's largest listed talent solutions company

- ▶ Geographic and sector diversification
- ▶ Solid client base to support cross-selling
- ▶ Depth of candidate pool
- ▶ Balanced permanent vs contractor revenue mix that provides longer term stability

Business Snapshot



25 brands,
880+ internal staff



40+ locations
across Australia,
NZ and Singapore



4,200+
businesses



34,500+
Total number of
candidates
payrolled in FY23



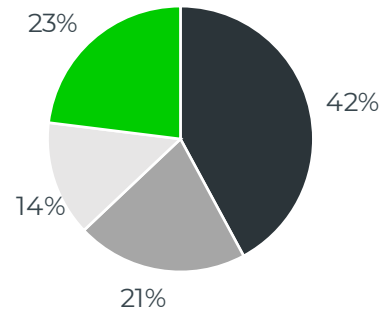
13,000-15,000
Candidates
payrolled every
week



455+
Apprentices and
trainees employed with
425+ qualifications
completed

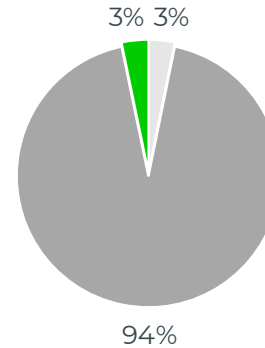


EBITDA Contribution by vertical



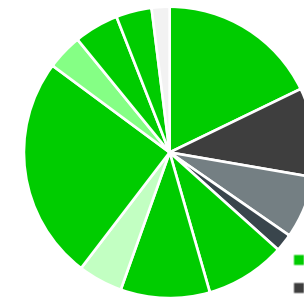
- Industrial
- Specialist Services
- Health & Community
- Professional Services

Revenue Mix



- Perm Revenue
- Contractor Revenue
- Other

Sectors by GM Contribution



- Health (18%)
- Resources & Renewables (10%)
- Government & Education (7%)
- Manufacturing (2%)
- Hospitality & Retail (9%)
- Construction (10%)
- Technology (5%)
- Food Services (25%)
- Professional Services (4%)
- Finance & Insurance (5%)
- Transport (4%)
- Other (7%)

Remuneration

External review of Long-Term Variable Remuneration (“LTVR”) for KMP completed

- ▶ Changes effective to FY24 remuneration framework and is disclosed in the 2023 Remuneration Report.
- ▶ Changes to the Long-Term Incentive (“LTI”) in addition to existing Short-Term Incentive (“STI”) plan for executive director, CEO and CFO.
 - ▶ STI: includes financial gate and to be paid in cash at the end of the measurement period.
 - ▶ LTI: measurement period 3 years, 100% measured against performance metrics (that is 50% EPS and 50% Absolute TSR).
- ▶ No change to who comprises KMP: Directors, CEO and CFO.

Our shared value framework

Shared value for our people, clients, investors and community

	Pillar 1: First Nations	Pillar 2: Sustainability	Pillar 3: Equity & Inclusion
UN Sustainability Goals			
Key Highlights	<ul style="list-style-type: none"> Key Partnerships with Partners on Country. 1,000+ First Nations candidates placed Reflect Reconciliation Action Plan (RAP) Working group established to deliver in FY24. 	<ul style="list-style-type: none"> +5 million Trees planted via Timberwolf (last 12 months) Office consolidation 10 brands brought together in office HQ and Gold Coast 	<ul style="list-style-type: none"> Key Partnerships Including Edmen and the Endeavour Foundation 62% Female Internal workforce. 43% female representation in candidate workforce Community 'Women in IT' online community – 11,700+ followers Domestic Economic Contribution People in work - payroll 13,000 – 15,000 candidates per week. PALM Community Industry leading Community of Care model NDIS support >\$60m in PALM Remittances Economic contribution to Pacific Islands in FY23 Human Rights Commitment to respecting and upholding; annual reporting. Human Rights >53,000 hours provided to NDIS participants (last 12 months).

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