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# 2021 OUTLOOK

SEPTEMBER 2020

The GO2 People Ltd  
(ASX:GO2)

The GO2 People is a leading recruitment and training services provider whose financial performance improved significantly in FY20 on the back of an operational restructure. Through its diversified offering, The GO2 People derives significant synergistic benefits and, having implemented a lean and efficient operating model, has laid a solid foundation for FY21.

## RECRUITMENT

### GO2 Recruitment

The Company's recruitment division provides tailored blue and white collar staffing solutions to a range of industries with a key focus on mining, construction and infrastructure. The high value client base includes national and multi-national blue-chip organisations with strong tailwinds in their respective sectors.

## TRAINING

### GO2 Skills & Training

The Company's training business is a nationally Registered Training Organisation (RTO 40927), delivering accredited and non-accredited workplace training and education courses via classroom based and online learning methods. The courses delivered are focused on the industries in which the recruitment business operates to access the synergistic benefits.

## SYNERGIES

### Operational synergies and cross sell opportunities

Both divisions share significant operational synergies and enjoy cross sell opportunities, sharing many of the same clients and opening doors for one another. Leveraging the recruitment divisions large candidate database and strong client base, the training business operates both business to business and business to consumer models to access an internal sales pipeline. The training offering provides a point of difference to the recruitment division, helpful when attracting new clients.

## BARRIERS TO ENTRY

### Highest level of industry accreditation

GO2 is accredited by the Australian Skills Quality Authority (ASQA), Australian Qualifications Framework, Nationally Recognised Training, Training.gov.au, and the Australian Council for Private Education and Training (ACPET). Furthermore, it holds all applicable licenses to operate as a recruitment and labour hire business in the required States.

Strong tailwinds in key operating sectors, expansion of service offering and enhancement of client relationships in addition to cost stabilisation and strategic M&A are emerging prospective considerations moving forward.



**Re-train and re-deploy** - GO2 has the business model ready made to take advantage of the Federal and State Governments' commitment to re-training and re-deploying the large number of workers and industry impacted by COVID-19.



**National Infrastructure** - Large infrastructure projects being fast tracked nationally to stimulate job growth on the back of COVID-19, is creating demand for recruitment and training in infrastructure sector. High number of GO2 clients heavily involved in this space.



**Strength of the Mining Sector** - Significant labour demand from existing GO2 clients, giving exclusivity to fill jobs across multiple sites, expected to drive growth given strong expertise in this sector.



**Established service agreements with tier one businesses** - Preferred Supplier Services Agreements with high value clients to provide platform for revenue and improved earnings whilst offering significant cross-sell opportunities for GO2 training division.



**Overhead stabilisation and capital management** - Proven ability to manage capital effectively and a stabilised cost structure, as evidenced in past 12 months, will continue to drive EBITDA improvement and margin sustainability.



**Ongoing core and adjacent revenue expansion** - Ongoing focus on core recruitment business earnings supplemented by increasing demand and cross-selling opportunities for training business expected to assist with earnings expansion.



**Strategic M&A opportunities** - Significant potential of enhancing service offering through strategic M&A to further improve earnings and improve Group expertise.

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During FY20, GO2 undertook a significant operational re-structure focused on consolidation of the core recruitment and training businesses through positive cashflow, EBITDA improvement and enhancing high value clients.



### **Consolidated operations through cost and cashflow management**

- Reduced total operational overhead spending by \$4.5m, or 60%, annually
- Total cashflow positive for the year ended 30 June 2020
- Positive EBITDA achieved for the six months Jan – Jun 20
- Increased Group gross margin as percentage of Revenue from 11% to 12.5%



### **Enhanced key client relationships**

- Executed industry best service delivery to recurring revenue, high margin clients
- Renewed multiple Supplier Agreements with clients in the mining and construction sectors
- Increased average revenue generated per employee 14%



### **Exhibited and furthered competitive advantage across divisions**

- Developed and implemented first online accredited training course
- Exclusively delivered industry leading Leadership and Management training to key mining and construction clients
- Implemented new employee onboarding technology, significantly increasing recruitment efficiency and turnaround times, and reducing environmental impact by removing paper usage

During FY 2021 the Company will continue it's focus on continued EBITDA improvement and diligent capital management to deliver profitable operating activities. The Company will also seek growth by accessing additional operational synergies, both organically and through strategic M&A.



**Core Business** - Maintain energy and focus on core recruitment business to take advantage of key client relationships and tailwinds in current operating sectors of mining and infrastructure.



**Profitability** – Continue to focus on profitability by delivering full year EBITDA positivity and targeting positive NPAT.



**Capital Management** - Drive responsible management of capital and retain low cost base to run a lean profitable operation, ensure a solid cash position and to ensure adequate funding is in place to deliver company objectives.



**Synergies** – Further enhance cross-sell synergies between recruitment and training divisions to take advantage of the re-deployment and re-training of national workforce affected by COVID-19.



**M&A** - Assess strategic merger and acquisition opportunities that offer operational synergies, cost rationalisation and EPS accretion

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Recruitment business servicing the construction, resources and industrial sectors, has retained high value clients and created a solid platform for FY21. Margin growth, increased job orders from clients and revenue momentum with strong tailwinds in key sectors and geographies.



**Core business has reduced cost base, improved operational efficiencies and reinforced high value client partnerships**



**Average revenue per employee on site has increased by 14%**



**Margins improved from 11% in FY19 to 12.5% in FY20 and are sustainable moving forward**



**Strong job order demand from high value clients in key operating sectors**

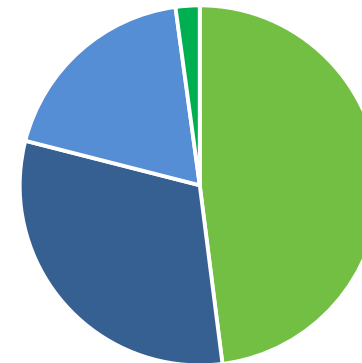


**Federal and State Government commitment to fast track job creation through infrastructure projects**



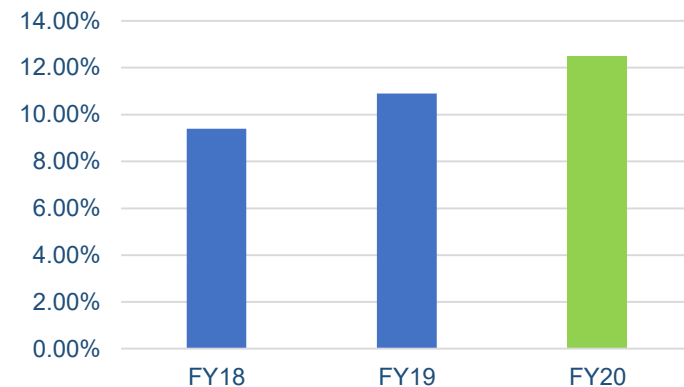
**Mining sector continues to provide the backbone of the economy**

REVENUE CONTRIBUTION FY20



■ Labour Hire - WA ■ Labour Hire - QLD ■ Labour Hire - NSW ■ Skills

MARGIN INCREASE



GO2 training and education business delivering nationally accredited qualifications through online and classroom-based training, will focus on development of new online courses and upskilling new and existing recruitment client workforces within mining and construction sectors.

## CURRENT PLATFORM



Implementation of first online training course generating consistent revenue



Geographical expansion of training business into Queensland, creating access to new market



Move into lucrative VET business to consumer model in addition to existing business to business model

## FY21 TRAINING FOCUS



Ongoing development of additional online and classroom-based courses

Online training as platform to grow into new geographies and access new markets



Operational synergy with recruitment business allowing training business to leverage existing client relationships

Access programs / funding to upskill national workforce



Strategic partnerships in place with key clients providing solid foundation

Develop new industry relevant training courses

The Company will assess strategic merger and acquisition opportunities utilising a predominately scrip vend in model to bolt on high performing complementary recruitment and / or training businesses that provide operational synergies, cost rationalisation and EPS accretion.

## ACQUISITION CRITERIA



## POTENTIAL ACQUISITION TARGETS

### WHITE COLLAR PERMANENT & CONTRACT

Potential targets are operating in the same industry sectors but deliver a different type of recruitment offering which will enhance the total GO2 service offering and provide significant cross-sell potential.

### BLUE COLLAR LABOUR HIRE

Potential targets are identical businesses operating in similar industry sectors that offer cost rationalisation, cross-sell potential and scalability.

### REGISTERED TRAINING ORGANISATION

Target is an RTO with online training capability and additional courses within GO2's operating sectors which will provide cross-sell opportunities and increase the group's online training capability.



The GO2 People operate as specialists within the recruitment and training sectors, leveraging its internal expertise and cross-selling opportunities across its business units to provide a competitive advantage and platform for future growth within fragmented and high growth sectors.



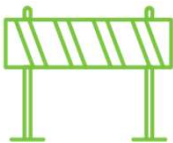
**Board & Management** - Highly capable and motivated Board & Management team that originate from industry and have practical experience in client operational sectors, significantly enhancing firm expertise long-term client partnership maintenance and execution of business strategy



**Core Business Strength and Growth Profile** - Established core business driven by responsible capital management and servicing high value recurring revenue clients providing a solid platform to secure additional market share in large, fragmented industry sectors.



**Auxiliary Synergy and Growth Prospects** - Synergistic training business offers significant cross-sell opportunities to existing, and potential new, clients that will be further enhanced through FY21 and will support business scalability and drive development of GO2 service offering to businesses and consumers.



**Barriers to Market and Scale** - Adequate capital funding, client relationships, geographical presence and relevant licenses required for entry – GO2 holds all relevant licences and services WA, Qld, NSW, SA & Vic.



**Strong Fundamentals Potential** - Lean business model with capacity to manage additional growth.

Highly capable Board with operational experience across key operational sectors and client industries including construction, mining and infrastructure.



**Darren Cooper** | **INDEPENDENT NON-EXECUTIVE CHAIRMAN**

Darren Cooper spent some 20+ years with various companies in Management and C-Suite roles. Darren is also the Board Chair of Spectur Ltd (ASX:SP3) and is a Non-Executive Director of Netcentric Ltd (ASX:NCL).



**Billy Ferreira** | **MANAGING DIRECTOR AND CO-FOUNDER**

Billy is a proven senior manager and entrepreneur with a strategic, disciplined approach and practical appreciation. During his time in the Australian Army, Billy completed his studies in Psychology and a Carpentry Trade.



**Paul Goldfinch** | **CO-FOUNDER, EXECUTIVE DIRECTOR**

Paul is an experienced senior manager and entrepreneur with a practical background in the labour hire and construction industries, both in Australia and overseas. He is a co-founder of The GO2 People.

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## CORPORATE STRUCTURE



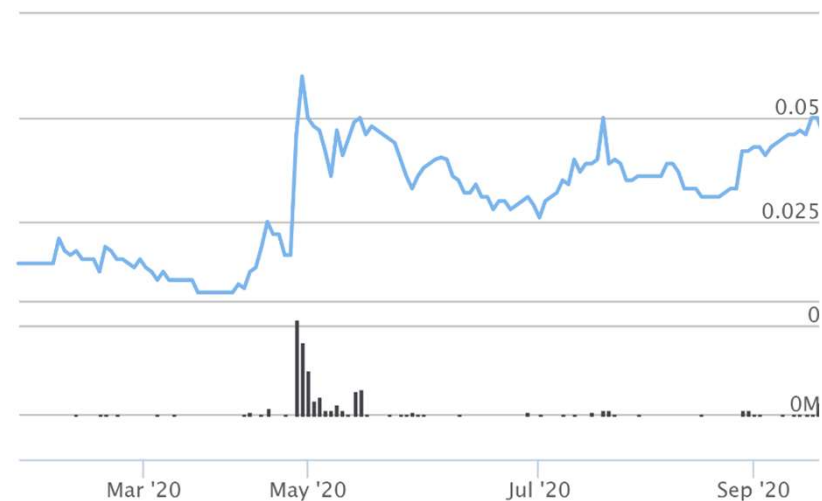
## TOP HOLDERS\*

Rank	Name	Units	% Units
1	EVERGLADES INVESTMENT PTY LTD <EVERGLADES DISCRETIONARY A/C>	27,500,000	19.27
1	GOLDFINCH DISCRETIONARY PTY LTD <GOLDFINCH DISCRETIONARY A/C>	27,500,000	19.27
3	MR GREGORY PHILIP GOLDFINCH	6,278,579	4.40
4	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	5,814,046	4.07
5	NAVIGATOR CONSULTING & RESEARCH PTY LTD <A HALL FAMILY SUPER FUND A/C>	2,631,107	1.84
6	SHOOTINGFISH PTY LTD <STONE COLD SUPER FUND A/C>	2,500,000	1.75
7	MR PETER JOHN BELLGROVE <PETER BELLGROVE FAM S/F A/C>	2,000,000	1.40
7	PAGONDAS PTY LTD <PAGONDAS A/C>	2,000,000	1.40
9	MR MICHAEL WILLIAM GAULE	1,784,805	1.25
10	MR CHRISTOPHER STREAT	1,510,000	1.06

## SHARE STATS\*

SHARE PRICE	0.05
MARKET CAP	7.13M
SHARES ON ISSUE	142.69M
52 WEEK HIGH	0.077
52 WEEK LOW	0.008
AVERAGE VOLUME	642,102

## YTD SHARE PRICE PERFORMANCE



\* As at 17/09/20

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## Connecting People with Possibility

For more information, please contact:

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