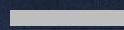


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H1 FY21 Results

10 February 2021



H1 FY21 Financial Performance

- COVID-19 and associated remote working impacted sales process/sales conversion in Q2
- Good cash generation
- Solid balance sheet in place



Revenue
\$58.6m

Down 10%; Q2 sales process conversion efficiency down



EBITDA
\$5.3m

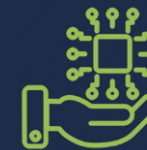
Up 1% on H1
Tight operational management offset lower revenue



Cash Conversion
In line with expectations
Operating Cash Flow of \$3.8m



Capital Management
DRP implemented



Digital Services Focus
Strong support from existing clients
Good demand for digital marketing services

Note: All references above refer to continuing operations

— H1 FY21 Operational Comments



Digital Services remains the focus

Efficiency of our sales process in Q2 was impacted by COVID-19/sustained remote working

- Southern & Northern regions had a solid Q1, however sustained remote working arrangements impacted our sales processes in Q2, resulting in softness in new project pipeline development and conversion
 - As the COVID-19 environment settles and people continue to return to the office, we are seeing signs of improvement
- We have maintained our strong client base and continue to build our technology partnerships



Digital Marketing Services producing strong results

- Marketing Services produced solid results, with good momentum
- Digital Marketing Services continues to position RXP well in the current environment, providing cross-sell opportunities in the broader digital services market



Financial Outcomes:

Existing clients retained, with strong extension to work underway
With return to office happening, sales conversion and pipeline improving, anticipate a stronger H2

- Cash conversion of 71% in line with expectations given high cash conversion in FY20
- DRP implemented
- Non-cash impairment of \$12.2m to goodwill taken in H1 (calculated based on Scheme consideration value)
- Revenue ~\$59m (down 10%, given sales process inefficiencies); EBITDA \$5.3m (up 1% on pcp)
- Despite ongoing uncertainties associated with COVID-19, with an improved overall operating environment, RXP anticipates a stronger H2

Proposed acquisition of RXP by Capgemini

- Latest timing

Event	Expected Date	
First court hearing	29 January 2021	completed/approved
Scheme Meeting	2 March 2021	
Second court hearing	4 March 2021	
Effective date	5 March 2021	
Record date (special dividend)	11 March 2021	
Implementation date	26 March 2021	

All times and dates in the above timetable are references to the time and date in Melbourne, Victoria, Australia, and all such times and dates are subject to change. RXP may vary any or all of these dates and times. Certain times and dates are conditional on the approval of the Scheme by RXP Shareholders and by the Court.

- Based on the above timetable, and subject to RXP shareholder approval being obtained by the requisite majorities and all other conditions of the Scheme being satisfied or waived, the Scheme is expected be implemented in late March 2021
- In the absence of a superior proposal or the Independent Expert changing or qualifying its conclusion that the Scheme is in the best interests of RXP shareholders, the Directors of RXP continue to unanimously recommend that RXP shareholders vote in favour of the Scheme at the Scheme Meeting to be held on 2 March 2021

Review of H1 FY21 Financials

1. Profit & Loss
2. Balance Sheet
3. Cash flow
4. Capital Management

Delayed impact of COVID-19 on sales processes in Q2

Revenue of \$58.6m

- COVID-19 and associated remote working impacted sales process/sales conversion in Q2

EBITDA of \$5.3m

- Increase of 1.1% pc
- Tight operational management employed to offset lower revenue

Underlying Adjustments – one-off impacts

- Scheme of Arrangement expenses associated with proposed acquisition - \$273k
- Office relocation costs associated with move from Milsons Point to the CBD office - \$110k

Non-cash impairment of \$12.2m to goodwill

- Assessed on 'fair value less cost to sell' valuation basis
- Fair value represents current offer of 55 cents (per Scheme of Arrangement)

(\$'000)	H1 FY21	H1 FY20	Growth
Revenue	58,596	65,072	-10.0%
Underlying EBITDA	5,271	6,710	-21.4%
Underlying EBITDA margin	9.0%	10.3%	
- Client Enforced Mandatory Leave	-	(615)	
- Investment in Digital Marketing Services	-	(573)	
- Redundancy expense	(658)	(454)	
- Provision for Doubtful Debts	-	-	
- Other adjustments [#]	(191)	(883)	
- Scheme of Arrangement expense	(273)	-	
- AASB 16 Leases EBITDA Impact	1,186	1,093	
EBITDA	5,335	5,278	1.1%
EBITDA margin (%)	9.1%	8.1%	
Depreciation & Amortisation	(1,838)	(1,609)	
Impairment of Goodwill	(12,244)	(7,500)	
Net Interest	(485)	(457)	
Profit Before Tax	(9,232)	(4,288)	-115.3%
Income Tax	(986)	(965)	
Profit / (Loss) from continuing operations	(10,218)	(5,253)	
Profit / (Loss) from discontinued operations	-	(201)	
Profit / (Loss) for the year	(10,218)	(5,454)	-87.3%
Reported EPS (cents) excluding impairment	1.17	1.27	-7.9%

[#] Other adjustments includes \$81k share based payment expense and \$110k office relocation costs.

[#] AASB 16 Impact: Lease expenses removed from occupancy costs and replaced with depreciation of leased assets and interest on lease liabilities over the relevant lease term.

Strong balance sheet maintained

Liquidity

- Maintained strong position with \$14.7m in cash and net debt of \$3.8m
- Receivables and accrued income at \$20m

Leased Assets

- AASB 16 impact – net liability highlighted in balance sheet \$0.9m

Intangibles

- Impairment of \$12.2m as a result of 'fair value less cost to sell' valuation basis

Borrowings & Deferred Liabilities

- Total funds drawn of \$18.5m

Share Issue

- 12 million shares issued at 33.5 cents per share under the DRP

(\$'000)	31 December 2020	30 June 2020
Assets		
Cash	14,658	15,048
Receivables & Accrued Income	19,832	21,968
Property, plant & equipment	1,635	1,920
Leased Assets	6,362	5,768
Deferred Tax Assets	2,122	1,892
Intangibles	90,300	102,494
Current assets held for sale	-	-
Other	1,252	1,542
Total Assets	136,161	150,632
Liabilities		
Trade and other Payables	11,336	15,932
Borrowings	18,500	19,000
Lease Liabilities	7,299	6,760
Current liabilities held for sale	-	-
Accrued Staff Provisions	5,051	4,689
Total Liabilities	42,186	46,381
Net Assets	93,975	104,251
Contributed Equity	97,508	93,621
Retained Earnings	(18,624)	10349
Dividend Distribution Reserve	14,728	-
Reserve - other	363	281
Total Equity	93,975	104,251

AASB 16 Impact: Note that while AASB 16 impacts line items on the balance sheet, it has no impact on net cashflows, debt covenants or shareholders equity.

Cash conversion in line with expectations

Operating Cash Flow of \$3.8m

- Represents 71% of EBITDA
- Forecasting 80%+ cash conversion for FY21 (noting high cash conversion in FY20)

Investing Cash Outflows of \$0.5m

- \$0.3m - Phase 2 of internal software platform to replace existing legacy systems (learning and recruitment management systems)
- \$0.2m - PPE

Financing Cash Outflows of \$1.9m

- \$1.2m - for operating leases per AASB 16
- \$2.7m - paid in dividends
- \$2.7m - proceeds from share issue / dividend reinvestment
- \$0.2m - Share issue costs
- \$0.5m - repayment of loan facility

Key cash flow Items (\$'000)	H1 FY21	H1 FY20
Continuing Operations (before interest and tax)	3,789	6,718
Tax paid	(1,339)	(2,474)
Net interest	(485)	(457)
Discontinued operations net cashflows	-	(182)
From operations	1,965	3,605
From investments	(503)	(1,297)
From financing	(1,852)	(5,903)
Net cash flows	(390)	(3,595)
Closing cash balance	14,658	8,117
Continuing Operations as % of EBITDA (before interest and tax)	71%	127%

Notes: AASB 16 Impact: Reclassification of cashflows between operating and financing activities.

Capital Management

Dividend Pay-Out

- No interim dividend to be declared
- A special dividend of up to 5 cents per share may be declared and paid by the RXP Board (subject to a number of terms and conditions including the Scheme with Capgemini becoming effective and RXP receiving a favourable draft class ruling from the ATO) - refer Scheme Booklet.

If the special dividend is declared by the RXP Board, the cash consideration of \$0.55 per RXP share under the Scheme will be reduced by the cash amount of that special dividend

	H1 FY21	H1 FY20
Interim Dividend	#	1.00cps
Payout Ratio on NPAT *	#	78%
Record Date	#	20 March 2020
Expected Payment Date	#	10 April 2020

* excludes impairment impact

H1 FY21 Operational Review

1. Maintaining a strong and diverse client base
2. Solid results and demand for digital marketing services
3. COVID-19/remote working impacted Q2
4. Other comments

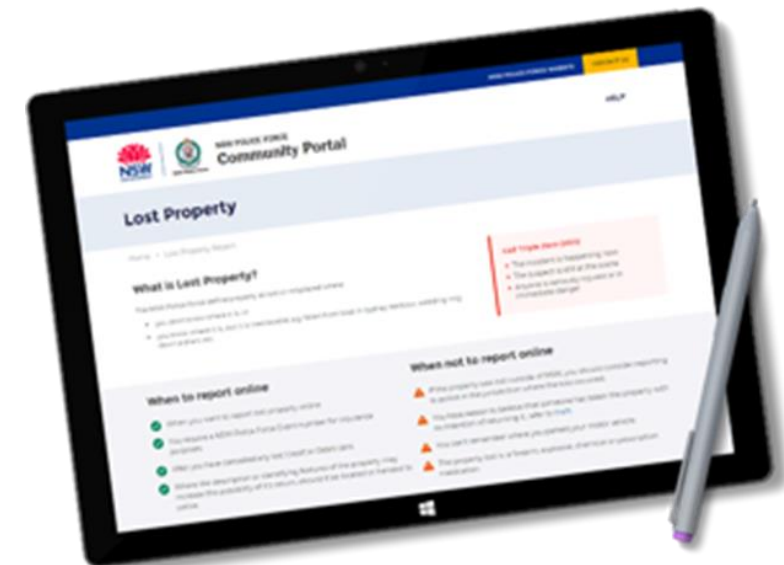
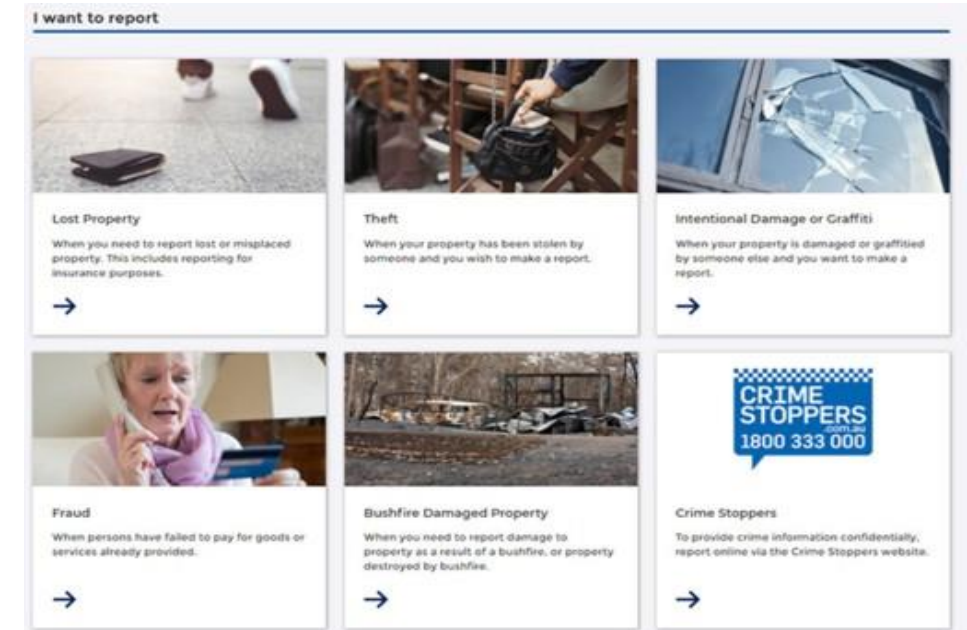
Strong support from existing clients with new clients added

Existing clients continue to extend work with us

- Client retention remains extremely high, with extension to existing work occurring
- A number of significant and referenceable projects successfully delivered, including
 - Unisuper (CMS Solutions)
 - Betfair (Bespoke AWS web & app development)
 - NSW Police (Salesforce Community portal)
 - Multiple projects for NSW Govt including DPIE, WGEA and NSW Electoral Commission

New clients also added to our portfolio

- PetCulture (Microsoft based ERP solution)
- City of Newcastle (ServiceNow project)
- NSW TAFE (HCD project)
- Aware Super (Data and Integration)
- Solar Vic (Salesforce Marketing Cloud)
- Victorian Dept. of Transport (ServiceNow project)



Strong demand for our digital marketing services

Good momentum with our digital marketing services

- We entered FY21 with momentum and this continued during H1 FY21
 - Generally, businesses recognised the need to invest in brand development, brand awareness and call to action marketing
 - Good wins with the likes of LG Electronics, McGuigan Wines and AFG (Australian Finance Group)
 - Plus solid growth within current clients such as Aware Super, Westpac and Goodman Fielder
- We remain focused on leveraging our capabilities in this area across the broader RXP Group



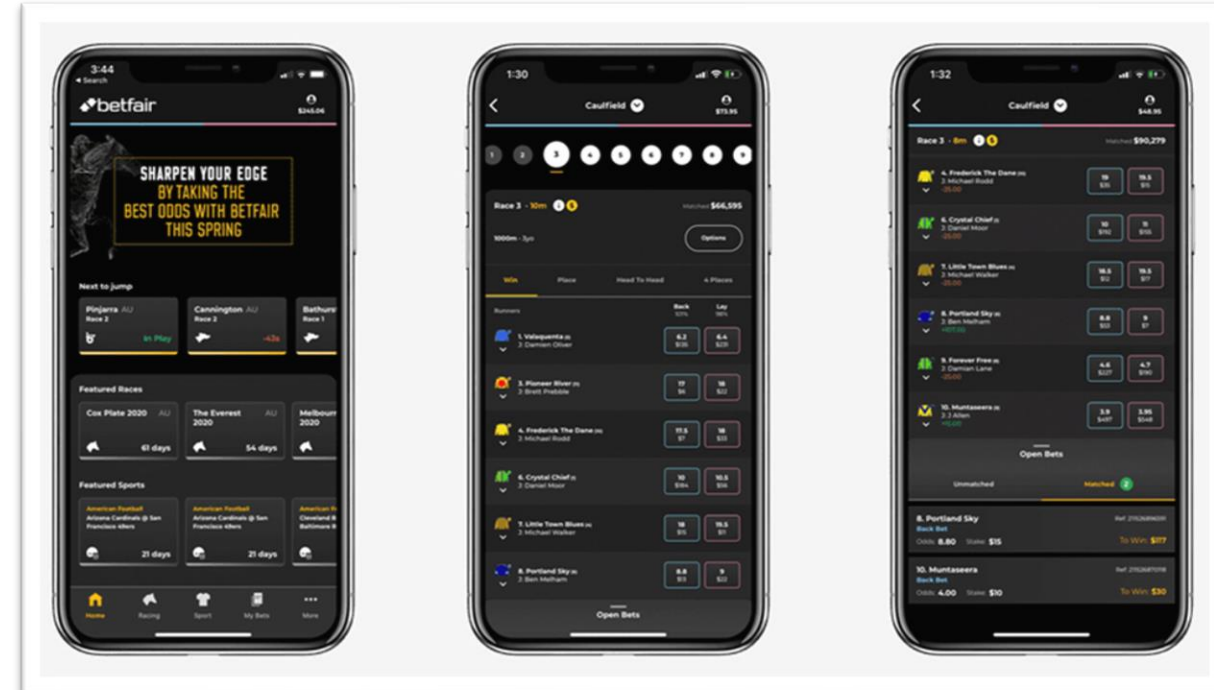
COVID-19 impacted Q2 sales processes

Building pipeline proved to be challenging in Q2

- We entered FY21 with good momentum, however, sustained remote working due to COVID-19 meant that people involved in the sales process had minimal face-to-face contact
- Pipeline conversion and development slowed in Q2
 - Didn't impact significantly in terms of being able to seek extensions to existing work/work in progress
 - Did impact on our ability to convert our pipeline into new project wins in Q2 FY21

Signs of improvement in sales conversion/pipeline development

- As the COVID-19 environment settles and people continue to return to the office, face-to-face meetings are resulting in an increase in activity in terms of our sales processes
- Greater economic confidence and clarity of business priorities also provides us with confidence in terms of a stronger H2



New Betfair app will enhance the customer experience

— Update on operations

Sound management of our operational levers in H1

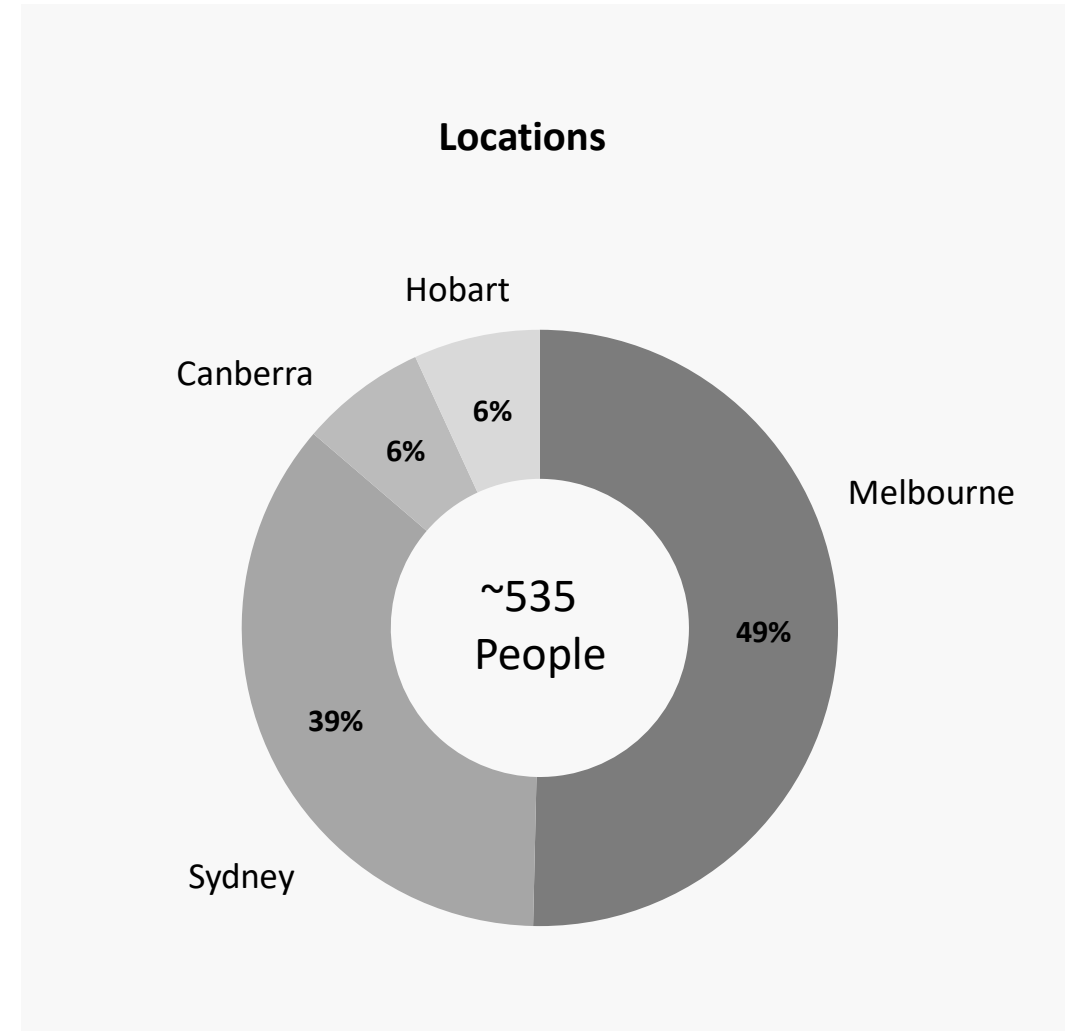
- Working with our people, we were able to maintain a strong level of utilisation throughout H1
- Maintained our average billable rates
- Implemented tight management of discretionary spend

RXP has offices in Sydney, Canberra, Melbourne and Hobart

- ~535 people in the RXP group with a number of freelance/contractor resources we can call upon as needed
- With our lease at Milsons ending October 2020, we have consolidated our Sydney team into the Margaret Street CBD office

We continue to manage for the COVID19 environment

- We have maintained our focus on the short, medium and long term when it comes to:
 - safety and wellbeing of our people
 - the health of our business
 - the value we can create for our clients



Looking ahead

1. Strategic Framework & Outlook

Looking ahead...

Whilst we entered Q1 FY21 with momentum, COVID-19 and the associated remote working adversely impacted our sales pipeline development and opportunity conversion

- Pleasingly, we did receive strong support from existing clients in terms of extensions and renewals
- Added some new clients to our portfolio
- Our digital marketing services produced solid results as businesses saw the need for these services

The COVID-19 environment has settled and economic outlook is positive

- With a focus on “return to the office” for most businesses in H2, we anticipate an improved effectiveness and efficiency in our sales process
- We expect stronger H2 results when compared to H1 FY21 as businesses resume their digital focus

OUR VISION:

To be Australia's leading digital services business

OUR PURPOSE:

Making Happier Humans

FY21 Objectives

Top & Bottom Line growth | Growth in People Engagement

Growth in client advocacy | Growth in Shareholder value

FY21 Priorities



CULTURE

Build a growth mindset



BRILLIANT BASICS

Make sound financial management a habit



WAYS OF WORKING

Agility and “can do attitude” in the face of change



PARTNERSHIPS

Better Together




SERVICE OFFERING

Differentiate & growth

OUR VALUES: Be Ingenious | Use Your Voice | Show you care

ersonal use only

rxp'group

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**Making
Happier
Humans®**