



resource group holdings plc



Quarterly Strategic Trading Update for
Shareholders and Partners
September 2024



Executive update from the Board



Justin Madgwick

Co-Founder & Global CEO

The Company set out in March 2020 with a plan to list and acquire a number of target acquisitions. The not so perfect time to start at the beginning of Covid-19! We have been through thick and thin, and not just survived all the adverse global challenges since, but embraced it and laid the foundations throughout to meet our stretch target of £50m EBITDA by January 2027*. This plan has now become a reachable target. We are taking this opportunity to update you on our latest strategic plan built around our original foundations of Independence, Value Creation, Collaboration and Business for Good. We will do this quarterly from now.

We continue to expand the business with EBITDA through acquisitions, partnerships and organic growth. Our ever expanding network drives our growth with help from our Rec2Rec partners. The bigger and more successful we are, the more lucrative our opportunities are in terms of all our future stakeholders. Whether they be clients, candidates, new acquisition partners, investors or funders. We find ourselves in a very strong and exciting position with the fruits of our hard work building the appropriate foundations, now reflecting in our sales, profits and most importantly our general deal flow in terms of both quantity and quality. Year end January 2025 is well on its way to being a breakthrough year continuing our current growth trend, and the Board is considering options now for listing Q3 2025, following the January 2025 year end audit completion in Q2. At which stage, we should have reached a significant tipping point.



Conrad Swailes

Founder & Global
Managing Director

* These estimates, projections and targets are for illustration purposes only and are not guaranteed. Any connection with investment is only available to qualified, sophisticated investors.



Our Current Strategic Structure

RGH has consistently adapted and expanded to meet the ever-changing demands of the global market. The company has evolved from its original structure to now operate across B2B and B2C sectors worldwide, covering more than 20 industries. Our key areas of expertise include:

Executive Search

Exclusive mandate, normally retained, to identify and screen top senior talent for organisations. Our global financial and wealth management division, based in London, was recently retained by a leading global wealth and asset management client. Additionally, our Singapore-based hub, Olmec Search, specialises in senior placements across logistics, manufacturing, and supply chain sectors. We are proud to count DHL, the world's largest private employer, among our esteemed global clients.

Professional Recruitment (Permanent and Contract Roles)

Fast turnaround contingency recruitment of qualified candidates in various sectors; paid on success only. This is where our journey began, and we continue to grow. Our latest sales initiative focuses on contractor placements across 20 sectors and five continents. Recently, we have been engaged by Tech Mahindra, TFL, Wipro, two NHS trusts, and several leading global law firms.





Our Current Strategic Structure

Large-Scale Deployment

Identification, evaluation and preparation of multiple hires for skilled, semi-skilled and blue-collar requirements en-mass. Our primary focus in the UAE and Saudi Arabia includes significant engagements with leading contractors on the Neom project. During a strategic visit later this month, we will meet with key clients from the technology, healthcare, hospitality, oil and gas, construction, and wealth management sectors. Our presence spans the wider Middle East, including Qatar, where we remain highly active.

Aligned Services: Advisory, Consultancy, and Payroll Solutions

We continue to deliver on a wide range of HR, Employee Engagement, Transformation, Scaling, and Train-Transform-Transfer projects. In addition, we are developing a large-scale Contractor payroll solution in partnership with a leading UK provider, a collaboration that represents tremendous growth potential.

RecTech / HRTech

We have finalised terms for the acquisition of a proven digital platform specialising in workforce optimisation, development, skills gap identification, and skills based recruitment. This acquisition will open doors to new global partnerships within the exciting and rapidly expanding B2B2C career, AI, and data sectors.





Global Strategic Geographic Structure

A key advantage of the two years of COVID lockdowns was our strategic shift from a UK-centric approach to a truly global focus. This transition has de-risked our operations and positioned us to thrive in an ever-evolving market. Our strong presence in the Middle East, APAC, the UK, and Europe forms the foundation of our global strategy, with plans to expand into North and South America.

Global Strategic Sector Focus

From the outset, we aimed to be a tech-embracing resource consultancy across all sectors where we operate. Having successfully traded in over 20 industries, we have intentionally diversified to minimise risk and ensure long-term sustainability. We focus on "fishing where the fish are," and our agile partner network enables us to respond to market demands faster than our competitors.

Global Strategic Acquisition

Unlike our larger competitors, who we liken to oil tankers navigating a rapidly shifting market, we see ourselves as a fleet of speedboats, agile and able to change direction quickly in response to market needs. Our acquisition strategy reflects this approach, allowing us to expand our global presence across high-potential sectors and regions.

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"Our Global Team of experienced recruiters and business development leaders is enabling delivery in more locations than ever before. The energy and collaboration within our SLT is amazing."

-Justin Madgwick





Financial Updates

The Companies' last audited accounts for the year ending January 2023 showed an increase in turnover from £656,003 to £1,023,000. A 56% increase year on year and an EBITDA increase from £307,351 to £666,709 representing a 117% increase year on year. We expect a similar increase when our accounts to January 2024 are audited on the 31st October 2024 and our January 2025 year end is set to continue the trend*.





Recent Acquisition, Expansion and Trading Updates

We are currently in advanced stage negotiations for several acquisitions in the EU, MENA and APAC with plans to establish a presence in key locations across North and South America before our 2025 listing. We are also concluding a significant tech, AI, and data acquisition, further enhancing our RechTech capabilities.

Following a successful series of major fundraising initiatives and record breaking trading quarters, we have put more investment into our key strategic hubs and established new entities where acquisitions were not viable yet the market presented fantastic opportunities.

This investment has seen the growth of business development and service delivery teams and acquisition of a more advanced CRM and Applicant Tracking solution. We have also enhanced our already robust global back office and marketing functions with further experienced team members.

In 2025 we believe we will see direct return on these investments and our deal-flow continues at it's pace.

Acquisition and Expansion Updates

Expansion into the Large-Scale Deployment Sector with RGH Lathro

Lathro was acquired to target this market, with offices located in Dubai, UAE, Edinburgh and the Isle of Man. Led by Ray, John, and Seif, RGH Lathro is set to make waves, with exciting developments expected later this year. The team is poised to expand large-scale deployment capabilities into major opportunities in the Gulf, Africa and APAC.



Pictured above: Lathro MD's Ray Hogan and Seif Hussein with the Employment Minister of Nepal.

Ray Hogan comments *"RGH Lathro's ethical recruitment process in Middle East, North Africa and Asia works at government level to ensure best practices for country, employee and client."*



Acquisition and Expansion Updates

RGH Grows its Hong Kong Team

Whilst the Hong Kong market has not fully recovered from recent trading challenges, it is a great time to strategically expand where others have left gaps! Our team is growing and we recently rekindled our interest in supporting competitive rugby team, Shogun, who won the Men's 10's at the recent HK tournament.



RGH Australia

Will be opening its doors for business in October 2024! With several Australian clients already utilising our services for their Asian and European operations, we are delighted to have our new operation starting in Melbourne following a successful trip to the city earlier this year.

RGH Thailand

Will be hot on Australia's heels with a projected 'go live' in November 2024. Taking advantage of the growing Tech and Services market, we have agreed the acquisition of a niche player in country, with the owner joining RGH to move the existing business into group.

Next Stop Dublin...

Where Gerry Nagle and Justin Madgwick have been in discussions with the Irish Government on another Irish led global initiative.



RGH Continues Expansion with RGH-Global Services in its new Sales Office in Sandwich, Kent.



RGH is thrilled to announce the opening of its new sales office in Discovery Park, Sandwich, Kent. This strategic move underscores our commitment to serving clients in the IT and Technical contract recruitment market, within the public sector frameworks and other key private sector industries as we expand our offering.

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"This is a fantastic opportunity to grow an ambitious team focused on the contract markets across IT and Technology clients, especially in the Crown Commercial Services Framework since securing our position as a key supplier."

-Darren Kelly, Managing Partner & Chief Commercial Officer for UK, Business Service, Digital and Creative





Recent Big Client Wins

- Retained Executive Search for Global Wealth and Private Asset Management giant (under NDA).
- Retained Executive Search and Professional Recruitment for rapidly expanding Global Parking Technology client.
- Retained Executive Search for DHL, the world's largest private employer.
- Retained Executive Search for TeamViewer, Toshiba, and Drager.
- Secured status as key supplier to Tech Mahindra and Wipro for Professional IT Recruitment for both contract and permanent provision.
- Secured status as key supplier to scaling Chinese Pharmaceutical client expanding in the UK and Europe (under NDA).
- Two of the NEOM project's largest main contractors currently onboarding RGH for Professional recruitment in KSA, UAE and potentially European operations.



Business for Good

This year, RGH's "Business for Good" initiative supports two transformative projects aimed at sustainable development.

In Tanzania, we're partnering with Five Talents through BIG1 to empower rural communities by forming savings groups and providing business training. Over 7,800 people, mainly women, are learning to save, invest, and build small businesses. So far, they've saved over \$72,000, improving access to healthcare, education, and food while building long-term financial stability. See their story [here](#).



In the Philippines, we're supporting SEED, the first Farm Village University, which provides education and hands-on training to talented students from rural, impoverished areas. Focused on agriculture and social entrepreneurship, the program helps students create businesses that generate jobs and drive rural development, addressing poverty at its roots.

Through these efforts, RGH is helping communities in Tanzania and the Philippines create sustainable livelihoods and brighter futures.



Save the Date

We want to celebrate our success with you!

RGH PLC, with JP Jenkins, will be hosting an end of year celebration where we will be updating you and our guests with some of our plans for 2025 and beyond.

Please save the date! Further details will be sent out in due course.

EMEA

Date: Tuesday, 26th November 2024

Time: 6.00pm – 8.30pm

Location: London

APAC

Date: Thursday, 7th November 2024

Time: 6.00pm – 8.30pm

Location: Singapore





Messages from the Board



Conrad Swailes, Global MD and Founder

"Our Business Strategic Direction remains on course with our stage one target of £50m EBITDA and a valuation of £500m to £1b by the end of 2027. Our Rec Tech initiatives will fulfill our strategy to integrate tech across the entire business making us a Rec Tech business and leading the way into the future of the people resource and recruitment sector."*



Justin Madgwick, Global CEO and Co-Founder

"We set out to create a business, driven by quality of service, embracing technology and encouraging a collaborative mindset that gave everyone the opportunity to share in our future value creation. Four years in, everyone in RGH is an equity shareholder and on the same wavelength, whilst retaining their own creative flare for business."



Cameron Parry, Global Non Executive Chairman

"It is tremendous to see the many milestones being achieved along the path to reaching our corporate objectives and financial targets. And it's a credit to the hard work and tenacity of the many talented and driven people coming together at RGH."

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Contact Us

For enquiries or to arrange a meeting please use the contacts below.

We encourage all of our shareholders and extended network to become associate partners and benefit from our generous commission fees on introducing successful new clients.

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