

26 September 2024

ROBERT WALTERS PLC

Capital Markets Event

Unlocking potential through disciplined entrepreneurialism

Robert Walters plc ("the Company" or "the Group"), the global talent solutions business, is today hosting a capital markets event for investors and analysts at its central London office, commencing at 2pm UK time.

During the event, management will set out the key components of 'disciplined entrepreneurialism' - the refreshed strategic approach to running the Group over the medium-term, the implementation of which commenced earlier this year. Disciplined entrepreneurialism will unlock even more of the Group's potential, so that the business operates with greater efficiency and at higher rates of profitability than previously seen.

The event will be hosted by Toby Fowlston, CEO, and David Bower, CFO, together with a number of the senior management team from across the business. In particular, the event will give further detail on the Group's key medium-term actions and plans:

- In **specialist recruitment**, the Group's geographic portfolio will be managed more robustly to drive better decisions on where and how to invest
- In **recruitment outsourcing**, the Group's operating model is being optimised to strengthen the platform from which profitable growth can be targeted
- Across the business, the areas showing the greatest potential to drive the most compelling returns over the medium-term have been identified, and investment into these areas has commenced
- With regard to financial returns, a programme of actions is underway encompassing fee earner productivity, an optimised front and back-office model and better procurement.

The above underpins the Group's aim to achieve two new medium-term targets which it is issuing today:

1. A through-cycle conversion rate in the range of 16-19%
2. An uplift on pre-pandemic¹ free cash flow per share in excess of 30%

No further material or price sensitive information will be disclosed at the event.

The event will also be live webcast and can be accessed at the following link:

https://brmedia.news/RWA_CMD_24

A recording of the event will be made available on the Company's website in due course.

¹ Average free cash flow per share in the period 2017-2019 was 41p

Enquiries

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About Robert Walters

Established in 1985, Robert Walters is a global talent solutions business operating in 31 countries across the globe. We support organisations to build high-performing teams, and help professionals to grow meaningful careers. Our client base ranges from the world's leading blue-chip corporates through to SMEs and start-ups.

We deliver three core services:

- **Specialist professional recruitment** - encompassing permanent and temporary recruitment, executive search and interim management.
- **Recruitment outsourcing** - enabling organisations to transfer all, or part of, their recruitment needs to us either through recruitment process outsourcing (RPO) or contingent workforce solutions (CWS).
- **Talent Advisory** - supporting the growth of organisations through market intelligence, talent development, and future of work consultancy.

Our approximately 3,600 employees are passionate about powering people and organisations to fulfil their unique potential. We take the time to listen to, and fully connect with, the people and organisations we partner with. Our ability to truly understand them and create and share their compelling stories is what sets us apart.

www.robertwalters.com

Forward looking statements

This announcement contains certain forward-looking statements. These statements are made by the directors in good faith based on the information available to them at the time of their approval of this announcement and such statements should be treated with caution due to the inherent uncertainties, including both economic and business risk factors, underlying any such forward-looking information.

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