

The logo for EOH (Environment and Occupational Health) is located in the top right corner. It consists of the letters 'EOH' in a white, bold, sans-serif font, centered within a black rectangular background. The overall slide design features a white background with a large, abstract geometric pattern of triangles in various shades of green and blue. A dark green shape is in the top left, and a teal shape is in the bottom left. A thin blue line runs across the bottom of the slide.

EOH

H1-24 RESULTS

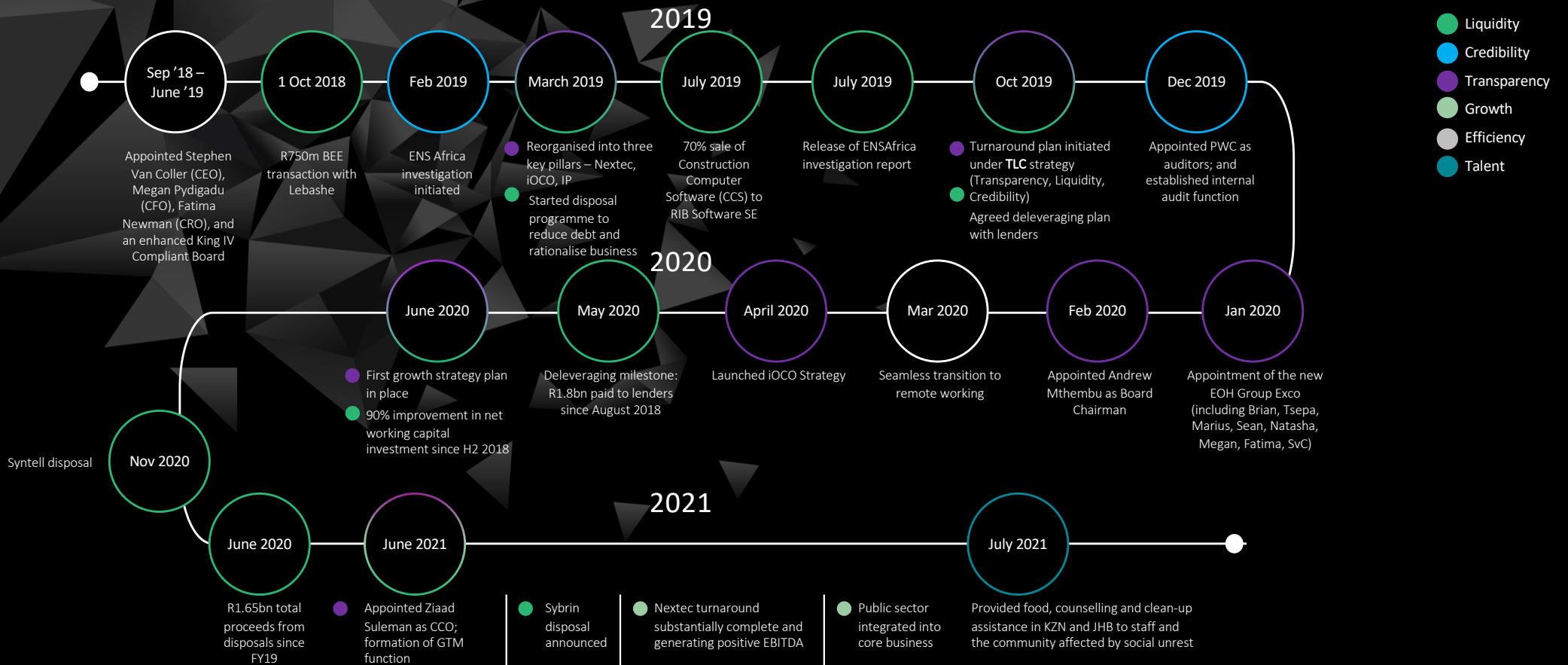
Operational Overview

Stephen van Coller
Chief Executive Officer

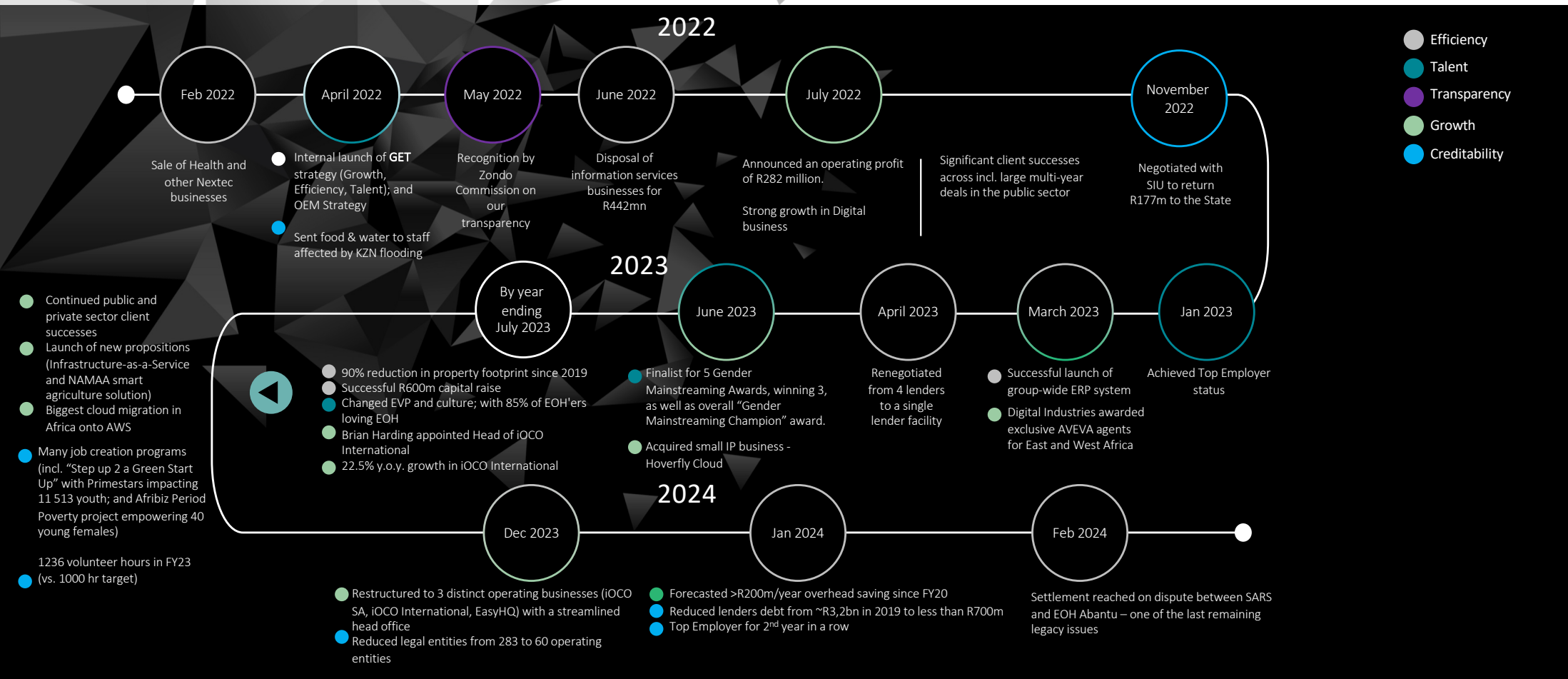
EOH



> The past 5 1/2 years milestones



> The past 5 1/2 years milestones



> Leadership



Fatima Newman

CEO EasyHQ

Exco Member from April 2019



Marius de la Rey

CEO iOCO SA

Exco Member from April 2019



Brian Harding

CEO iOCO International

Exco Member from October 2019

> Business Summary

Highlights

- ↑ **GET** strategy bearing fruit
- ↑ Digital Enablement revenue **grew 9%**
- ↑ International Revenue **grew 11 %**
- ↑ Operational expenses **reduced a further 3%**
- ↑ Net Interest **reduced 40%**
- ↑ Tax **reduced 16%**

- ↑ **R31M Cashflow generated** as strong working capital management continues
- ↑ Head Office restructuring largely completed
- ↑ Final major legacy issue closed - **SARS**
- ↑ **85%** of staff love working at EOH
- ↑ **TOP EMPLOYER** certification received for second year

Low lights

- ↓ Negative Local and Global political and economic issues continue
- ↓ Public Sector delays continue
- ↓ Profitability further affected by once off items of R73m
- ↓ GP Margins down 2% from FY23 to 27% from delayed/closed projects R95m

> Talent

Enable & Grow

Total Spend Differently Abled and Youth | R12 783 556.20

People with Disabilities | 120

SAICA Internships | 4

iOCO specialized Digital Testing Academy | 12

ICT bursaries and Internships | 59

Employee Child Bursary scheme | 17

Launch of 2nd Period Poverty Project | KZN



Include



Male | 49%

Female | 51%

AIC | 65 % of total workforce

Employee Resource Group launched |

1 x LGBTQIA+

Care

Employee Experience

92% | of leavers would return to EOH

85% | love working at EOH

78% response rate



Wellness

Interactions @ H1:

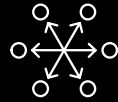
- Wellness Wednesdays | 1713
- Online Yoga | 297
- Online FitX | 348



> Investing in EOH makes a difference....



Our People matter



Our Communities matter



Our Women matter



Our Country matters



EOH achieves **Top Employer status**
2nd year in a row



Community Development
Opened **second** Period Poverty Hub in KZN -20 jobs



Women Empowerment
ESD HUB launched in celebration of IWD 2024



EOH solves for unemployment



Financial Overview

Marialet Greeff
Chief Financial Officer

E^oH

HY24 financial summary



HY2024

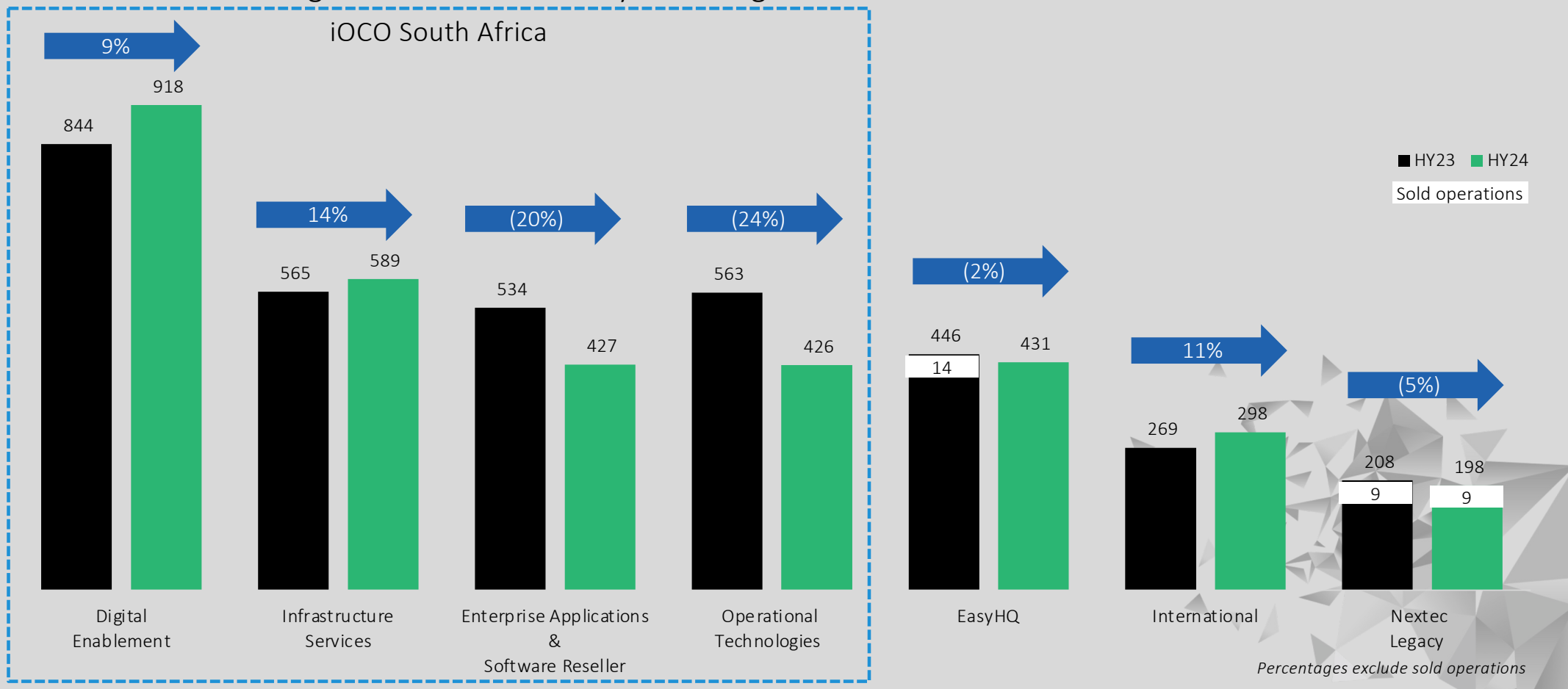


HY2023

Rm	Unaudited	Continuing	Discont.	Unaudited	Continuing	Discont.
Revenue	3,146	3,146	-	3,244	3,215	29
Digital Enablement		882	-		790	-
Infrastructure Services & Applications		982	-		1,003	29
Operational Technologies <i>(incl Nextec Legacy)</i>		618	-		728	-
EasyHQ		382	-		429	-
International		282	-		265	-
Gross Profit	839	839	-	934	934	-
Gross margin		27%	-	29%	29%	-
Operating expenses	(830)	(830)	-	(792)	(824)	32
% of Revenue		26%	-	24%	26%	110%
Operating (loss)/ profit	9	9	-	142	110	32
Operating margin		0%	-	4%	2%	20%
Net finance cost	(59)	(59)	-	(98)	(98)	-
Profit/(loss) before tax	(50)	(50)	-	44	13	32
Taxation	(42)	(42)	-	(50)	(50)	-
Profit/(loss) after tax	(91)	(91)	-	(5)	(37)	32
Adjusted EBITDA	97	97	-	171	181	(11)
EBITDA margin		3%	-		6%	(37%)
HEPS (cents)	(11)	(11)	-	(17)	(13)	(4)

> Revenue *incl intersegment sales* (R'm)

Strong performance in Digital Enablement, Infrastructure Services & International offset by economic headwinds facing customers serviced by other segments

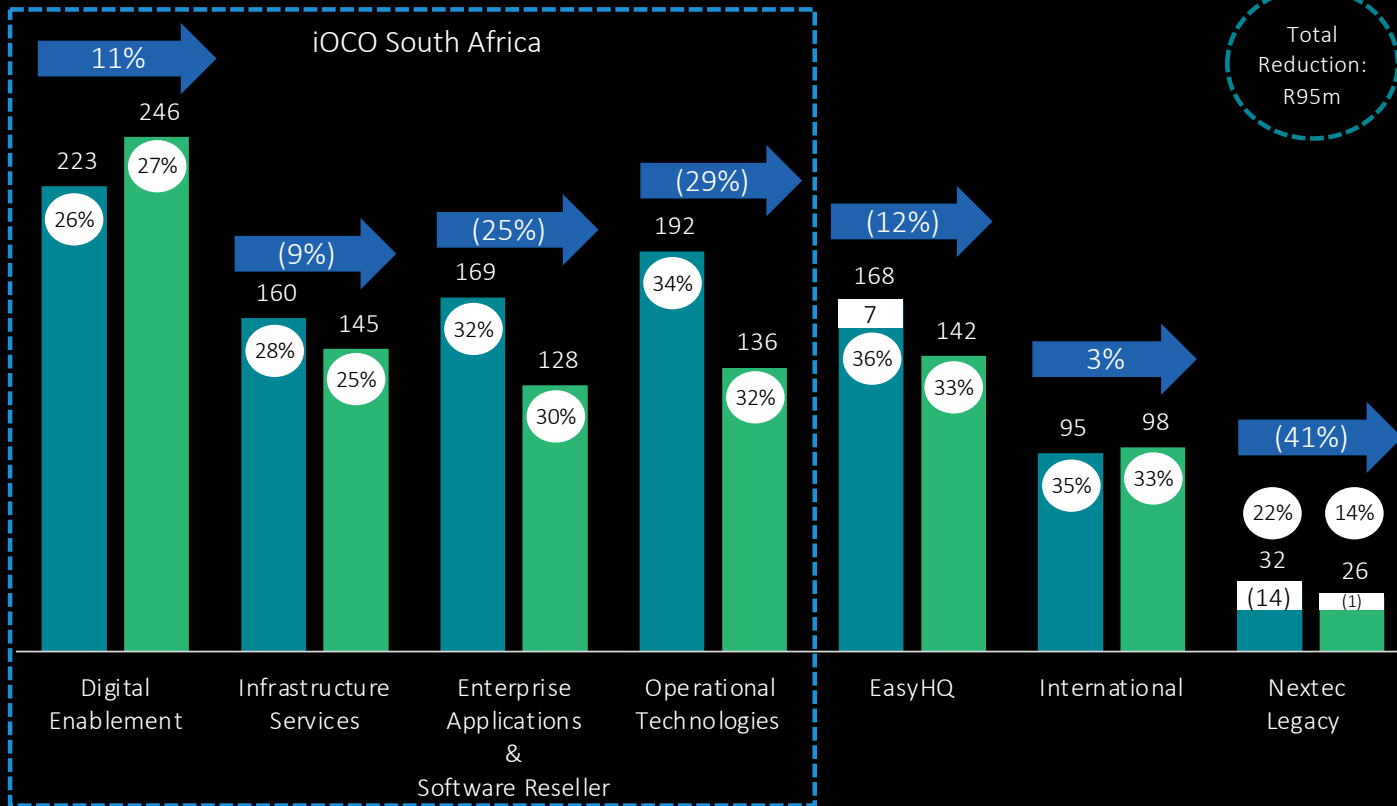


> Gross Profit incl intersegment sales & EBITDA(R'm)

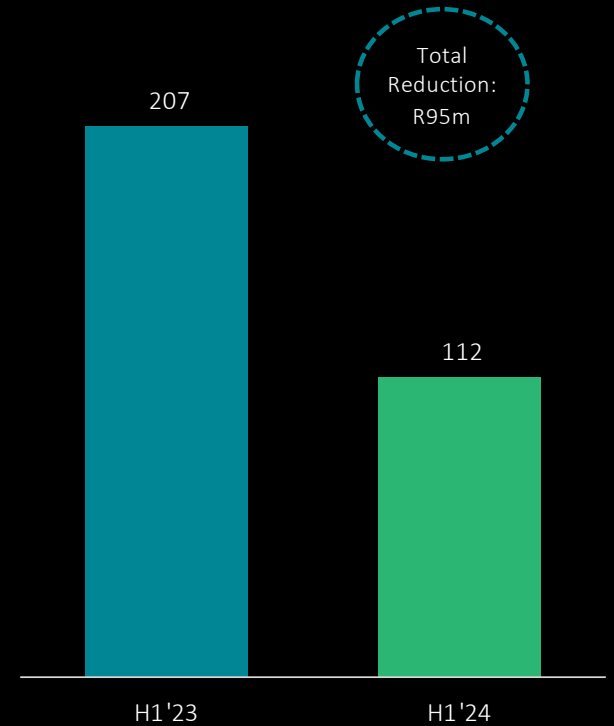
Economic slow-down placing pressure on margins

Gross Profit

■ HY23 ■ HY24 Sold operations



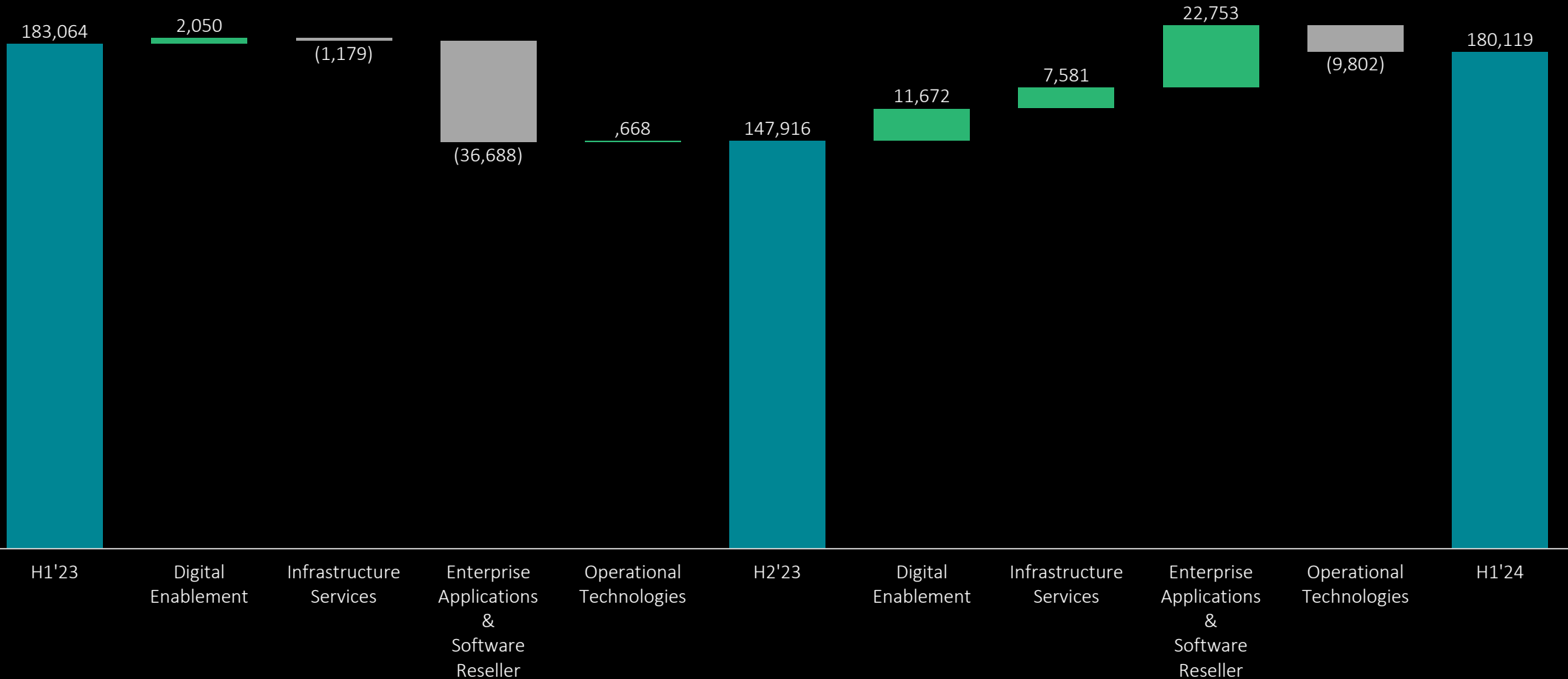
EBITDA (excl sold entities & once-offs)



Percentages exclude sold operations

> iOCO South Africa EBITDA movement (R'm)

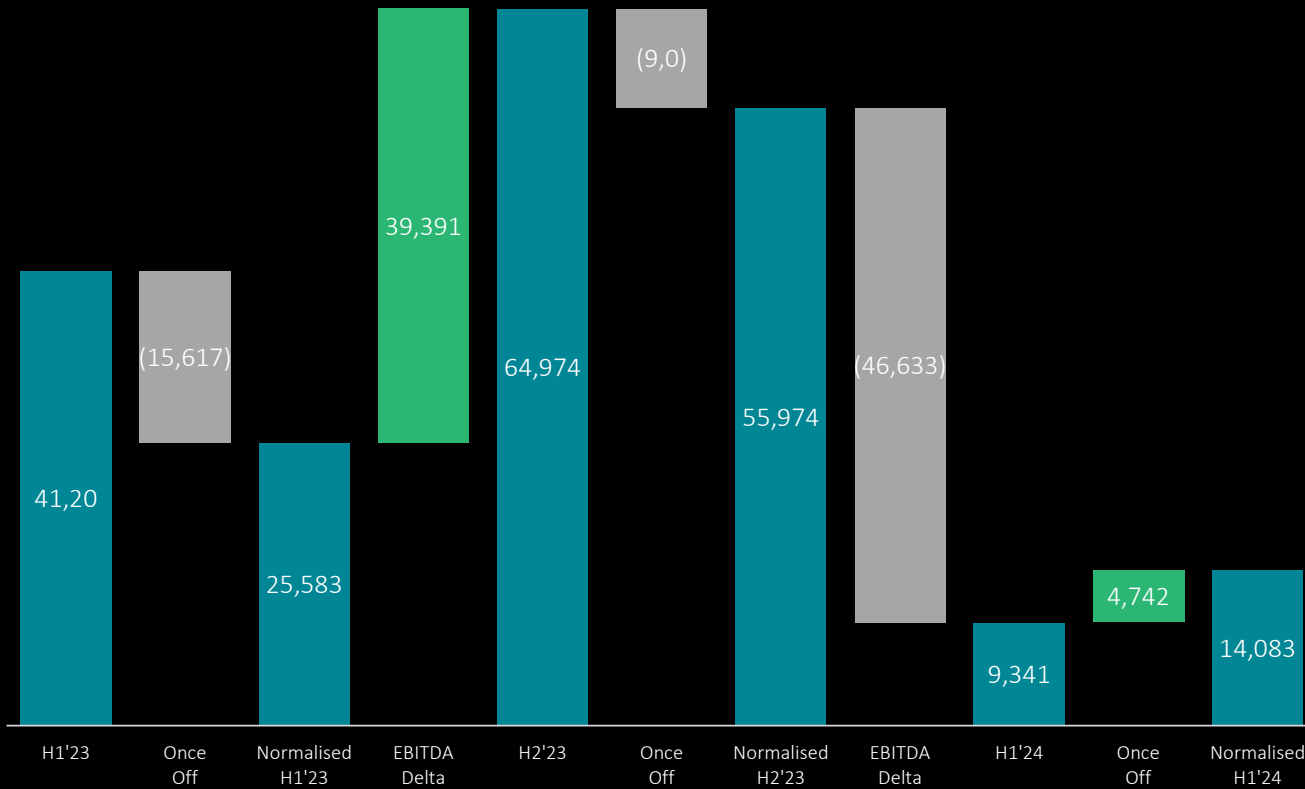
While the economic conditions have resulted in muted growth, operations have largely stabilised from H2'23 with a forward-looking focus on cost rationalisation



> EasyHQ & iOCO International EBITDA movement (R'm)

EasyHQ business remains cyclical, however, the current economic climate places pressure on top line growth. iOCO International continues to target a 10% EBITDA margin

EasyHQ

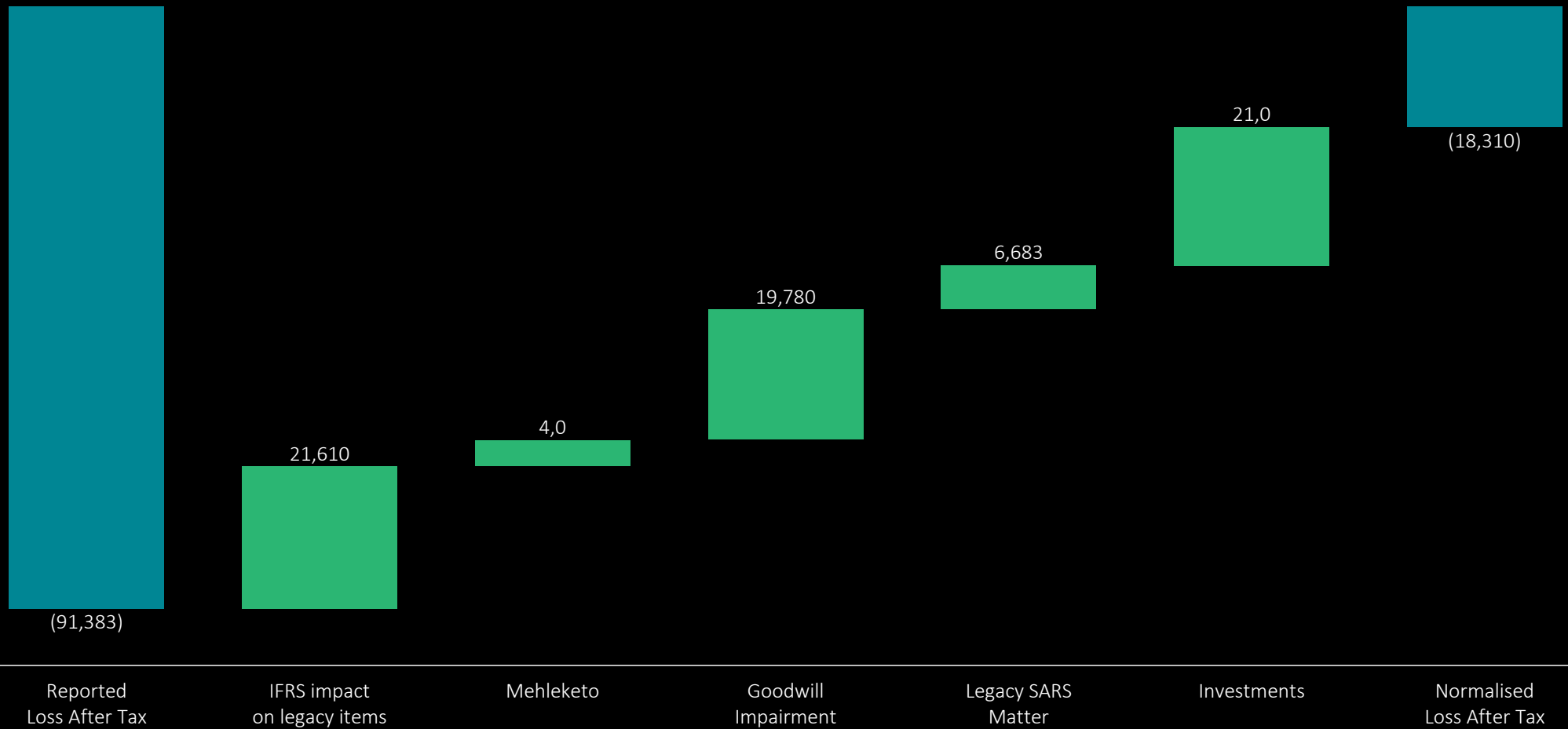


iOCO International



> Normalised Continuing Loss After Tax (R'm)

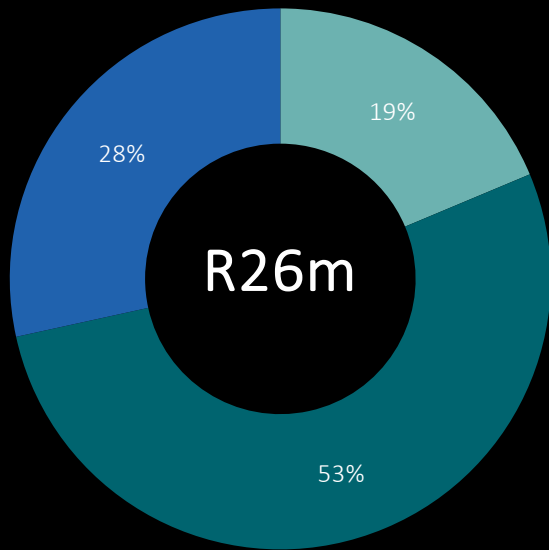
Excluding once offs the Group continues to trend towards break even



> Investments (R'm)

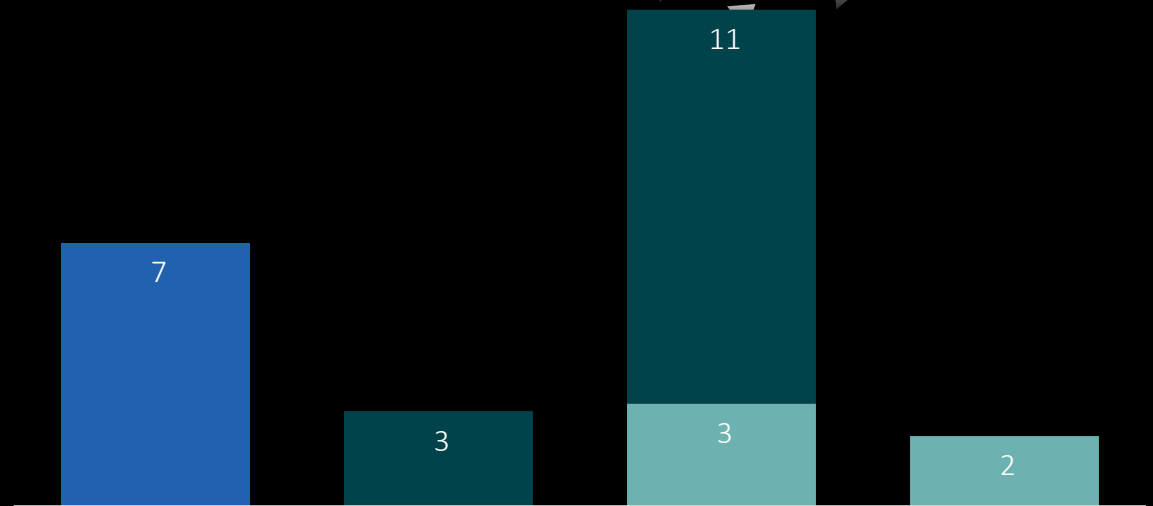
Continued focus on long term outlook of the Group

Investment Type



■ Capital Expenditure ■ Operating Expenses ■ Cost of Sales

Area of Investment

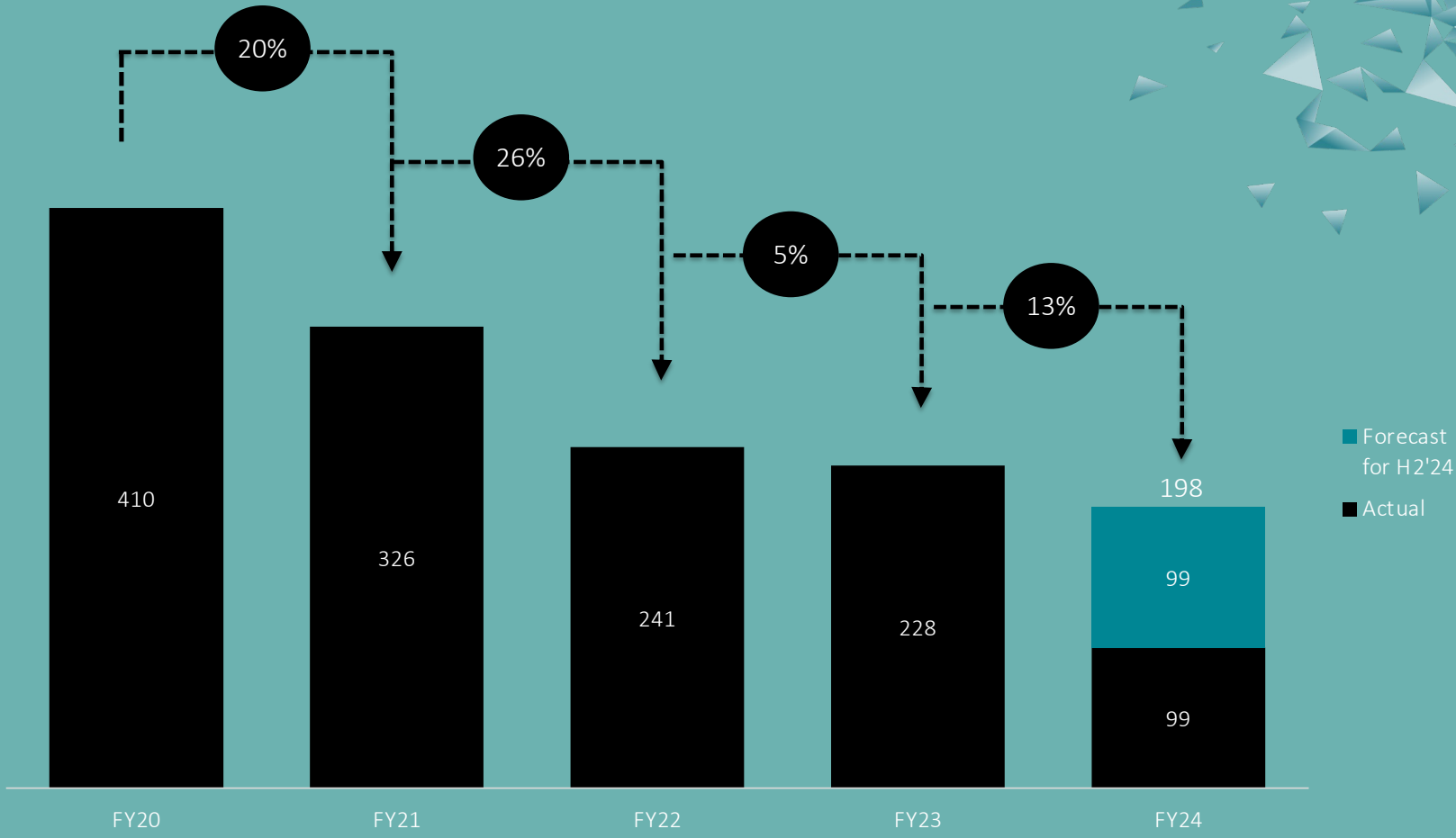


■ Capital Expenditure ■ Operating Expenses ■ Cost of Sales

The above does not include maintenance capital expenditure

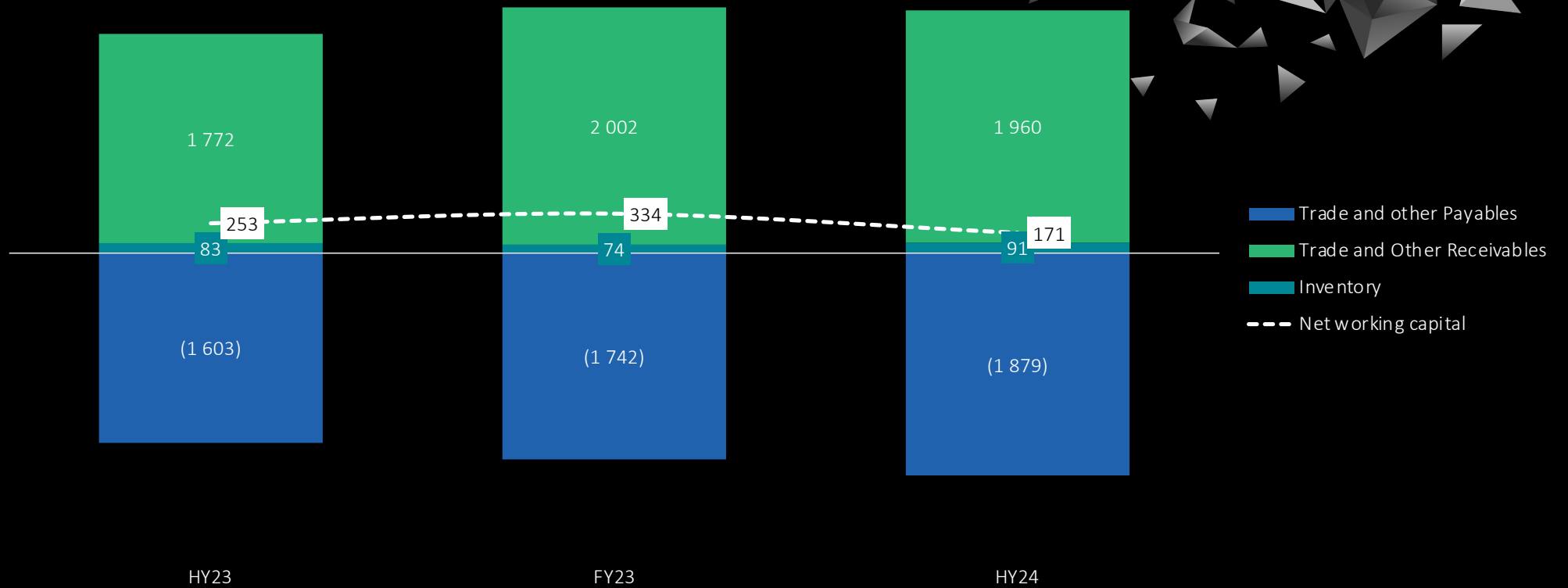
> Corporate Overheads (R'm)

Continued focus on streamlining



> Working Capital (R'm)

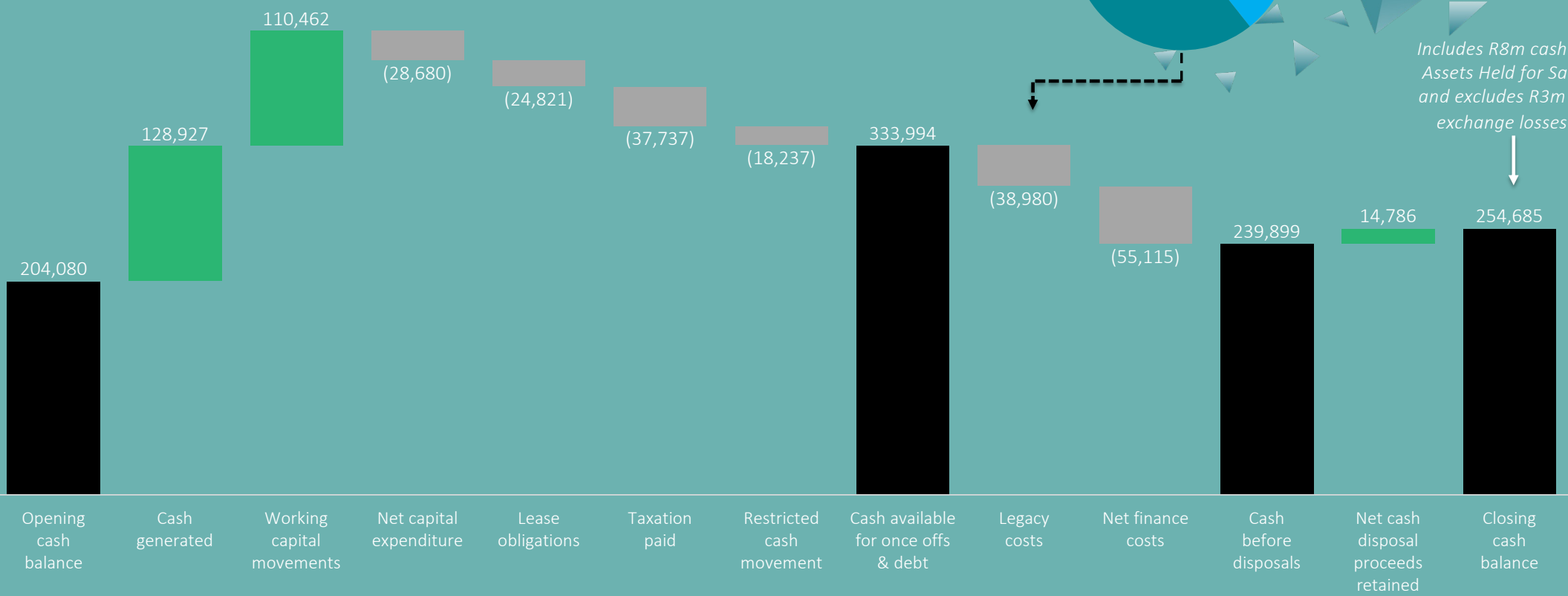
Continued management focus avoiding cash leakage



Trade Receivables and Payables difference to balance sheet is as a result of Principal vs Agent classification –net null for net working capital

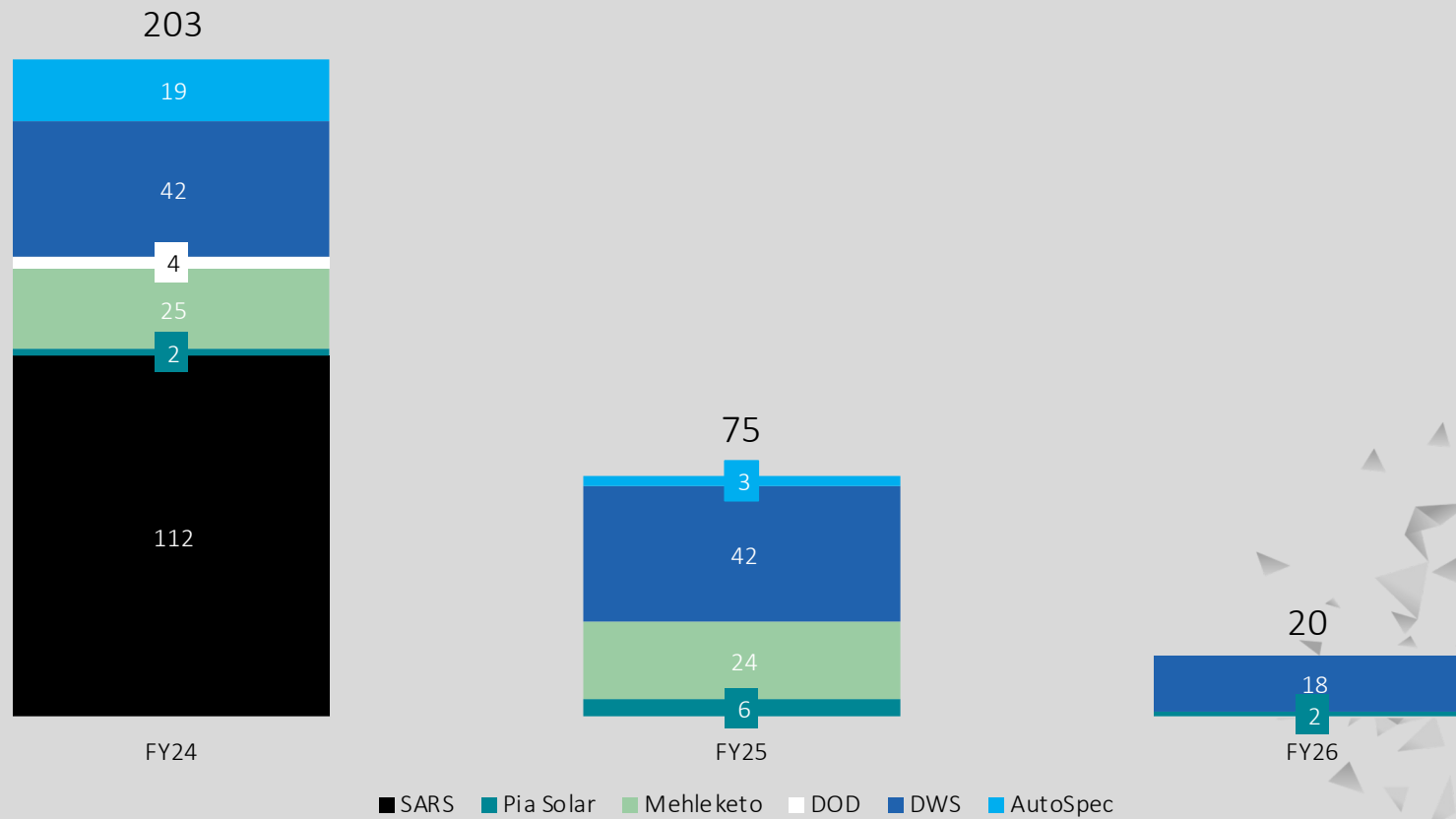
> Cash flow (R'm)

Continued cash management remains key focus



> Legacy Payments (R'm)

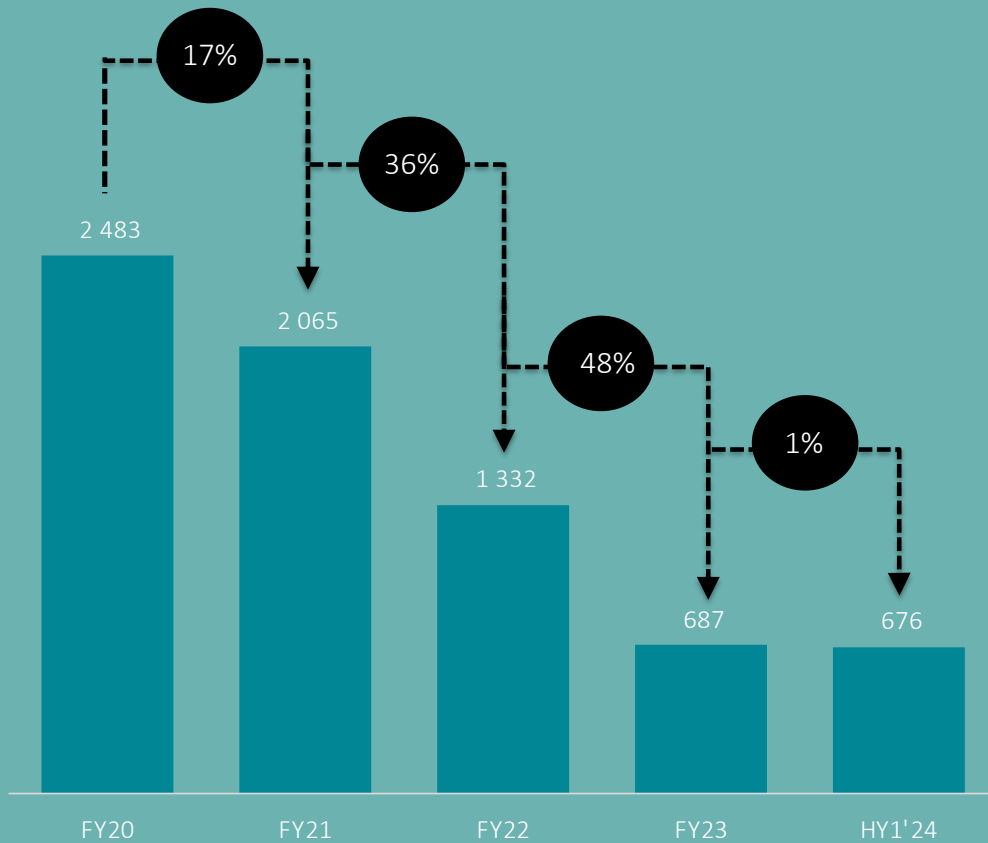
Final payments expected by FY26 with SARS matter now closed out



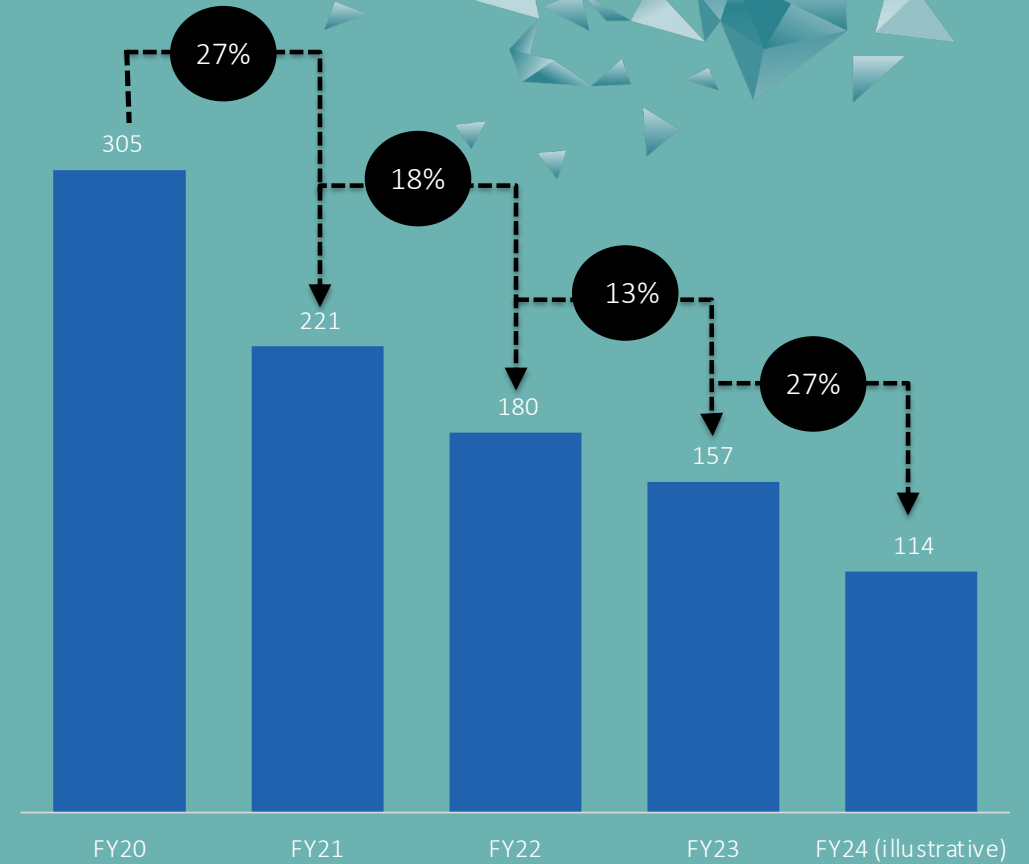
> Debt (R'm)

With the net capital raise of R550m, the Group has managed to right-size its capital structure

Capital Portion of Debt (excluding restructuring reserve)



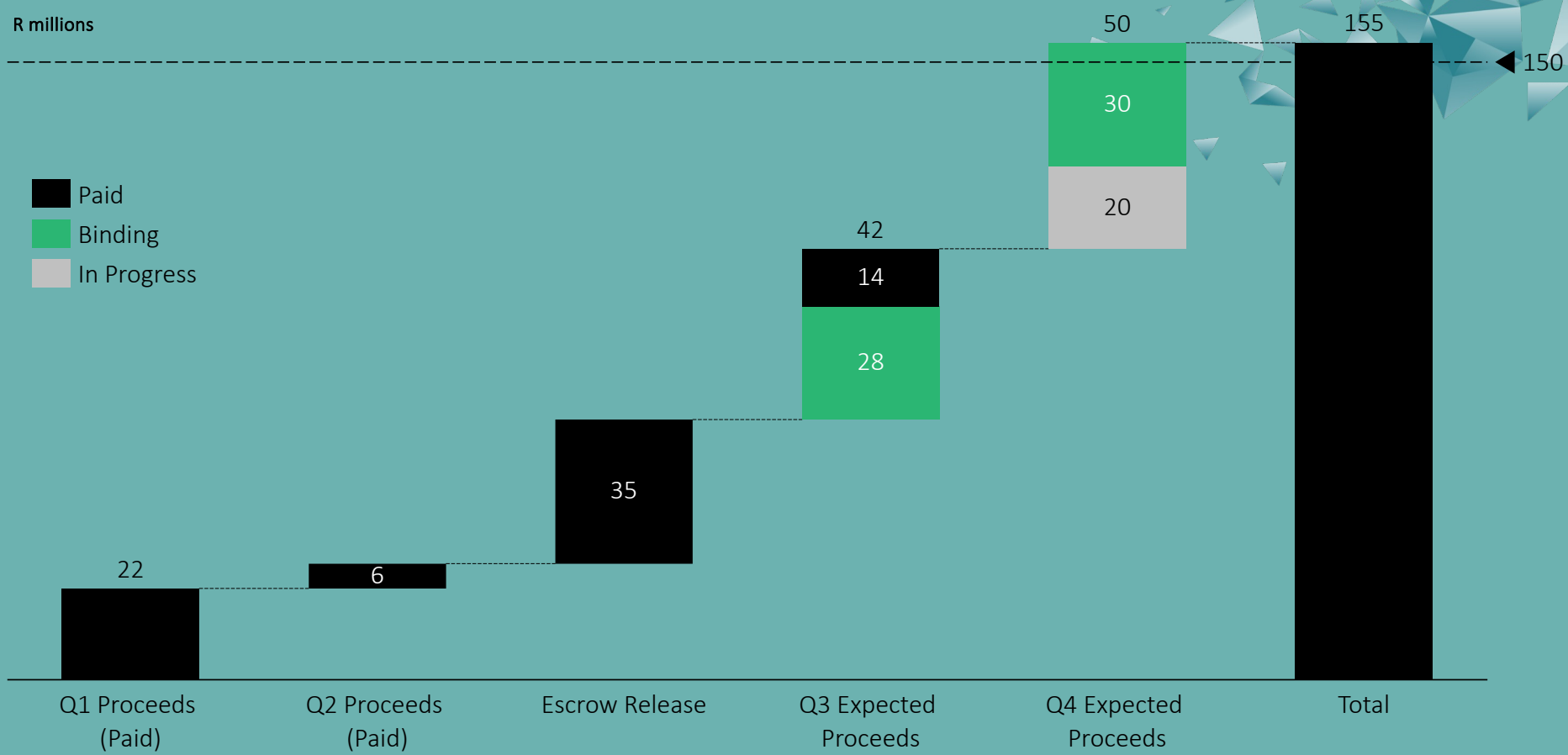
Finance Charges



> Disposal progress

On track to generate R75m from disposal proceeds

R millions





Outlook

EÖH

Outlook

The central growth focus is partnering with both key OEM's and top customers assisting them to realise their digital strategies

The tough economic and political conditions globally and in RSA are set to continue but create both opportunities and threats

EOH will continue to drive efficiencies to invest in organic growth and great talent. This is the crux of the very simple GET strategy

EOH will continue to invest in its people to retain, attract and grow talent and ensure quality delivery

Focus for F24

- Complete decentralisation
- Complete final non core sales
- Investigate value maximisation opportunities
- Consolidate last 5 years gains

EOH will continue to make a difference to its

- Clients
- Colleagues
- Communities
- Countries

4C's



EÖH