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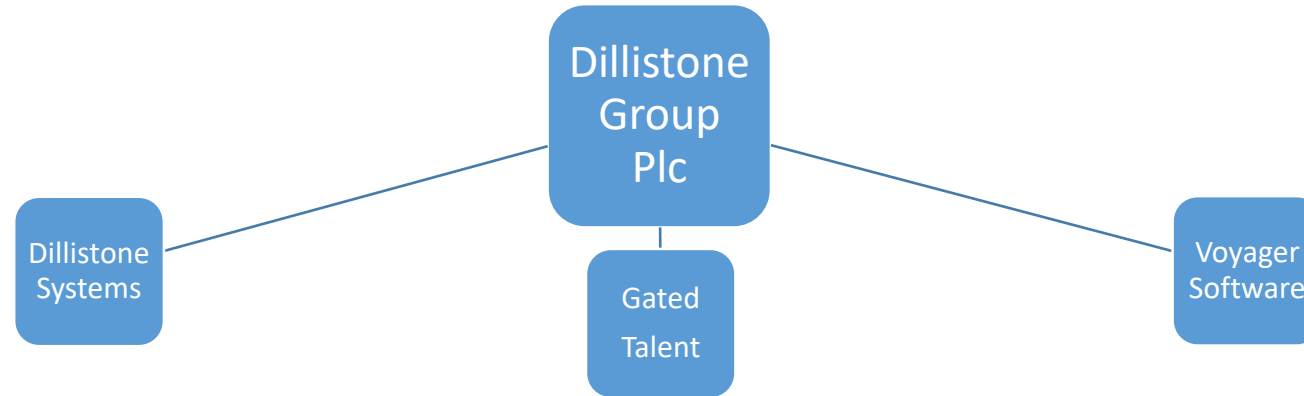
Dillistone Group Plc

2017 Final Results Update on GatedTalent 30 April & 1 May 2018

Jason Starr – CEO - Dillistone
Julie Pomeroy – FD - Dillistone



Our divisions



- Technology & services to the global executive search industry
- Thought leader to the industry with clients in over 60 countries
- FileFinder is a database, CRM system, research tool, report writer and project management solution all rolled into one



- The next generation executive recruitment database redefining the relationship between Executives and Recruiters
- GatedTalent is a private network allowing executives to share confidential data with executive recruiters
- The product benefits from exclusive integration with the FileFinder Anywhere CRM, developed by the Dillistone Systems division



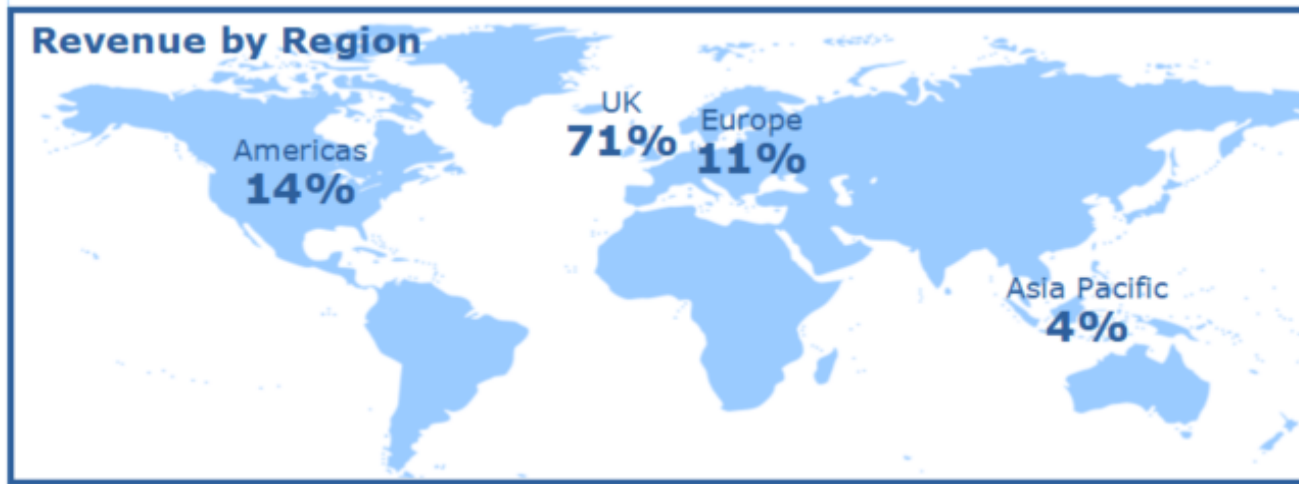
- End to end recruitment solutions to permanent, contract & temporary markets in UK
- Database software & skills testing

2017 Full year results

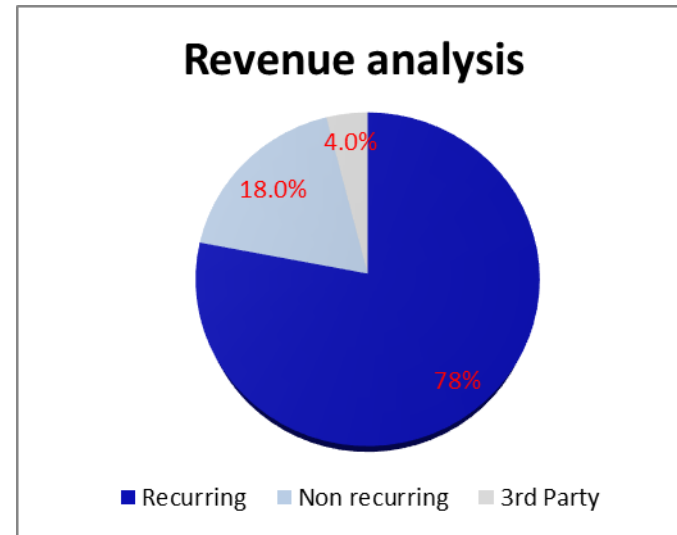
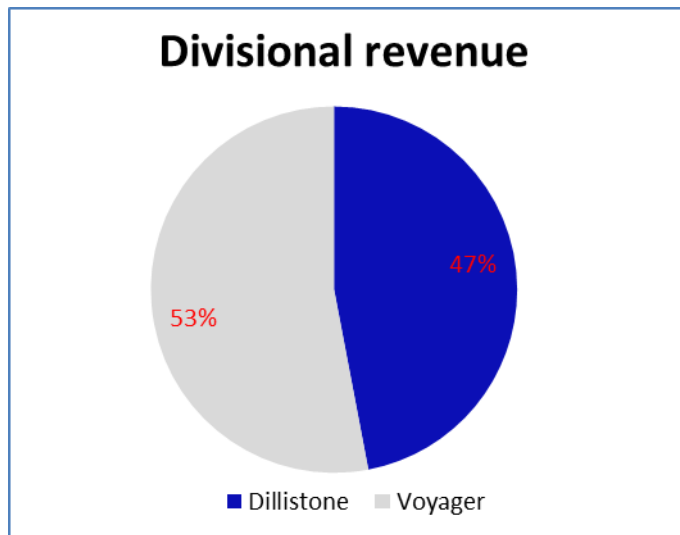
	2017	2016
	£000	£000
Revenue	9,582	9,963
Cost of sales	(1,536)	(1,478)
Gross profit	8,046	8,485
Administrative expenses	(7,737)	(7,022)
Result from operating activities	309	1,463
Acquisition related items	(823)	(1,051)
Net financial cost/income	(11)	(20)
Profit before tax	(525)	392
Tax expense	454	134
Profit for the year	(71)	526



Revenue breakdown



- *Sell into over 60 countries*

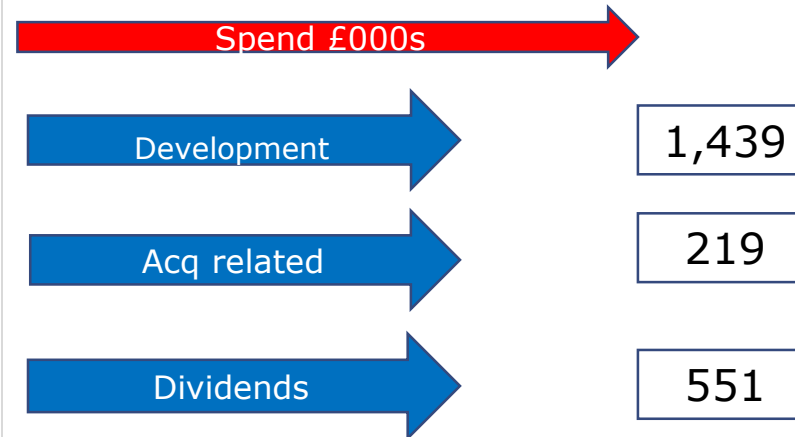
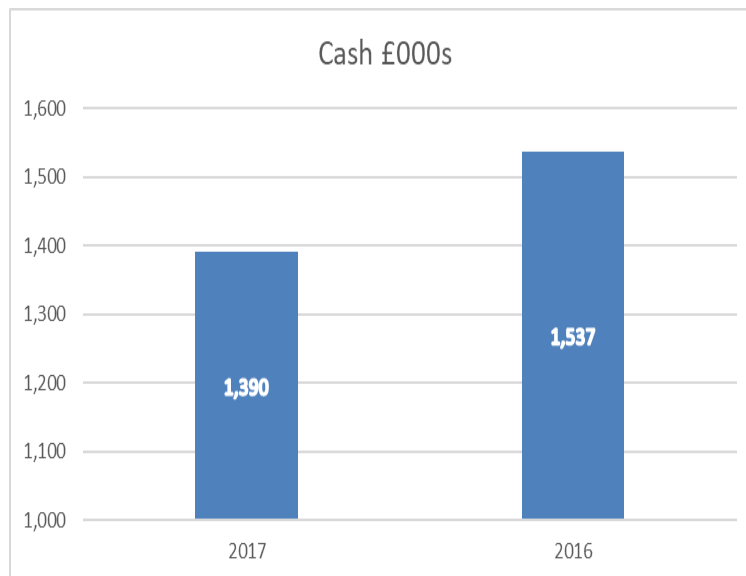
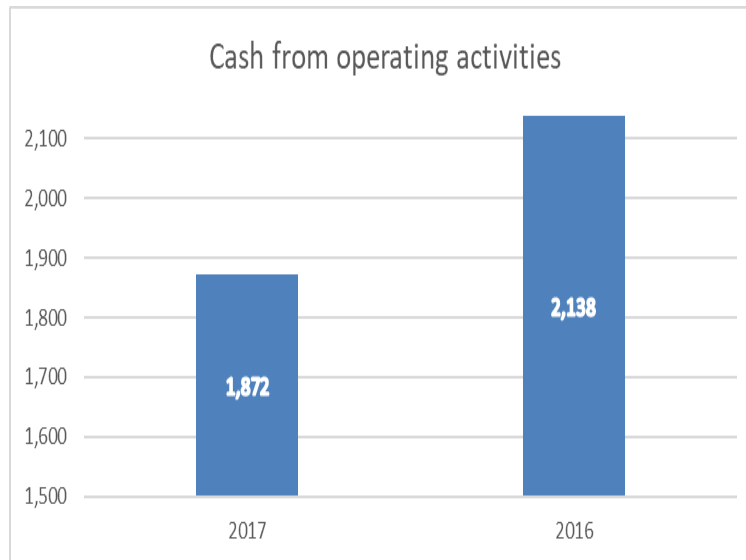


Balance Sheet

	2017	2016
	£000	£000
Non-current assets	8,460	8,893
Other current assets	1,680	2,201
Cash and cash equivalents	1,390	1,537
Total assets	11,530	12,631
Equity	6,294	6,906
Liabilities	4,845	5,567
Borrowings	391	158
Total liabilities and equity	11,530	12,631



Cash generation and dividends



Dividend



Final dividend
0.50p



Divisional Review

Dillistone Systems:

- Disappointing order book in H1 - Some improvement as year went on
- Refocus of resources to prioritise GatedTalent integration. Cost savings in other areas
- GT expected to help with FileFinder client retention and new business sales
- Positive early signs with FileFinder orders up 25% in Q1, year on year

Voyager Software:

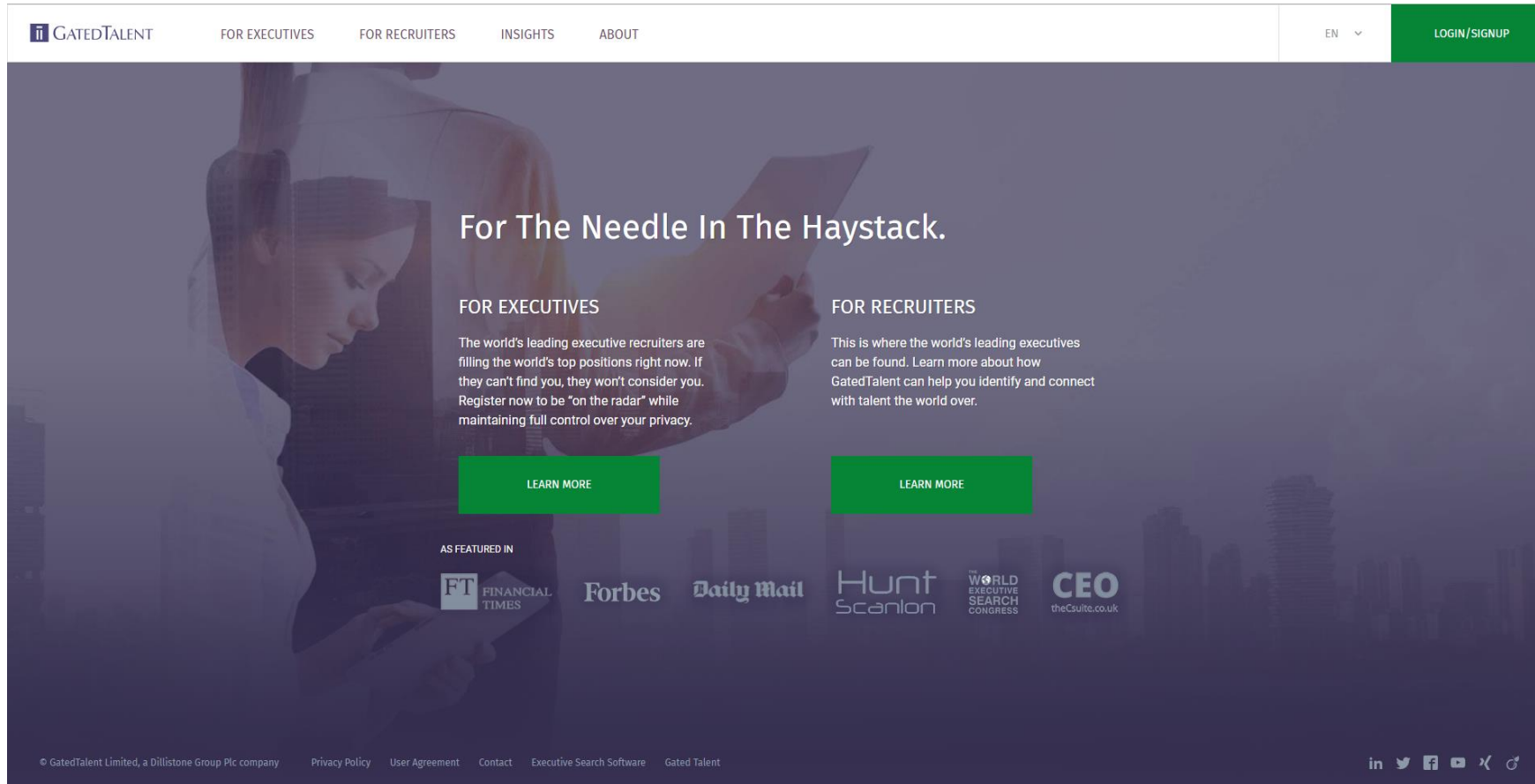
- Loss of Major account (legacy product) announced in 2017, departure in 2018
- Cost reductions made to mitigate some impact of this
- Also experienced slow start to year but improvement as year progressed
- Development and launch of "TempNinja" and additional GDPR functionality at end of year leads to strong order book in Q1

GatedTalent:

- Launched in October 2017



Introducing: GatedTalent



The screenshot shows the GatedTalent website homepage. At the top, there is a navigation bar with the GatedTalent logo, links for 'FOR EXECUTIVES', 'FOR RECRUITERS', 'INSIGHTS', and 'ABOUT', a language dropdown set to 'EN', and a green 'LOGIN/SIGNUP' button. The main content area features a large background image of a woman in a white shirt looking at a tablet. The headline reads 'For The Needle In The Haystack.' Below this, there are two columns: 'FOR EXECUTIVES' and 'FOR RECRUITERS'. Each column contains a short paragraph and a green 'LEARN MORE' button. The 'FOR EXECUTIVES' text states: 'The world's leading executive recruiters are filling the world's top positions right now. If they can't find you, they won't consider you. Register now to be "on the radar" while maintaining full control over your privacy.' The 'FOR RECRUITERS' text states: 'This is where the world's leading executives can be found. Learn more about how GatedTalent can help you identify and connect with talent the world over.' Below the columns, there is a section titled 'AS FEATURED IN' with logos for FT Financial Times, Forbes, Daily Mail, Hunt Scanlon, The World Executive Search Congress, and CEO theCsuite.co.uk. At the bottom, there is a footer with copyright information, links for Privacy Policy, User Agreement, Contact, Executive Search Software, and Gated Talent, and social media icons for LinkedIn, Twitter, Facebook, YouTube, and Instagram.

GATEDTALENT FOR EXECUTIVES FOR RECRUITERS INSIGHTS ABOUT EN LOGIN/SIGNUP

For The Needle In The Haystack.

FOR EXECUTIVES

The world's leading executive recruiters are filling the world's top positions right now. If they can't find you, they won't consider you. Register now to be "on the radar" while maintaining full control over your privacy.

[LEARN MORE](#)

FOR RECRUITERS

This is where the world's leading executives can be found. Learn more about how GatedTalent can help you identify and connect with talent the world over.

[LEARN MORE](#)

AS FEATURED IN

FT FINANCIAL TIMES Forbes Daily Mail Hunt Scanlon THE WORLD EXECUTIVE SEARCH CONGRESS CEO theCsuite.co.uk

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GatedTalent and GDPR



GDPR

AESC The Association of Executive Search and Leadership Consultants

HOME THE PROFESSION MEMBERSHIP INSIGHTS PROGRAMS ABOUT

The EU General Data Protection Regulation (GDPR)

In April 2016, the EU Parliament approved new regulation aimed at providing EU citizens protection and empowerment when it comes to their data. GDPR protects anyone living in the EU and therefore impacts any organization based in the EU or that does business in the EU.

By May 25, 2018, businesses must be compliant with the regulation or face financial consequences. Penalties for non-compliance of the regulation are severe with maximum fines up to 20 million euro or 4% of worldwide turnover.

We encourage everyone to learn more at EUGDPR.org.

HOW GDPR AFFECTS EXECUTIVE SEARCH

GDPR greatly impacts the executive search and leadership consulting profession in Europe and across the globe. The regulation changes the parameters of data privacy and strengthens the requirements of consent. It applies to everything that firms do with personal data for people in Europe – that of their candidates, clients, and their employees.

By MARK SCOTT DEC. 15, 2015

GATEDTALENT

UK data bill to bring more bigger fines

LET JOURNAL

Financial Rules to Give Protection as Well

What is GatedTalent?

- The next generation executive recruitment database redefining the relationship between Executives and Recruiters
- For Executives
 - A way of managing relationships with multiple recruiters while maintaining privacy (unlike LinkedIn)
- For Recruiters
 - A GDPR Compliancy Tool
 - A database of senior level executives containing “private” information
 - A way of making contact
 - A database cleaning tool

How do you build an “Executive Database”?

- You need the **Technology**
- You need the **Clients**
- You need the **Executives**

Technology

- Built on Microsoft Azure
- Core product complete
- Phase 1 live: October
- Phase 2 live: November
- Phase 3 live: Q1 '18

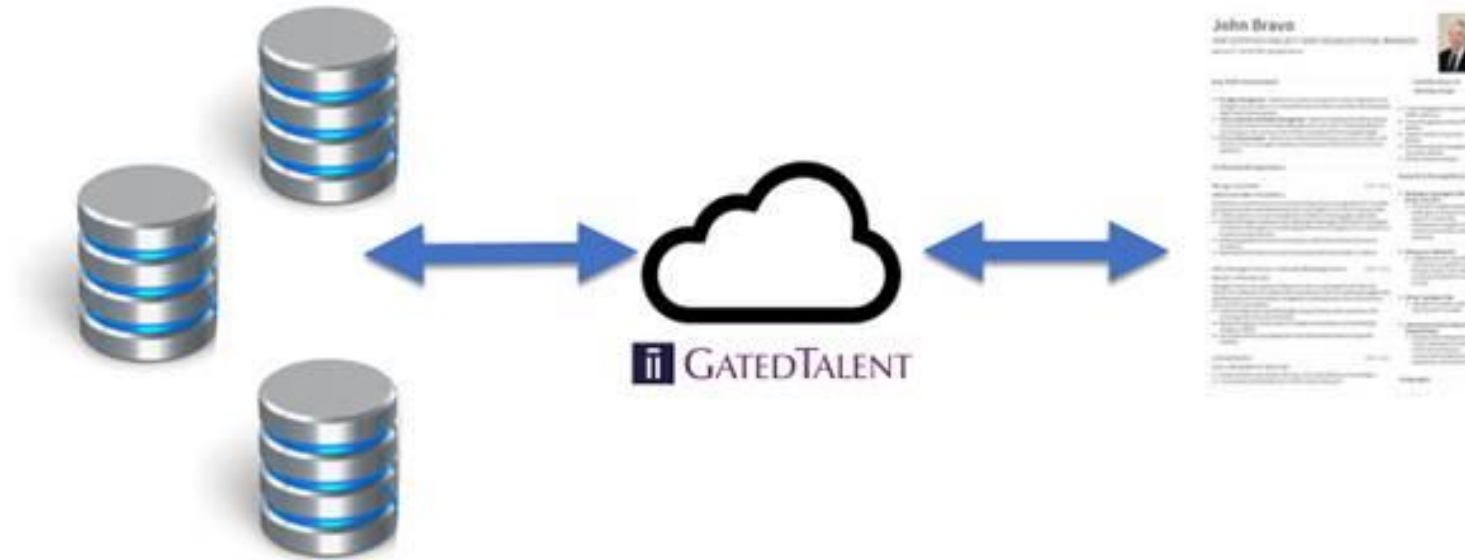
Clients

- Thousands of recruiters use our existing technology every day
- GatedTalent profiles will be surfaced in existing platforms or via Web
- Minimal client adoption costs

Executives

- Search Firm partners will invite Executives to join GatedTalent
- In return will assist with GDPR compliance, cleaned data and credits for future research

ONE PROFILE, MANY FIRMS



GATEDTALENT

"As soon as I learned of GatedTalent, I knew it would be a tool that would add immediate value! With pre-written, compliant templates, I was ready to send and track batches of consent requests and legitimate interest privacy notes to people in our database within a couple of hours.

GatedTalent has allowed me to manage the legitimising of my data without even leaving our FileFinder CRM. It has made becoming GDPR-compliant infinitely easier, and is a massive time saver!"

Charlotte Robinson, Farrell Associates

 @GatedTalent

www.GatedTalent.com



GATEDTALENT

"Given the upcoming changes to data protection regulations – and our focus on ensuring our candidates and clients the security of their personal data, we trust that we have chosen the most suitable search software provider.

GatedTalent brings added value to FileFinder and us, their clients, providing a solution that streamlines the compliance process with GDPR regulations. I strongly recommend FileFinder Anywhere and GatedTalent to any other executive search firm."

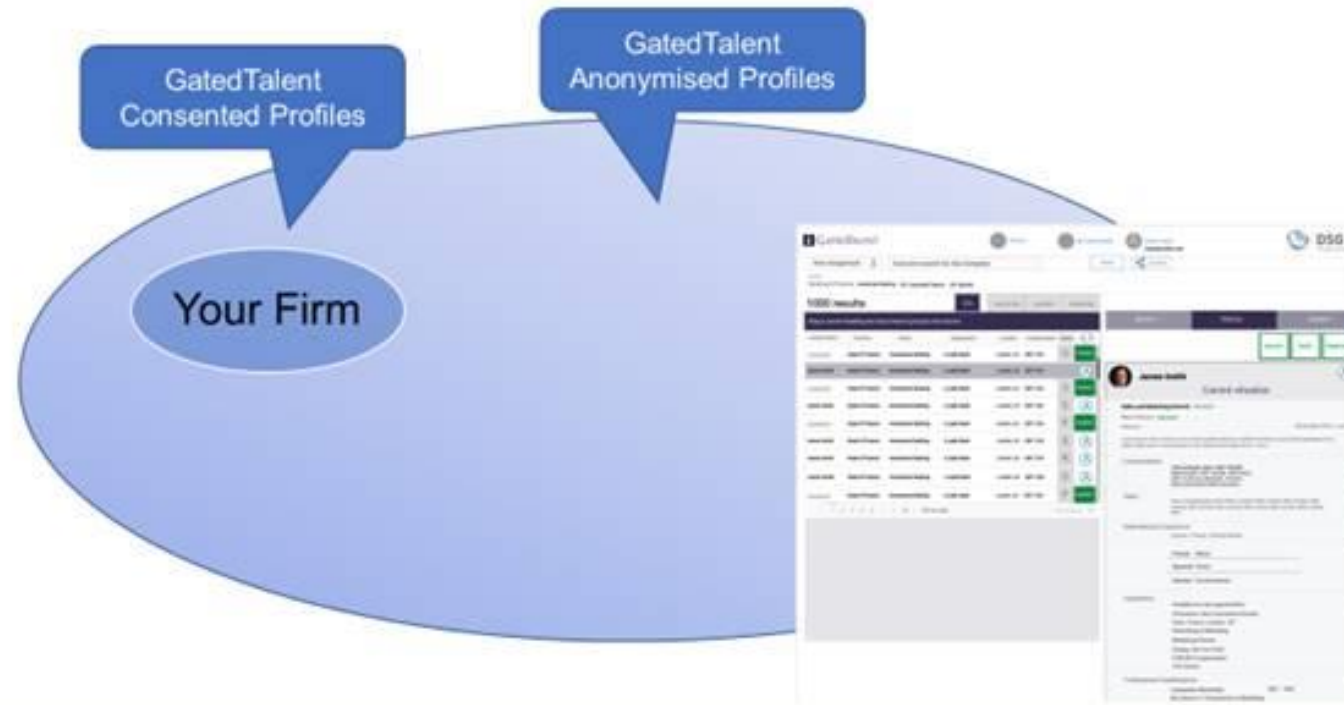
Ana Ber, Dr. Pendl & Dr. Piswanger Romania

 @GatedTalent

www.GatedTalent.com

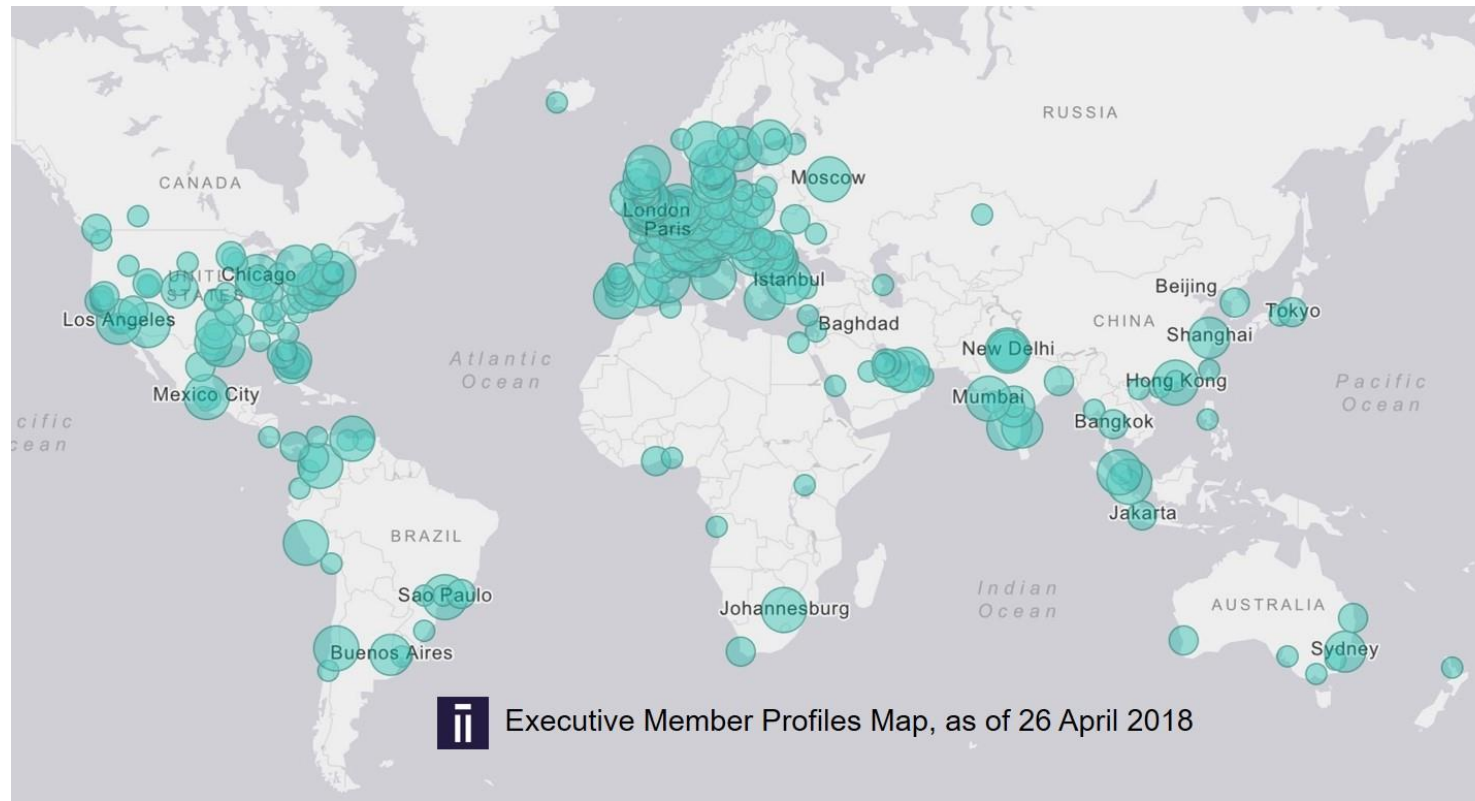


GatedTalent



GatedTalent: Update

- Executive Members: 75 Countries
- Most frequent titles: CEO, MD, General Manager
- Clients: 160+ Search firms, 27 countries
- Anticipated: 3,000,000 Messages being sent
- Supports: 25% Growth in FileFinder sales
- First revenue generated



Where our product sits

	Social Networks	Private Networks	Our Model
Examples	LinkedIn, Xing	Bluesteps, NotActivelyLooking	GatedTalent
Commercial Model	Recruiters Pay	Executives Pay	Recruiters Pay
Database Size	Millions	115,000 or less	TBC
Privacy	Virtually None	Privacy Model	Privacy Model
Seniority	All levels	Primarily MidRange	Expected Mid-High

Summary

- Record level of recurring revenue
- Adjusted operating profit £0.309m
 - After loss of £0.439m for GatedTalent
- Final dividend of 0.5p
- Cash funds at 31 December 2017 of £1.390m
- GatedTalent launched in October 2017
 - 160+ search firms signed up
 - Profiles from members in 75 countries
 - First revenues in 2018