
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the
Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): May 25, 2023

HUDSON GLOBAL, INC.

(Exact name of registrant as specified in charter)

Delaware
(State or other jurisdiction
of incorporation)

001-38704
(Commission
File Number)

59-3547281
(I.R.S. Employer
Identification No.)

53 Forest Avenue, Suite 102
Old Greenwich, CT 06870
(Address of Principal Executive Offices)

Registrant's telephone number, including area code (475) 988-2068

N/A
(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

<u>Title of each class</u>
Common Stock, \$0.001 par value
Preferred Share Purchase Rights

<u>Trading Symbol(s)</u>
HSO

<u>Name of each exchange on which registered</u>
The NASDAQ Stock Market LLC
The NASDAQ Stock Market LLC

Indicate by check mark whether the Registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the Registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

ITEM 7.01. REGULATION FD DISCLOSURE.

Pursuant to Regulation FD, Hudson Global, Inc. (the "Company") hereby furnishes the presentation and investor fact sheet that the Company will make available on or after May 25, 2023, relating to the Company's business and operations.

The information furnished by the Company pursuant to this item, including Exhibits 99.1 and 99.2, shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, (the "Exchange Act") or otherwise subject to the liability of that section, and shall not be deemed to be incorporated by reference into any Company filing under the Securities Act of 1933, as amended, or the Exchange Act, regardless of any general incorporation language in such filing.

ITEM 9.01. FINANCIAL STATEMENTS AND EXHIBITS.

(d) Exhibits

EXHIBIT NUMBER DESCRIPTION

99.1 [Investor Presentation made available on or after May 25, 2023](#)

99.2 [Investor Fact Sheet made available on or after May 25, 2023](#)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this Report to be signed on its behalf by the undersigned hereunto duly authorized.

HUDSON GLOBAL, INC.
(Registrant)

By: /s/ JEFFREY E. EBERWEIN
Jeffrey E. Eberwein
Chief Executive Officer

Dated: May 25, 2023



HUDSON GLOBAL ... a leading global total talent solutions provider

Nasdaq: HSON



Investor Presentation

MAY

Forward-Looking Statements

This presentation contains statements that the Company believes to be "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, Section 21E of the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact included in this press release, including statements regarding the Company's future financial condition, results of operations, business operations and business prospects, are forward-looking statements. Words such as "anticipate," "estimate," "expect," "project," "intend," "plan," "pre-estimate," "believe" and similar words, expressions and variations of these words and expressions are intended to identify forward-looking statements. All forward-looking statements are subject to important factors, risks, uncertainties, and assumptions, including internal and external economic conditions that could cause actual results to differ materially from those described in the forward-looking statements. Such factors, risks, uncertainties and assumptions include, but are not limited to, global economic fluctuations; rising inflation and interest rates; the adverse impacts of the coronavirus, or COVID-19 pandemic; the Company's ability to successfully achieve its strategic initiatives; risks related to potential acquisitions or dispositions of businesses by the Company; the Company's ability to operate successfully as a company focused on its RPO business; risks related to fluctuations in the Company's operating results from quarter to quarter; the loss of or material reduction in our business with any of the Company's largest customers; the ability of clients to terminate their relationship with the Company at any time; competition in the Company's markets; the negative impact of cash flows and operating losses that may recur in the future; risks relating to how future credit facilities may affect or restrict the Company's operating flexibility; risks associated with the Company's investment strategy; risks related to international operations, including foreign currency fluctuations, political events, natural disasters or health crises, including the ongoing COVID-19 pandemic and the Russian invasion of Ukraine conflict; the Company's dependence on key management personnel; the Company's ability to attract and retain highly skilled professionals, management, and advisors; the Company's ability to collect accounts receivable; the Company's ability to maintain costs at an acceptable level; the Company's heavy reliance on information systems and the impact of potential loss or failing to develop technology; risks related to providing uninterrupted service to clients; the Company's exposure to employment-related claims from clients, employers and regulatory authorities, current and former employees in connection with the Company's business reorganization initiatives, and limits on related insurance coverage; the Company's ability to utilize net operating loss carry-forwards; volatility of the Company's stock price; the impact of government regulations; restrictions imposed by block arrangements; and a material weakness in our internal control over financial reporting could have a significant adverse effect on

arrangements, and a material weakness in our internal control over financial reporting could have a significant adverse effect on business and the price of our common stock. Additional information concerning these, and other factors is contained in the Company's filings with the Securities and Exchange Commission. These forward-looking statements speak only as of the date of this document. The Company assumes no obligation, and expressly disclaims any obligation, to update any forward-looking statements whether as a result of new information, future events or otherwise.

HUDSON GLOBAL

Hudson Global at a Glance

- ▶ Hudson Global, Inc. (Nasdaq: HSON) ("Hudson Global" or "the Company") owns Hudson RPO, a **pure-play Total Talent Solutions provider**
- ▶ **Nasdaq-listed**; spun-off from Monster.com in 2003
- ▶ **Strong financial position**: \$22.3⁽³⁾ million of cash and \$303⁽⁴⁾ million of usable NOL carryforwards
- ▶ **Stock buyback**: shares outstanding reduced by approximately 11% since 12/31/18
- ▶ **Owner mindset**: board and management own approximately 17%⁽⁶⁾ of total shares outstanding and expect to own more over time
- ▶ **Maximizing stockholder value**: through internal investments in our growing, high-margin RPO business, bolt-on acquisitions, and stock buybacks

\$mm, except per share amounts

Stock Price ⁽²⁾	\$19.34
Shares Outstanding ⁽⁵⁾	2.84M
Market Capitalization ⁽²⁾	\$55.0M
Cash ⁽³⁾	\$22.3
Debt ⁽³⁾	\$1.3
Usable NOL Carryforward ⁽⁴⁾	\$303

# of Employees ⁽⁷⁾	1,440
# of Countries	14

\$mm	2019	2020	2021
Revenue	\$93.8	\$101.4	\$169.2
Adjusted Net Revenue	\$43.6	\$39.1	\$68.2
Adj EBITDA-RPO ⁽¹⁾	\$4.5	\$2.9	\$13.5
% of Adj Net Revenue	10.4%	7.5%	19.8%
Corp Costs ⁽¹⁾	\$4.1	\$3.3	\$3.4
Adj EBITDA ⁽¹⁾	\$0.5	\$(0.4)	\$10.0

⁽¹⁾ Adjusted EBITDA and Corporate Costs are non-GAAP measures. Reconciliations of non-GAAP measures can be found in the appendix to this presentation.

⁽²⁾ As of May 19, 2023. Market Capitalization defined as Shares Outstanding times Stock Price.

⁽³⁾ As of March 31, 2023. Cash includes \$0.4m of restricted cash. Debt excludes operating lease obligations, but includes \$1.3m of notes payable related to an acquisition.

⁽⁴⁾ As of December 31, 2022 as disclosed in 2022 Form 10-K. NOL carryforward is for U.S. federal and state tax expense.

⁽⁵⁾ 2.84 million shares outstanding as of April 24, 2023. Does not include unissued or unvested RSUs.

⁽⁶⁾ Includes unvested share units and share units that will be issued up to 90 days after a director's/officer's separation from service.

⁽⁷⁾ As of March 31, 2023.

HUDSON GLOBAL

Hudson Global: Our History

1999 – 2001: Hudson Global originated from 67 acquisitions made by TMP Worldwide, which later became Monster World Inc. (i.e., Monster.com)

2003: Monster distributed shares of Hudson Global to its stockholders, creating a new, independent, publicly held company

2003-2013: Poor business structure and very poor leadership led to poor operating and financial performance

The new Hudson Global – focused on expanding its global RPO business

2013-2014	2015-2018	2019	2020	2021	2022
<p>2013 – 2014 Current CEO, Jeff Eberwein, invested in HSON shares and gained shareholder representation on the Board to improve performance</p> <p>2015 BoD implemented a series of measures designed to enhance stockholder</p>	<p>2015 Announced a \$10M share purchase plan (approx. \$9.4M acquired through 3/31/23)</p> <p>2016 Paid two cash dividends totaling \$3.4M</p>	<p>2019 Completed tender offer for 7.7% of total shares outstanding at a purchase price of \$15 per share</p> <p>Q3 & Q4, 2019 Growth in RPO profits and</p>	<p>Expanding Through Acquisitions</p> <p>2020 Acquired Coit Group, a San Francisco-based RPO provider, to expand further into tech sector; established office in San Francisco</p> <p>2021 Acquired Karani, LLC, a Chicago-headquartered recruiting services provider that serves mainly U.S.-based customers from its</p> <p>2022 Acquire Hunt & Badger Expanded Hudson RPO's footprint further into the recruitment market with an array of impressive de</p>		

to enhance stockholder

rights including:

- Declassified the Board – directors elected annually
- Allowed stockholders to call special meetings
- Eliminated all supermajority voting requirements
- Allowed stockholders to act by written consent
- Eliminated cash compensation to the Board
- Implemented a plan to protect valuable NOL asset

2015 – 2018 BoD initiated a strategic review to enhance stockholder value with a focus on selling non-core businesses; completed three divestitures to exit the agency recruitment business and focus on global RPO business

profits and reductions in Corporate Costs enabled Hudson Global to cross over into profitability

San Francisco

customers from its operations in India and the Philippines

impressive client relations with notable multinational companies

2020 Purchased 8.8% of total shares outstanding in two block trades at a purchase price of \$8.63 per share

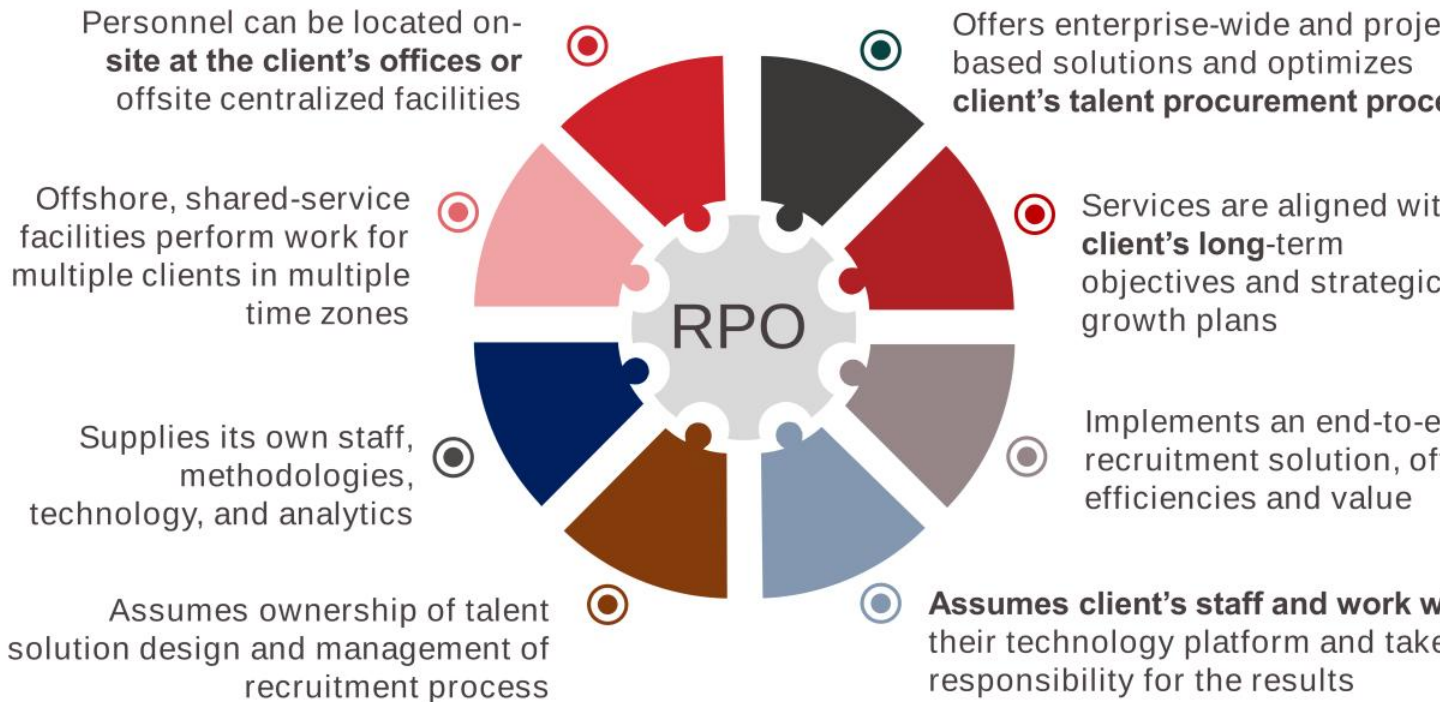
HUDSON GLOBAL

What is Recruitment Process Outsourcing (RPO)

RPO is in the Business Services sector and part of the Business Process Outsourcing (“BPO”) and Human Capital Management (“HCM”) subsectors

RPO involves an employer utilizing an external service provider to perform all or part of its recruitment processes, often replacing work performed by external recruitment agencies and/or in-house teams

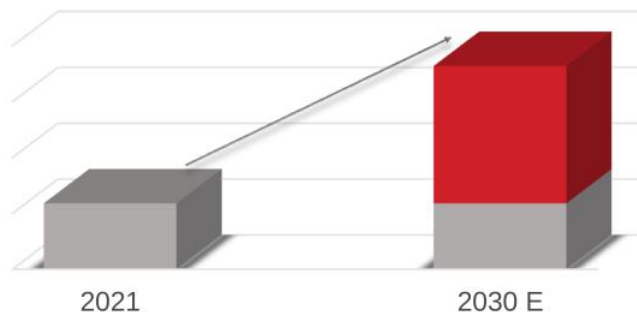
RPO vs. Traditional Recruiting



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RPO – a Fast Growing Market⁽¹⁾

Estimated Growth for Global RPO Market



13.9%
CAGR

From 2021 – 2030



RPO market by segment

- On-demand RPO segment contributed approx. 80% of the total market revenues in 2020. Estimated to retain its dominant position in the market throughout the forecast period.



RPO market by Industry

- Leading industries: IT and telecommunication (28% market share in 2021), ITes & BPO and BFSI segments require large workforce and massive recruitment; expected to retain the market share throughout the forecast period.



RPO market by Geogr

- Dominated by North America the total market revenue in 2021
- North America is among the first

forecast period.

leading position throughout the forecast period.

adopters of RPO services with s penetration in small and medium as large enterprises.

- End-to-end RPO segment is projected to grow with the highest CAGR of about 14.3% during the forecast period.

- Fastest growing; Healthcare and e-commerce segments are projected to register the highest growth in the market during the forecast period of 17% and 16.2% respectively.

- North America expected to hold dominant position throughout the period.

RPO Model vs. Recruitment Agency Model

- ▶ The RPO industry market worldwide accounted for revenue of \$6.9B in 2019; projected to expand at a CAGR of 14.3% from 2021 to 2030 (1)
- ▶ We believe the RPO industry is taking share from traditional recruitment agencies for the reasons below:

Factor	RPO Model	Recruitment Agency Model
Location of Service Provider	On-Site and Centers of Excellence	Never On-Site and No Centers of Excellence
Ownership of Recruitment Process	High	Low
Candidate Quality	Consistently Good	Uneven Consistency
Candidate Experience	High/Brand Ambassadors	Uneven
Proactive Recruitment	Strong/Maintain Talent Pools	Low
Cost to Client	Lower, especially as volume increases	High
Level of Client Engagement	Very High (Partnership)	Transactional
Duration of Relationship with Client	Long/Recurring	Transactional
Depth of Relationship with Client	Very Deep and Wide	Shallow/Transactional
Delivery Model	Client-Focused/Subject Matter Expertise	Role-Focused or Candidate-Focused
Pricing Model	Combination of fixed monthly management fees and variable fees	Purely Variable/Transactional
Length of Contract	Solution-based and typically multi-year with high renewal rates	Transactional
Recurring Revenues	High	Low
Initial Sales Process	Long	Short

Hudson RPO: Regional Market Observations

AMERICAS

- ▶ Large market size
- ▶ Particularly strong in Technology, Life Sciences, Healthcare, and Financial Services
- ▶ Growing presence in Canada and Latin America, especially for large multinationals creating regional hubs
- ▶ Acquired Coit Group, a San Francisco-based RPO provider specializing in the technology sector (October 2020)
- ▶ Acquired Karani, LLC, a Chicago-

ASIA-PACIFIC

- ▶ Consistently ranked as a top RPO provider in APAC (1)
- ▶ Strong market adoption for RPO in Australia, China, HK, and Singapore and Hudson RPO has a very strong presence in these markets
 - Hudson's first ever RPO project was in 1999 for J&J in Australia and was one of the first RPO projects in history
- ▶ Growing rapidly in SE Asia via hub in Singapore

EMEA

- ▶ Ranked among the top 5 RPO providers in EMEA (2)
- ▶ UK market is large and very developed
- ▶ Emerging market growth from continental Europe from large multinationals benefiting from RPO solutions in the US and UK
- ▶ Particularly strong in Life Sciences, Financial Services, and Business Services

HQ recruiting services provider with clients in the US, but operations in India and the Philippines (October 2021)

- ▶ Small RPO or MSP companies in this region could become acquisition targets
- ▶ Center of Excellence in Tampa, FL

- ▶ Expanded presence in SE Asia through local partnerships in Taiwan, Malaysia, Philippines, Thailand, Vietnam, and South Korea; partnerships allow Hudson RPO to embed teams in these countries as requested by clients
- ▶ Centers of Excellence in India, Manila, Philippines, and Shanghai, China

Business Services,
Consumer

- ▶ Smaller RPO or MSP companies in this region could become acquisition targets
- ▶ Center of Excellence in Edinburgh, Scotland

HUDSON GLOBAL

⁽¹⁾ <https://www.hudsonrpo.com/newsroom/hro-today-bakers-dozen-apac/>

⁽²⁾ <https://www.hudsonrpo.com/newsroom/hro-today-bakers-dozen-emea/>

Hudson RPO: Centers of Excellence (COEs)



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Hudson RPO's Strengths



Our Focus

- ▶ Professional Services – comprehensive talent acquisition and total talent solutions employers needing mission-critical, professional talent
- ▶ Senior Management to Entry Level – we partner with our clients at every level
- ▶ Mid-to-Large Sized Corporations – focus on custom-built solutions for all of our clients
- ▶ Emerging Growth Companies – we partner with clients at every stage of their growth/life cycle
- ▶ RPO to Total Talent Solutions – grow current RPO solutions, build first generation R programs, and offer value-added talent solutions



Our Clients

- ▶ We focus on clients where acquiring and retaining top talent, and specialized talent, is the key to business success
- ▶ Our clients partner with us based on value and outcomes given the critical importance of talent to their businesses and the customized nature of our solutions
- ▶ We immerse ourselves in our clients' culture, business, and needs so we can deliver the best solutions creating valuable, long-term partnerships
- ▶ Subject Matter Expertise in each sector is a key differentiator in our client solutions
- ▶ Disciplined execution delivers efficiencies and effective outcomes to our clients
- ▶ We have a prestigious client portfolio and a high retention rate because we work diligently as a truly partner with our clients and we evolve our solutions to best support our clients' growth needs, and objectives



- ▶ Hudson RPO's global and regional leadership teams have deep expertise across Human Capital solutions and have high tenure at Hudson RPO and on-site with our clients
- ▶ Hudson RPO's teams are committed to a culture of engaged leadership, disciplined execution and profitable growth

Our Team

- ▶ Hudson RPO rates very favorably on service, performance, and results relative to competition as measured by independent client surveys done via SharedXpertise for the *Today's Baker's Dozen Program*⁽¹⁾
- ▶ Hudson RPO has been recognized on the Baker's Dozen List for thirteen consecutive years

⁽¹⁾ <https://www.hudsonrpo.com/rpo-intelligence/recruitment-process-outsourcing/rpo-worldwide-implementation/>

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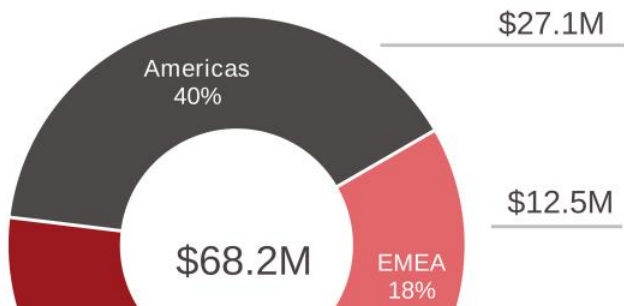


Financial Highlights

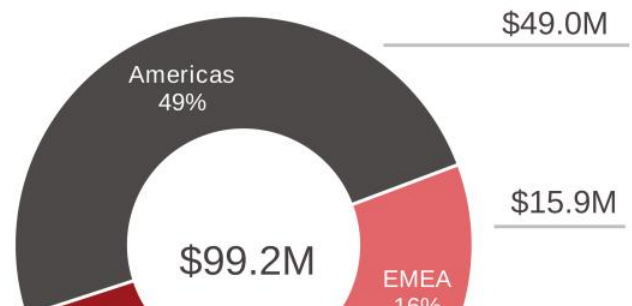
HUDSON GLOBAL

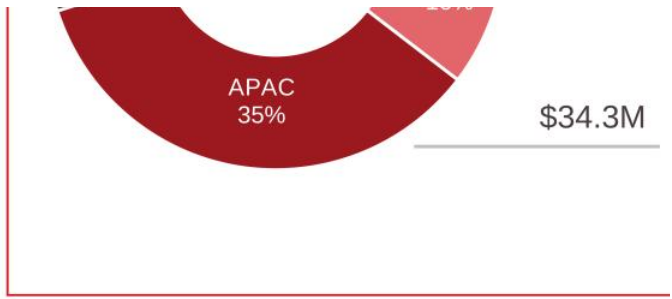
Adjusted Net Revenue by Region (Excludes cost pass-throughs of Contracting)

Full Year 2021



Full Year 2022





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FY 2022 Financial Highlights

FY 2022 exhibited strong growth vs. FY 2021
with revenue, adjusted net revenue, and adjusted EBITDA
growing across all three regions

\$200.9M

Revenue

+18.7% from FY 2021 ⁽¹⁾

\$99.2M

Adjusted Net Revenue

+45.6% from FY 2021 ⁽²⁾

\$3.38

Adjusted EPS (Non-GAAP)

vs \$2.04 in FY 2021

\$16.4M

Adjusted EBITDA (Non-GAAP)

vs \$10.0M in FY 2021

(1) 13.7% organic revenue growth excludes \$8.5M from the Karani and Hunt & Badge acquisitions.

(2) 33.1% organic adjusted net revenue growth excludes \$8.5M from the Karani and Hunt & Badge acquisitions.

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Q1 2023 Financial Highlights

Q1 2023 performance was affected by lower hiring activity particularly in the technology sector; well positioned to respond to client needs going forward

\$43.1M

Revenue

\$21.8M

Adjusted Net Revenue

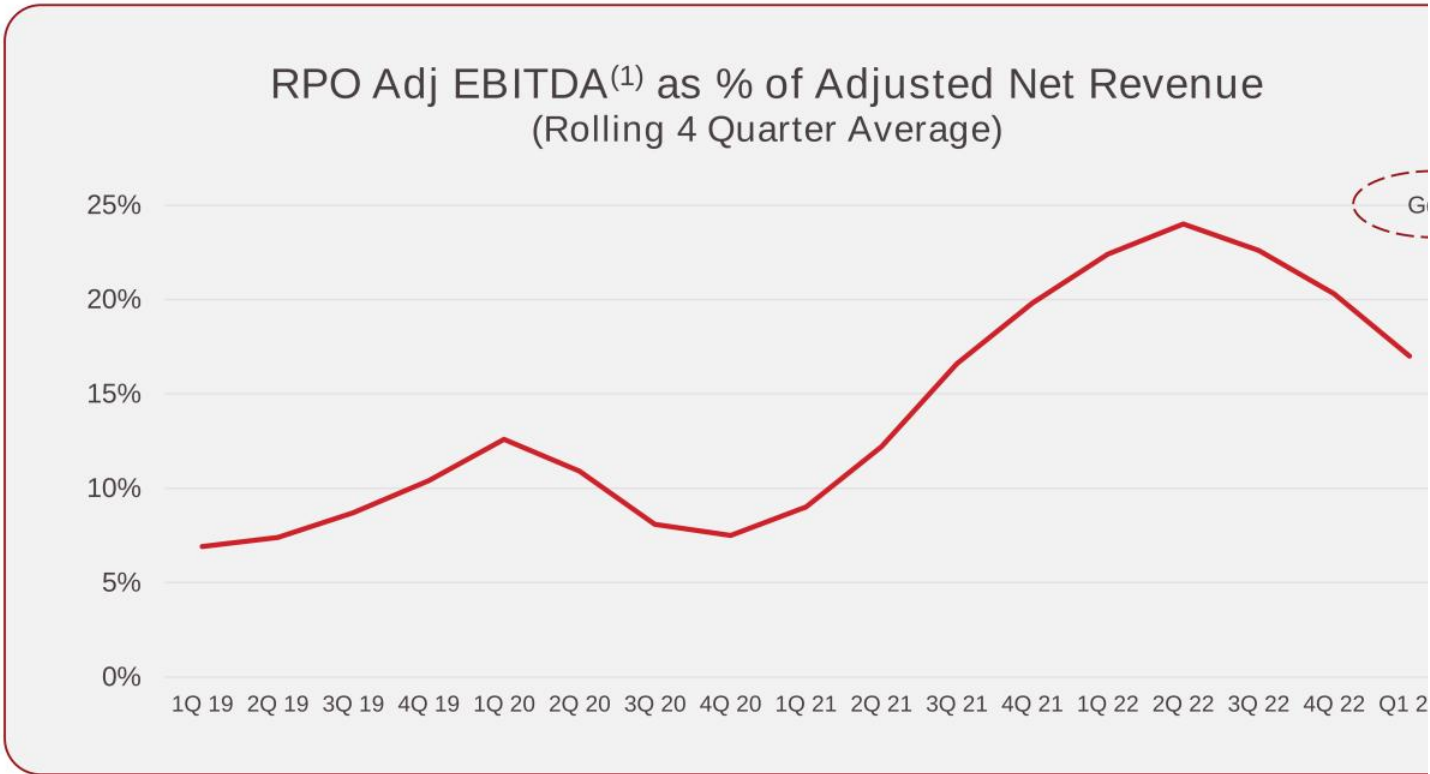
\$0.22

Adjusted EPS (Non-GAAP)

\$1.1M

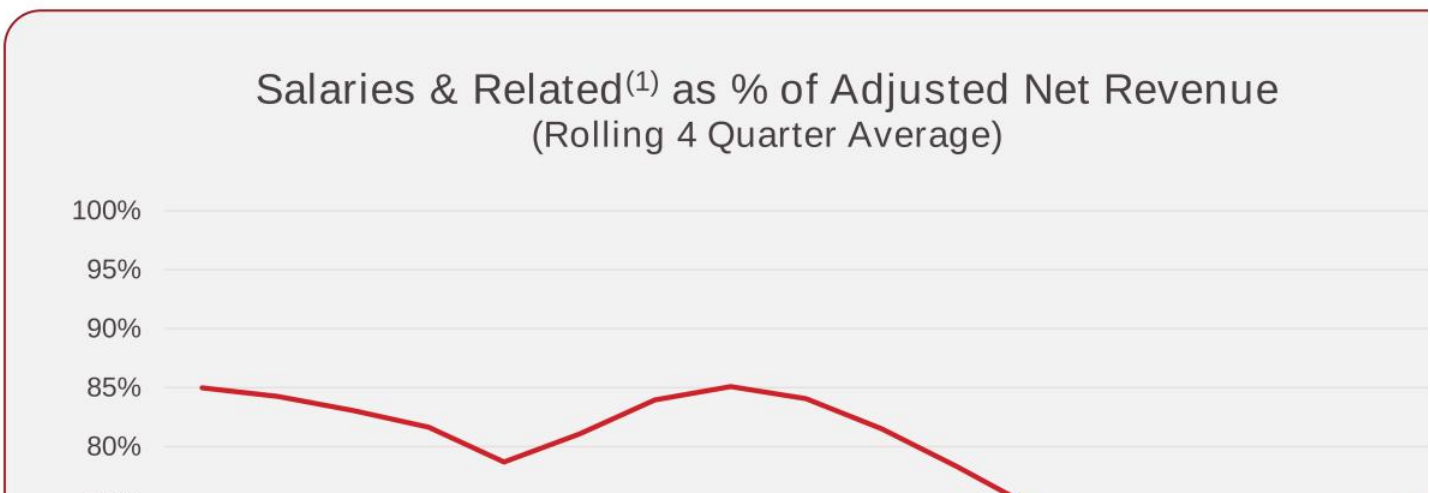
Adjusted EBITDA (Non-GAAP)

Hudson RPO: Profit Margin Improvement



⁽¹⁾ Before corporate costs of Hudson Global.

Hudson RPO: Salaries & Related Expenses





⁽¹⁾ Excludes non-recurring expenses.

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Hudson Global: U.S. Tax NOL Carryforward

U.S. Tax NOL as of 12/31/2022	\$331M
U.S. Tax Usable NOL as of 12/31/2022	\$303M
U.S. Federal Statutory Tax Rate	21%
Potential Cash Taxes Saved	\$64M
Shares Outstanding ⁽¹⁾	2.84M
Potential Value Per Share (0% disc rate):	\$22.37

Additional Thoughts

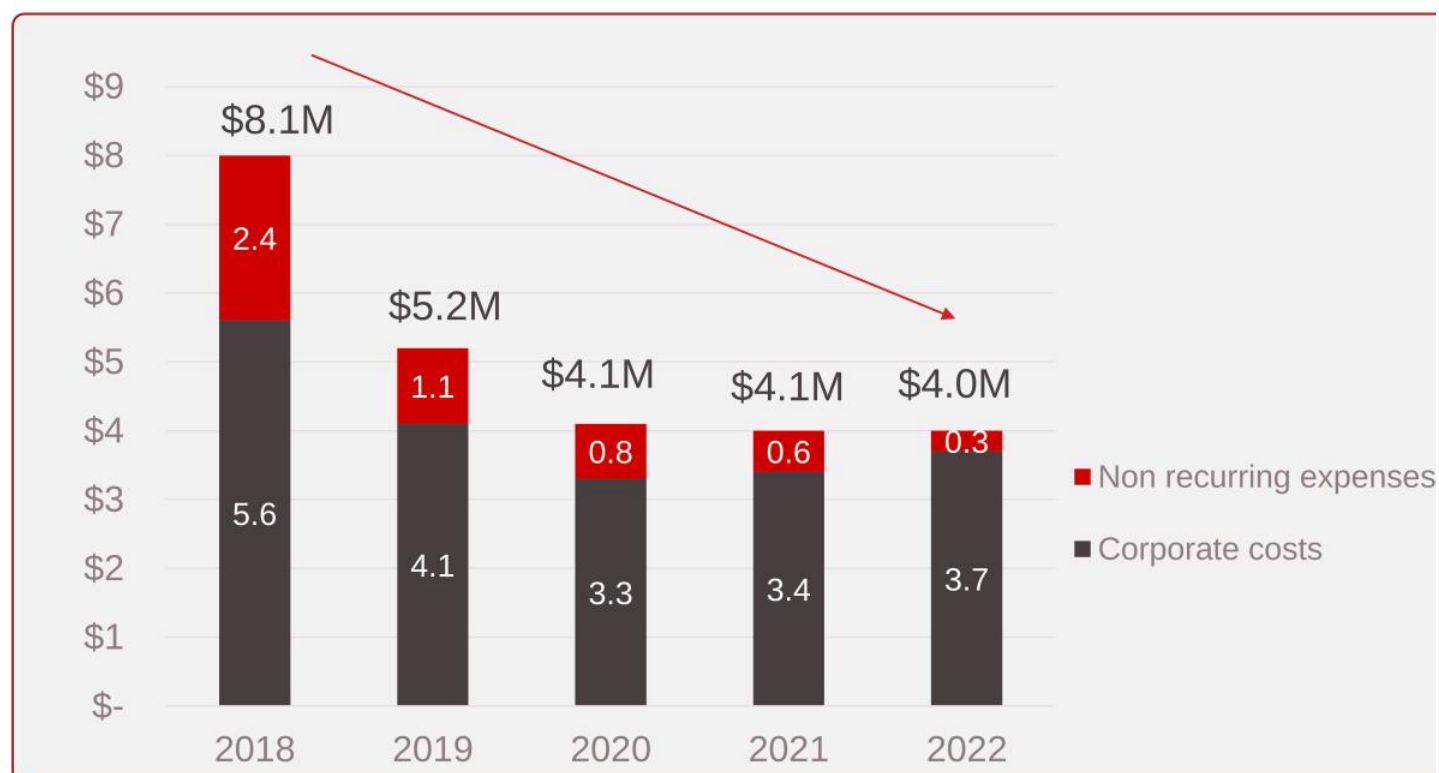
- ▶ Expiration schedule between now and 2037⁽²⁾
- ▶ HSON's large NOL increases the ROI on internal investments and acquisitions in U.S. given HSON can shield U.S. taxable income

(1) Based on shares outstanding as of April 24, 2023.

(2) For losses incurred through December 31, 2017. NOLs generated after 2017 do not expire.

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Hudson Global: Significant Reduction in Corporate Cost





Vision & Growth Strategy

Hudson Global's Vision and Mission

Our VISION

Become
top RPO provider
of **professional roles** in the
industry

Our MISSION

Maximize value
for our stockholders
over the long term

HUDSON GLOBAL

Business Strategy

Grow RPO

- ▶ Global RPO market expected to grow at a CAGR of 13.9% from 2021 to 2030⁽¹⁾
- ▶ Hudson RPO's goal is to exceed market growth rate (i.e., gain share)
 - Superior service and delivery
 - Go deeper and broader with existing clients
 - Grow in existing markets and expand into new markets to support our clients' needs
 - Add new clients then "land and expand"
- ▶ Hudson RPO is investing in people and technology to accelerate its growth
- ▶ Leverage existing strong reputation by expanding marketing efforts, including social media and website

Keep Overhead Expenses Low

- ▶ Reduced complexity left over from legacy businesses
- ▶ Both corporate and regional
- ▶ No impact on revenues or growth

Investigate Acquisition Opportunities

- ▶ Expand capabilities and capacity, not just growth's sake
- ▶ Deepen geographic and/or sector presence
- ▶ Add new talent and skill sets
- ▶ Immediately accretive
- ▶ Utilize NOL

Repurchase Stock

- ▶ Will be opportunistic/price sensitive
- ▶ Goal is to maximize long-term value per share, not "return cash"
- ▶ Balance with acquisition opportunities

(1) [https://www.researchandmarkets.com/reports/5641387/recruitment-process-outsourcing-rpo-market?utm_source=Ci&utm_medium=PressRelease&utm_code=rwmk&utm_campaign=1744226+-Global+Recruitment+Process+Outsourcing+\(RPO\)+Market+to+Grow+by+13.9%25+Annually+Through+2030&utm_exec=como322prd](https://www.researchandmarkets.com/reports/5641387/recruitment-process-outsourcing-rpo-market?utm_source=Ci&utm_medium=PressRelease&utm_code=rwmk&utm_campaign=1744226+-Global+Recruitment+Process+Outsourcing+(RPO)+Market+to+Grow+by+13.9%25+Annually+Through+2030&utm_exec=como322prd)

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Financial Goals

1 PROFITABILITY

- ▶ Grow profitability over time; turning profitable in mid-2019 was a watershed event in our Company's history

2 INTERNAL GROWTH

- ▶ Generate high returns on internal growth projects

3 EBITDA MARGIN

- ▶ Adjusted EBITDA margin goal of 25% of Adjusted Net Revenue at RPO level (i.e., pre Corporate Costs) vs. Q1 2023 rolling four quarters of 17.0%
 - Keep Corporate Costs low, even as profits from operating businesses grow

4 MAXIMIZE EPS

- ▶ Maximize earnings per share over long term through:
 - Growing revenue faster than overhead leading to increasing Adjusted EBITDA margins
 - Controlling overhead and other

- profits from operating businesses grow
- Adjusted EBITDA / Adjusted Net Revenue margins of mid-teens at the corporate level (i.e., after Corporate Costs)

- Controlling overhead and other costs so these costs will decline percentage of revenue over time
- Reducing share count through opportunistic stock repurchases

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Disciplined Acquisition Strategy

Focus on our core RPO business, or businesses complementary to RPO within H



Characteristics of Potential Targets

- ▶ Easy to understand business and complementary to existing Hudson business; cost and revenue synergies
- ▶ No start-ups or venture-type businesses
- ▶ Profitable, high margin, high growth
- ▶ Low/no capex and high FCF/high conversion (excluding cash used for working capital)
- ▶ Additional bolt-on/roll-up opportunities post initial acquisition
- ▶ Existing operating management willing to stay at least initially

Possible Examples:

- ▶ RPO: RPO bolt-ons for Hudson RPO, especially in Americas and EMEA
- ▶ HCM: businesses adjacent to/complementary to RPO, which could include MSP, Contract Staffing, and Talent Advisory

(1) Human Capital Management, which includes RPO, MSP (Managed Service Provider), and other talent-related solutions businesses.

HUDSON GLOBAL

Recent Acquisitions

Expanding Capabilities and Geographic Footprint

COIT GROUP

October 2020

- ▶ Significantly expanded Hudson RPO's tech presence in the US; new Hudson office in San Francisco
- ▶ Established, profitable business with strong client base
- ▶ Coit's founders (Joe Belluomini and Tim Farrelly) became co-CEOs of

KARANI

October 2021

- ▶ Expanded Hudson RPO's global delivery capability by adding substantial presence in India and Philippines
- ▶ Strong partnerships supporting recruitment and staffing firms based in the US

HUNT & BAD

August 2022

- ▶ Expanded Hudson RPO's footprint further into India recruitment market
- ▶ Compliments K&B offerings with many positive synergies between the two companies

Hudson RPO's newly formed Technology Group

- ▶ Combination of cash, shares, promissory note, and earn-out agreements

- ▶ Large and growing client base supported by over 500 employees in India and 125 in the Philippines
- ▶ Expanded Hudson RPO's expertise in technology recruitment
- ▶ All current employees of Karani and its subsidiaries joined Hudson RPO, except for owner and CEO who retired
- ▶ Combination of cash and promissory note

- ▶ Partners with companies of all sizes, including well-known multinationals across a variety of industries

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Hudson RPO Management Team



CEO
RPO APAC

Kimberley Hubble

- ▶ 29 years in industry
- ▶ 29 years at Hudson RPO



CEO
RPO Americas & E

Darren Lancaster

- ▶ 25 years in industry
- ▶ 12 years at Hudson



Global Account
Director

Paula Nolan

- ▶ 24 years in industry
- ▶ 21 years at Hudson RPO



Hudson RPO Technology
Group Co-CEO

Joe Belluomini

- ▶ 20 years in industry
- ▶ Joined Hudson RPO with acquisition of Coit Group



Hudson RPO Techno
Group Co-CEO

Tim Farrelly

- ▶ 20 years in industry
- ▶ Joined Hudson RPO w acquisition of Coit Gro

HUDSON GLOBAL

Hudson Global: Corporate Management & Finance Team



Hudson Global
CEO and Director

Jeff Eberwein

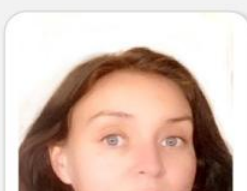
- ▶ Chairman of the Board from 2015 to 2018
- ▶ 25 years of Wall Street experience
- ▶ Formed Lone Star Value Management in 2013
- ▶ Former portfolio manager at Soros Fund Management and Viking Global Investors
- ▶ Chairman of the Board at one other publicly traded company



Hudson Global
CFO

Matt Diamond

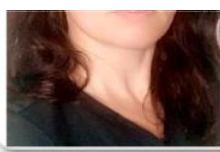
- ▶ Formerly Vice President of Finance at Hudson Global to assuming CFO role
- ▶ 25 years of finance experience
- ▶ Served in variety of finance and control roles at Pepsi from 2001 to 2018
- ▶ Held director roles in Financial Reporting, Financial Analysis, and Technical Accounting and Policy at Pep
- ▶ Certified Public Accountant



Global Finance Director

Seonaid MacMillan

- ▶ Started with Hudson in 2015
- ▶ Based in Glasgow heading up the Global Finance shared service function



- ▶ service function
- ▶ Previously worked in various Finance roles in UK and the Middle East
- ▶ FCCA qualified with 24 years of experience in various industries

HUDSON GLOBAL

Hudson Global: Board of Directors ⁽¹⁾



Board Chair
Mimi Drake

- ▶ Co-CEO of Permit Capital Advisors, LLC
- ▶ Served as Founding Board Member of 100 Women in Finance



Director
Connie Nelson

- ▶ SVP & Chief HR Officer of LifeWay Christian Resources
- ▶ Former SVP – Human Resources of Verizon Communications, Inc.



Director
Ian Nash

- ▶ Former CFO of Robert Walters PLC as well as Michael Page International PLC
- ▶ Serves as a director of several private companies

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⁽¹⁾ Independent members.

ESG Considerations

Environmental

- ▶ Committed to continuous improvement in managing the environmental impact of our business operations

Social

- ▶ “People-first” company with corporate policies in place and a strong global team of individuals that believe in diversity, equity and inclusion
- ▶ Global Diversity, Equality, and Inclusion (“DEI”) Program, sponsored by the Division CEOs; this program is designed to:
 - Promote DEI initiatives within the Company such as launching training programs and diagnostic tools
 - Aid in partnering with our clients to accelerate their DEI recruitment, onboarding, sourcing, and branding efforts as well, helping them to be reflective of their global multicultural customer base
 - Anti-harassment and non-discrimination training available company-wide

- ▶ Anti-harassment and non-discrimination training available company wide
- ▶ Employees' health and safety was our first priority during COVID-19

Governance

- ▶ We are committed to accountability and transparency
- ▶ We strive for diversity among its board members, management, and employees
 - Of 1,400 people employed worldwide, approximately 50% are female
 - 50% of the Company's Board being diverse (by race, gender, and ethnic diversity combined)

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Appendix

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Reconciliation of Non-GAAP Financial Measures – Q1 2023 & 2022

(In thousands, unaudited)

For The Three Months Ended March 31, 2023	RPO					Total
	Americas	Asia Pacific	Europe	Business	Corporate	
Revenue, from external customers	\$ 9,272	\$ 27,276	\$ 6,524	\$ 43,072	\$ —	\$ 43,072
Adjusted net revenue, from external customers ⁽¹⁾	\$ 8,922	\$ 8,459	\$ 4,383	\$ 21,764	\$ —	\$ 21,764
Net income						\$ 35
Benefit from income taxes						(13)
Interest income, net						(6)
Depreciation and amortization						34
EBITDA (loss) ⁽²⁾	\$ (430)	\$ 1,434	\$ 444	\$ 1,448	\$ (949)	\$ 49
Non-operating expense (income), including corporate administration charges	116	241	25	382	(515)	(13)
Stock-based compensation expense	161	73	77	311	162	47
Non-recurring severance and professional fees	34	—	—	34	162	19
Compensation expense related to acquisitions ⁽³⁾	113	—	—	113	—	11
Adjusted EBITDA (loss) ⁽²⁾	\$ (6)	\$ 1,748	\$ 546	\$ 2,288	\$ (1,140)	\$ 1,14

For The Three Months Ended March 31, 2022	RPO					Total
	Americas	Asia Pacific	Europe	Business	Corporate	
Revenue, from external customers	\$ 14,611	\$ 31,133	\$ 6,173	\$ 51,917	\$ —	\$ 51,917
Adjusted net revenue, from external customers ⁽¹⁾	\$ 13,702	\$ 8,213	\$ 3,658	\$ 25,573	\$ —	\$ 25,573
Net income						\$ 3,017
Provision for income taxes						53
Interest income, net						(7)
Depreciation and amortization						32
EBITDA (loss) ⁽²⁾	\$ 2,414	\$ 2,027	\$ 147	\$ 4,588	\$ (711)	\$ 3,87
Non-operating expense (income), including corporate administration charges	212	259	116	587	(538)	4
Stock-based compensation expense	162	70	48	280	266	54
Non-recurring severance and professional fees	—	—	—	—	16	1
Compensation expense related to acquisitions ⁽³⁾	747	—	—	747	—	74
Adjusted EBITDA (loss) ⁽²⁾	\$ 3,535	\$ 2,356	\$ 311	\$ 6,202	\$ (967)	\$ 5,23

(1) Represents Revenue less the Direct contracting costs and reimbursed expenses caption on the Condensed Consolidated Statements of Operations.

(2) Non-GAAP earnings before interest, income taxes, and depreciation and amortization ("EBITDA") and non-GAAP earnings before interest, income taxes, depreciation and amortization, non-operating income (expense), stock-based compensation expense, and other severance and professional fees ("Adjusted EBITDA") are presented to provide additional information about the Company's operations on a basis consistent with the measures which the Company uses to manage its operations and evaluate its performance. Management measurements to evaluate capital needs and working capital requirements. EBITDA and Adjusted EBITDA should not be considered in isolation or as a substitute for operating income, cash flows from operating activities, and other income or cash flow statement information in accordance with generally accepted accounting principles or as a measure of the Company's profitability or liquidity. Furthermore, EBITDA and Adjusted EBITDA as presented above may not be comparable with similarly titled measures reported by other companies.

(3) Represents compensation expense payable per the terms of acquisition agreements.

Per Diluted Share
Three Months Ended

Net income
Non-recurring items (after tax)
Compensation expense related to acquisitions (after tax) ⁽³⁾
Adjusted net income ⁽⁴⁾

	March 31, 2023	March 31, 2022
	\$ 0.11	\$ 0.97
	0.06	0.01
	0.04	0.25
	\$ 0.22	\$ 1.23

HUDSON GLOBAL

Reconciliation of Non-GAAP Financial Measures – FY 2022

Reconciliation of Net Income to Adjusted EBITDA, Adjusted EBITDA-RPO, and Corporate Costs (In thousands, unaudited)

For The Year Ended December 31, 2022	Americas	Asia Pacific	Europe	RPO Business	Corporate	
Revenue, from external customers	\$ 51,639	\$ 118,149	\$ 31,129	\$ 200,917	\$ —	\$
Adjusted net revenue, from external customers ⁽¹⁾	\$ 48,990	\$ 34,278	\$ 15,942	\$ 99,210	\$ —	\$
Net income						\$
Provision for income taxes						
Interest income, net						
Depreciation and amortization						
EBITDA (loss) ⁽²⁾	\$ 4,877	\$ 7,282	\$ 1,501	\$ 13,660	\$ (2,905)	
Non-operating expense (income), including corporate administration charges	711	1,151	253	2,115	(2,155)	
Stock-based compensation expense	713	302	282	1,297	1,021	
Non-recurring severance and professional fees	306	86	1	393	324	
Compensation expense related to acquisitions ⁽³⁾	2,651	—	—	2,651	—	
Adjusted EBITDA (loss) ⁽²⁾	\$ 9,258	\$ 8,821	\$ 2,037	\$ 20,116	\$ (3,715)	\$

1. Represents Revenue less the Direct contracting costs and reimbursed expenses caption on the Consolidated Statements of Operations.
2. Non-GAAP earnings before interest, income taxes, and depreciation and amortization ("EBITDA") and non-GAAP earnings before interest, income taxes, depreciation and amortization, non-operating (income) expense, stock-compensation expense, and other non-recurring severance and professional fees ("Adjusted EBITDA") are presented to provide additional information about the Company's operations on a basis consistent with the measures which Company uses to manage its operations and evaluate its performance. Management also uses these measurements to evaluate capital needs and working capital requirements. EBITDA and Adjusted EBITDA should not be considered in isolation or as a substitute for operating income, cash flows from operating activities, and other income or cash flow statement data prepared in accordance with generally accepted accounting principles or as a measure of Company's profitability or liquidity. Furthermore, EBITDA and Adjusted EBITDA as presented above may not be comparable with similarly titled measures reported by other companies.
3. Represents compensation expense payable per the terms of acquisition agreements.

	Per Diluted Share Twelve Months Ended December 31, 2022
Net income	\$ 2.27
Non-recurring items (after tax)	0.23
Compensation expense related to acquisitions (after tax) ⁽²⁾	0.88
Adjusted net income ⁽³⁾	\$ 3.38

HUDSON GLOBAL

Reconciliation of Non-GAAP Measures – 2021

Reconciliation of Net Income to Adjusted EBITDA, Adjusted EBITDA-RPO, and Corporate Costs (In thousands, unaudited)

For The Year Ended December 31, 2021	Americas	Asia Pacific	Europe	RPO Business	Corporate	Total
Revenue, from external customers	\$ 28,797	\$ 118,597	\$ 21,813	\$ 169,207	\$ -	\$ 1
Adjusted net revenue, from external customers ⁽¹⁾	\$ 27,087	\$ 28,561	\$ 12,509	\$ 68,157	\$ -	\$
Net income						\$
Provision for income taxes						
Interest income, net						
Depreciation and amortization						
EBITDA (loss) ⁽²⁾	\$ 1,801	\$ 5,452	\$ 1,007	\$ 8,260	\$ (3,352)	
Non-operating expense (income), including corporate administration charges	386	1,399	331	2,116	(2,033)	
Stock-based compensation expense	556	324	246	1,126	1,298	
Non-recurring severance and professional fees	23	-	-	23	637	
Compensation expense related to acquisitions ⁽³⁾	1,969	-	-	1,969	-	
Adjusted EBITDA (loss) ⁽²⁾	\$ 4,735	\$ 7,175	\$ 1,584	\$ 13,494	\$ (3,450)	\$

⁽¹⁾ Represents Revenue less the Direct contracting costs and reimbursed expenses caption on the Consolidated Statements of Operations.

⁽²⁾ Non-GAAP earnings before interest, income taxes, and depreciation and amortization ("EBITDA") and non-GAAP earnings before interest, income taxes, depreciation and amortization, non-operating income, stock-based compensation expense, and other non-recurring expenses ("Adjusted EBITDA") are presented to provide additional information about the company's operations on a basis consistent with the measures which the company uses to manage its operations and evaluate its performance. Management also uses these measurements to evaluate capital needs and working capital requirements. EBITDA and Adjusted EBITDA should not be considered in isolation or as a substitute for operating cash flows from operating activities, and other income or cash flow statement data prepared in accordance with generally accepted accounting principles or as a measure of the company's profitability or liquidity. Furthermore, EBITDA and Adjusted EBITDA as presented above may not be comparable with similarly titled measures reported by other companies.

⁽³⁾ Represents compensation expense payable per the terms of acquisition agreements.

	Per Diluted Share Twelve Months Ended
	December 31, 2021
Net income	\$ 1.07
Non-recurring items (after tax)	0.22
Compensation expense related to acquisitions (after tax) ⁽²⁾	0.75
Adjusted net income ⁽³⁾	\$ 2.04

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Reconciliation of Non-GAAP Measures - 2020

Reconciliation of Net Loss to Adjusted EBITDA, Adjusted EBITDA-RPO, and Corporate Costs (In thousands, unaudited)

For The Year Ended December 31, 2020	RPO					
	Americas	Asia Pacific	Europe	Business	Corporate	
Revenue, from external customers	\$ 10,866	\$ 75,633	\$ 14,949	\$ 101,448	\$ -	\$ -
Adjusted net revenue, from external customers ⁽¹⁾	\$ 9,598	\$ 19,814	\$ 9,669	\$ 39,081	\$ -	\$ -
Net loss						\$ -
Provision for income taxes						
Interest income, net						
Depreciation and amortization						
EBITDA (loss) ⁽²⁾	\$ (1,044)	\$ 2,877	\$ 481	\$ 2,314	\$ (2,992)	
Non-operating expense (income), including corporate administration charges and PPP loan forgiveness	(1,076)	1,002	(74)	(148)	(1,641)	
Stock-based compensation expense	88	60	6	154	583	
Non-recurring severance and professional fees	528	-	-	528	755	
Compensation expense related to acquisitions ⁽³⁾	91	-	-	91	-	
Adjusted EBITDA (loss) ⁽²⁾	\$ (1,413)	\$ 3,939	\$ 413	\$ 2,939	\$ (3,295)	\$ -

(1) Represents Revenue less the Direct contracting costs and reimbursed expenses caption on the Consolidated Statements of Operations.

(2) Non-GAAP earnings before interest, income taxes, and depreciation and amortization ("EBITDA") and non-GAAP earnings before interest, income taxes, depreciation and amortization, non-operating income, business reorganization stock-based compensation expense, and other non-recurring expenses ("Adjusted EBITDA") are presented to provide additional information about the company's operations on a basis consistent with the measures which the company uses to manage its operations and evaluate its performance. Management also uses these measurements to evaluate capital needs and working capital requirements. EBITDA and Adjusted EBITDA should not be considered in isolation or as a substitute for operating income, cash flows from operating activities, and other income or cash flow statement data prepared in accordance with generally accepted accounting principles or as a measure of the company's profitability or liquidity. EBITDA and Adjusted EBITDA as presented above may not be comparable with similarly titled measures reported by other companies.

(3) Represents compensation expense payable per the terms of acquisition agreements.

	Per Diluted Share	
	Twelve Months Ended	
	December 31, 2020	
Net loss	\$	(0.43)
Non-recurring items (after tax)		(0.01)
Compensation expense related to acquisitions (after tax) ⁽¹⁾		0.06
Adjusted net loss ⁽²⁾	\$	(0.38)

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Reconciliation of Non-GAAP Measures - 2019

Reconciliation of Net Loss to Adjusted EBITDA, Adjusted EBITDA-RPO, and Corporate Costs (In thousands, unaudited)

For The Year Ended December 31, 2019	RPO					
	Americas	Asia Pacific	Europe	Business	Corporate	
Revenue, from external customers	\$13,565	\$ 61,438	\$ 18,808	\$93,811	\$ -	\$ -
Adjusted net revenue, from external customers ⁽¹⁾	\$12,291	\$ 21,177	\$ 10,098	\$43,566	\$ -	\$ -
Net loss						\$ -
Loss from discontinued operations, net of income taxes						
Loss from continuing operations						
Benefit from income taxes						
Interest income, net						
Depreciation and amortization expenses						
EBITDA (loss) ⁽²⁾	\$ 60	\$ 2,194	\$ 84	\$ 2,338	\$ (4,252)	
Non-operating expense (income), including corporate administration charges	563	957	544	2,064	(1,726)	
Stock-based compensation expense	26	102	8	136	825	
Non-recurring severance and professional fees	-	-	-	-	1,072	
Adjusted EBITDA (loss) ⁽²⁾	\$ 649	\$ 3,253	\$ 636	\$ 4,538	\$ (4,081)	\$ -

(1) Represents Revenue less the Direct contracting costs and reimbursed expenses caption on the Consolidated Statement of Operations.

(2) Non-GAAP earnings before interest, income taxes, and depreciation and amortization ("EBITDA") and non-GAAP earnings before interest, income taxes, depreciation and amortization, non-operating income, stock-based compensation and other non-recurring expenses ("Adjusted EBITDA") are presented to provide additional information about the company's operations on a basis consistent with the measures which the company uses to manage its operations and evaluate its performance. Management also uses these measurements to evaluate capital needs and working capital requirements. EBITDA and adjusted EBITDA should not be considered in isolation or as a substitute for operating income, cash flows from operating activities, and other income or cash flow statement data prepared in accordance with generally accepted accounting principles or as a measure of the company's profitability or liquidity. Furthermore, EBITDA and adjusted EBITDA as presented above may not be comparable with similarly titled measures reported by other companies.

Net loss
Non-recurring items (after tax)
Adjusted net income ⁽²⁾

Per Diluted Share	
Twelve Months Ended	
December 31, 2019	
\$	(0.30)
	0.34
\$	0.04

HUDSON GLOBAL



Contact us

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Hudson Global at a Glance

- ▶ Hudson Global, Inc. (Nasdaq: HSON) (“Hudson Global” or “the Company”) owns Hudson RPO, a **pure-play Total Talent Solutions provider**
- ▶ **Nasdaq-listed**; spun-off from Monster.com in 2003
- ▶ **Strong financial position**: \$22.3⁽³⁾ million of cash and \$303⁽⁴⁾ million of usable NOL carryforwards
- ▶ **Stock buyback**: shares outstanding reduced by approximately 11% since 12/31/18
- ▶ **Owner mindset**: board and management own approximately 17%⁽⁶⁾ of total shares outstanding and expect to own more over time
- ▶ **Maximizing stockholder value**: through internal investments in our growing, high-margin RPO business, bolt-on acquisitions, and stock buybacks

⁽¹⁾ Adjusted EBITDA and Corporate Costs are non-GAAP measures. Reconciliations of non-GAAP measures can be found in the appendix to this presentation.
⁽²⁾ As of May 19, 2023. Market Capitalization defined as Shares Outstanding times Stock Price.
⁽³⁾ As of March 31, 2023. Cash includes \$0.4m of restricted cash. Debt excludes operating lease obligations but includes \$1.3m of notes payable related to an acquisition.
⁽⁴⁾ As of December 31, 2022 as disclosed in 2022 Form 10-K. NOL carryforward is for U.S. federal and state tax expense.
⁽⁵⁾ 2.84 million shares outstanding as of April 24, 2023. Does not include unissued or unvested RSUs.
⁽⁶⁾ Includes unvested share units and share units that will be issued up to 90 days after a director's/officer's separation from service.
⁽⁷⁾ As of March 31, 2023.

\$mm, except per share amounts

Stock Price ⁽²⁾	\$19.34			
Shares Outstanding ⁽⁵⁾	2.84M			
Market Capitalization ⁽²⁾	\$55.0			
Cash ⁽³⁾	\$22.3			
Debt ⁽³⁾	\$1.3			
Usable NOL Carryforward ⁽⁴⁾	\$303			
# of Employees ⁽⁷⁾	1,400			
# of Countries ⁽⁷⁾	14			
	2019	2020	2021	2022
Revenue	\$93.8	\$101.4	\$169.2	\$200.9
Adjusted Net Revenue	\$43.6	\$39.1	\$68.2	\$99.2
Adj EBITDA-RPO ⁽¹⁾	\$4.5	\$2.9	\$13.5	\$20.1
% of Adj Net Revenue	10.4%	7.5%	19.8%	20.3%
Corp Costs ⁽¹⁾	\$4.1	\$3.3	\$3.4	\$3.7
Adj EBITDA ⁽¹⁾	\$0.5	\$(0.4)	\$10.0	\$16.4

Business Strategy

Grow RPO

- ▶ Global RPO market expected to grow CAGR of 13.9% from 2021 to 2030⁽⁸⁾
- ▶ Hudson RPO's goal is to exceed market growth rate (i.e., gain share)
 - Superior service and delivery
 - Go deeper and broader with existing clients
 - Grow in existing markets and expand into new markets to support our clients' needs
 - Add new clients then "land and expand"
- ▶ Hudson RPO is investing in people and technology to accelerate its growth⁽²⁾
- ▶ Leverage existing strong reputation by expanding marketing efforts, including social media and website

Keep Overhead Expenses Low

- ▶ Reduced complexity left over from legacy businesses
- ▶ Both corporate and regional
- ▶ No impact on revenues or growth

Investigate Acquisition Opportunities

- ▶ Expand capabilities and capacity, not just growth for growth's sake
- ▶ Deepen geographic and/or sector presence
- ▶ Add new talent and skill sets
- ▶ Immediately accretive
- ▶ Utilize NOL

Repurchase Stock

- ▶ Will be opportunistic/price sensitive
- ▶ Goal is to maximize long-term value per share, not just "return cash"
- ▶ Balance with acquisition opportunities

⁽⁸⁾ [https://www.researchandmarkets.com/report/5541387/recruitment-process-outsourcing-rpo-market?utm_source=C&utm_medium=PressRelease&utm_campaign=1744226+GlobalRecruitmentProcessOutsourcing\(RPO\)+Market+to+Grow+by+13.9%25+Annually+Through+2030&utm_sec=rcpmo322p](https://www.researchandmarkets.com/report/5541387/recruitment-process-outsourcing-rpo-market?utm_source=C&utm_medium=PressRelease&utm_campaign=1744226+GlobalRecruitmentProcessOutsourcing(RPO)+Market+to+Grow+by+13.9%25+Annually+Through+2030&utm_sec=rcpmo322p)

Disciplined Acquisition Strategy

**Coit Group:
October 2020**

- ▶ Significantly expanded Hudson RPO's tech presence in the US; new Hudson office in San Francisco
- ▶ Established, profitable business with strong client base
- ▶ Coit's founders (Joe Belluomini and Tim Farrelly) became co-CEOs of Hudson RPO's newly formed Technology Group
- ▶ Combination of cash, shares, promissory note, and earn-out agreements

**Karani:
November 2021**

- ▶ Expanded Hudson RPO's global delivery capability by adding substantial presence in India and Philippines
- ▶ Strong partnership with recruitment and staffing firms
- ▶ Large and growing client base supported by over 500 employees in India and 125 in the Philippines
- ▶ Expanded Hudson RPO's expertise in technology recruitment
- ▶ Combination of cash and promissory note

**Hunt & Badge:
August 2022**

- ▶ Expanded Hudson RPO's footprint further into the India recruitment market
- ▶ Compliments Karani's offerings with many potential synergies between the two companies
- ▶ Partners with companies of all sizes, including well-known multinationals, across a variety of industries

Centers of Excellence



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RPO – a Fast Growing Market ⁽¹⁾



(1) [https://www.researchandmarkets.com/reports/5641387/recruitment-process-outsourcing-rpo-market?utm_source=Ci&utm_medium=PressRelease&utm_code=rrwmk&utm_campaign=1744226+-Global+Recruitment+Process+Outsourcing+\(RPO\)+Market+to+Grow+by+13.9%25+Annually+Through+2030&utm_exec=como322prd](https://www.researchandmarkets.com/reports/5641387/recruitment-process-outsourcing-rpo-market?utm_source=Ci&utm_medium=PressRelease&utm_code=rrwmk&utm_campaign=1744226+-Global+Recruitment+Process+Outsourcing+(RPO)+Market+to+Grow+by+13.9%25+Annually+Through+2030&utm_exec=como322prd)

Adjusted Net Revenue by Region
(Excludes cost pass-throughs of Contracting)

Financial Highlights

Full Year 2021	Full Year 2022	Q1 2023
<p>Americas 40% APAC 42% EMEA 18%</p> <p>\$68.2M</p> <p>Americas: \$27.1M APAC: \$28.6M EMEA: \$12.5M</p>	<p>Americas 49% APAC 35% EMEA 16%</p> <p>\$99.2M</p> <p>Americas: \$49.0M APAC: \$34.3M EMEA: \$15.9M</p>	<p>\$21.8M Adjusted Net Revenue</p> <p>\$0.22 Adjusted EPS (Non-GAAP)</p> <p>\$1.1M Adjusted EBITDA (Non-GAAP)</p>

Financial Goals

1 PROFITABILITY

- ▶ Grow profitability over time; turning profitable in mid-2019 was a watershed event in our Company's history

2 INTERNAL GROWTH

- ▶ Generate high returns on internal growth projects

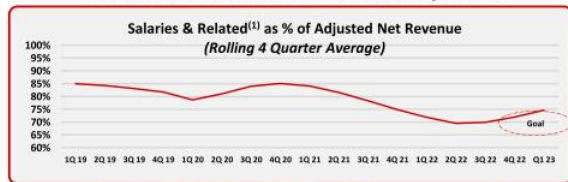
3 EBITDA MARGIN

- ▶ Adjusted EBITDA margin goal of 25% of Adjusted Net Revenue at RPO level (i.e., pre Corporate Costs) vs. Q1 2023 rolling four quarters of 17.0%
 - Keep Corporate Costs low, even as profits from operating businesses grow
 - Adjusted EBITDA / Adjusted Net Revenue margins of mid-teens at the corporate level (i.e., after Corporate Costs)

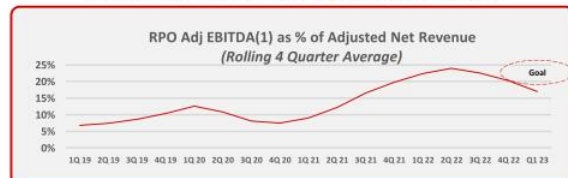
4 MAXIMIZE EPS

- ▶ Maximize EPS over the long term through:
 - Growing revenue faster than costs, leading to increasing Adjusted EBITDA margins
 - Controlling overhead and other fixed costs so these costs will decline as a percentage of revenue over time
 - Reducing share count through opportunistic stock repurchases

Hudson RPO: Salaries & Related Expenses



Hudson RPO: Profit Margin Improvement



Hudson Global: Significant Reduction in Corporate Costs



(1) Excludes non-recurring expenses. (2) Before corporate costs of Hudson Global.

