

# PeopleIn Limited

## Rain on the parade

PeopleIn has reported unaudited March quarter EBITDA of \$6.3m, compared with \$6.9m during the pcp. The result was impacted by weather events in Queensland during March, equivalent to \$0.84m. We believe that the Food Industry People (FIP), industrial and construction segments were the most impacted, with some lingering effects likely during April. The company has highlighted generally challenging trading conditions, which pairs with results released by peers Hays and Robert Walters. Coupled with benign business confidence conditions, we have taken a more conservative view on the June quarter and FY26e outlook. FY25e EBITDA revises by -6% and FY26e by -9%. We have lowered near term dividend forecasts, given the focus on balance sheet improvement. Net debt/EBITDA ratios are materially improving, supported by a high level of free cash flow conversion. With a cyclically low valuation multiple we retain a BUY rating, noting the businesses capacity to generate higher returns from the permanent recruitment market once conditions improve.

### Weather impacts the QLD franchises

- Excluding the weather impacts, March quarter EBITDA would have risen by ~3%. We see modest year-on-year EBITDA declines for the June quarter given the timing of public holidays and soft permanent recruitment market.

### Next catalysts

- Business confidence indicators, potential for sector consolidation, FY25 results, further evidence of balance sheet improvement.

### BUY rating, price target \$1.06 (from \$1.15)

- We expect PPE to report free cash flows of ~\$15m during FY25e and FY26e, supporting our BUY recommendation.

### Key Financials

Year-end June (\$)	FY23A	FY24A	FY25E	FY26E	FY27E
Revenue (\$m)	1,186.3	1,174.8	1,117.4	1,156.9	1,193.3
EBITDA (\$m)	55.8	33.2	33.8	35.9	38.1
EBIT (\$m)	47.7	21.3	21.8	23.5	27.7
Reported NPAT (\$m)	20.6	5.4	4.4	6.8	15.5
Reported EPS (c)	20.4	5.2	4.1	6.3	14.2
Normalised NPAT (\$m)	29.1	9.3	10.0	12.4	16.1
Normalised EPS (c)	28.9	9.0	9.4	11.4	14.9
EPS Growth (%)	7.0	(68.9)	4.6	21.5	29.9
Dividend (c)	14.0	3.0	2.0	3.0	4.0
Net Yield (%)	18.4	3.9	2.6	3.9	5.3
Franking (%)	100	100	100	100	100
EV/EBITDA (X)	2.7	5.5	5.1	4.4	3.8
Normalised P/E (x)	2.6	8.4	8.1	6.6	5.1
Normalised ROE (%)	19.3	5.8	6.2	7.4	9.2

Source: OML, Iress, PeopleIn Limited

30 April 2025

Last Price

**A\$0.76**

Target Price

**A\$1.06 (Previously A\$1.15)**

Recommendation

**Buy**

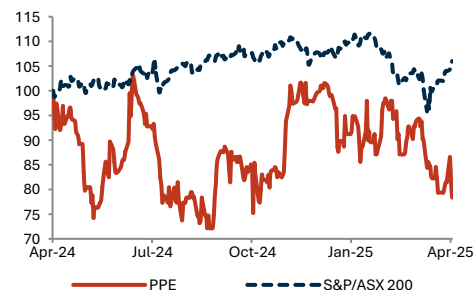
Risk

**Higher**

### Human Resource and Employment Services

ASX Code	PPE
52 Week Range (\$)	0.70 - 1.00
Market Cap (\$m)	82.6
Shares Outstanding (m)	108.7
Av Daily Turnover (\$m)	0.2
3 Month Total Return (%)	-17.4
12 Month Total Return (%)	-21.6
Benchmark 12 Mth Return (%)	6.0
NTA FY25E (¢ per share)	-21.4
Net Debt FY25E (\$m)	90.0

### Price performance



Source: FactSet

### Consensus Earnings

	FY25E	FY26E
NPAT (C) (\$m)	10.1	13.8
NPAT (OM) (\$m)	10.0	12.4
EPS (C) (c)	9.6	12.8
EPS (OM) (c)	9.4	11.4

Source: OML, Iress, PeopleIn Limited

**Ian Munro**

Senior Research Analyst

(03) 9608 4127

[ian.munro@ords.com.au](mailto:ian.munro@ords.com.au)

**Oliver Burston**

Research Associate

(02) 8216 6641

[oburston@ords.com.au](mailto:oburston@ords.com.au)

## Key takeaways and outlook

- **Weather impacts 3Q25 EBITDA:** PPE's unaudited 3Q EBITDA of \$6.3m includes ~\$0.8m of weather impacts from QLD flooding and rain events. Impacts were likely felt within the Industrial segment, including construction and FIP activities. We had expected March to be a strong month for PPE. Excluding the weather impacts, EBITDA would have grown by 3% relative to PCP.
- **Negative profit revisions:** We assume that PPE's 4Q25 EBITDA is marginally lower than 4Q24 given the timing of public holidays and persistent softness in the permanent recruitment market. Commentary from listed global peers Hays and Robert Walters, points to year-on-year declines of -9% and -11% respectively in net fees for the March quarter, in Australia. We have moderated revenue and margin expectations for PPE during 4Q25 and FY26e, to allow for the persistently slower conditions.

Figure 1: Forecast changes

PeopleIn (PPE)	FY25e			FY26e			FY27e		
	old	new	change	old	new	change	old	new	change
<b>revenue- segments \$m</b>									
Industrial & Specialist	896	874	-3%	931	905	-3%	969	932	-4%
Health & Community*	134	130	-3%	138	134	-3%	142	138	-3%
Professional Services	113	114	1%	118	118	1%	123	123	0%
<b>revenue- total</b>	<b>1143</b>	<b>1117</b>	<b>-2%</b>	<b>1186</b>	<b>1157</b>	<b>-2%</b>	<b>1234</b>	<b>1193</b>	<b>-3%</b>
<b>EBITDA- segments \$m</b>									
Industrial & Specialist	25.6	25.0	-2%	28.1	27.4	-3%	30.0	29.5	-2%
Health & Community*	6.7	6.1	-9%	7.9	6.3	-20%	8.2	6.5	-20%
Professional Services	8.5	7.4	-13%	8.8	7.7	-12%	9.2	8.0	-13%
unallocated	-3.5	-3.5	0%	-4.0	-4.0	0%	-4.2	-4.5	7%
one-off (expenses) / refunds	0.0	0.0	na	0.0	0.0	na	0.0	0.0	na
<b>EBITDA - pre SBP "PPE"</b>	<b>37.3</b>	<b>35.1</b>	<b>-6%</b>	<b>40.8</b>	<b>37.4</b>	<b>-8%</b>	<b>43.2</b>	<b>39.6</b>	<b>-8%</b>
share based payments	-1.3	-1.5	15%	-1.5	-1.5	0%	-2.0	-1.5	-25%
<b>EBITDA- underlying</b>	<b>36.0</b>	<b>33.8</b>	<b>-6%</b>	<b>39.3</b>	<b>35.9</b>	<b>-9%</b>	<b>41.2</b>	<b>38.1</b>	<b>-8%</b>
EBITDA margin %	3.3%	3.1%	-4%	3.4%	3.2%	-6%	3.5%	3.3%	-5%
<b>Key P&amp;L metrics \$m</b>									
D&A- underlying	-11.9	-11.9	0%	-12.4	-12.4	0%	-10.4	-10.4	0%
EBIT	24.1	21.8	-9%	27.0	23.5	-13%	30.8	27.7	-10%
net interest	-8.1	-7.5	7%	-6.6	-5.8	13%	-5.5	-4.6	17%
PBT - underlying	16.0	14.3	-11%	20.3	17.7	-13%	25.3	23.1	-9%
NPATA - underlying**	11.2	10.0	-11%	14.2	12.4	-13%	17.7	16.1	-9%
<b>EPS (cents): EPS-A**</b>	<b>10.5</b>	<b>9.4</b>	<b>-11%</b>	<b>13.1</b>	<b>11.4</b>	<b>-13%</b>	<b>16.3</b>	<b>14.9</b>	<b>-9%</b>
D&A - reported	-19.8	-19.8	0%	-20.2	-20.3	0%	-11.1	-11.2	0%
Amortisation - abnormal	-7.9	-7.9	0%	-7.9	-7.9	0%	-0.8	-0.8	0%
Abnormals - pre-tax	-0.2	-0.2	na	-0.2	-0.2	na	-0.2	-0.2	na
reported NPAT	5.6	4.4	-21%	8.6	6.8	-21%	17.0	15.5	-9%
dividend (cents)	3.0	2.0	-33%	4.0	3.0	-25%	5.0	4.0	-20%
payout % cash EPS	28%	21%	-7%	30%	26%	-4%	31%	27%	-4%
<b>Key metrics \$m</b>									
<b>operating cash flow</b>	<b>28.0</b>	<b>27.8</b>	<b>-1%</b>	<b>27.3</b>	<b>25.7</b>	<b>-6%</b>	<b>28.2</b>	<b>27.0</b>	<b>-4%</b>
net capex & leases	-9.6	-9.6	0%	-9.9	-9.9	0%	-10.3	-10.1	1%
acquisitions (incl earn outs)	-3.7	-3.7	0%	0.0	0.0	na	0.0	0.0	na
free cash flow (post tax)	14.7	14.5	-2%	17.4	15.8	-9%	17.9	16.9	-6%
net debt (cash) incl leases	86.8	90.0	4%	72.5	76.3	5%	59.0	62.7	6%
net debt (cash) ex leases	62.0	65.3	5%	47.8	51.6	8%	34.2	37.9	11%
Net debt/EBITDA incl leases	2.4x	2.7x	11%	1.8x	2.1x	15%	1.4x	1.6x	15%
Net debt/ adj EBITDA ex leases	1.7x	1.9x	12%	1.2x	1.4x	18%	0.8x	1.0x	21%
ROE %	7%	6%	-9%	8%	7%	-10%	10%	9%	-6%
EV/EBITDA x	4.8	5.1	5%	4.1	4.4	8%	3.6	3.8	7%
EV/EBIT x	7.2	7.9	9%	5.9	6.8	14%	4.8	5.3	10%
<b>P/E x</b>	<b>7.7</b>	<b>8.1</b>	<b>5%</b>	<b>6.2</b>	<b>6.6</b>	<b>8%</b>	<b>5.0</b>	<b>5.1</b>	<b>3%</b>

\*\*Ords NPAT and EPS-A excludes only customer contract amortisation and tax adjusts for this.

Source: OML Research

## Valuation

### BUY Recommendation, \$1.06 valuation (from \$1.15)

- We value PPE adopting a DCF methodology with a weighted average cost of capital of 12.5% (prev. 12.5%), cost of equity of 13.9% (prev. 14.2%) and terminal growth rate of 2.5%. The revised DCF valuation is \$1.06 per share (from \$1.15 per share). PPE trades on an EV/EBITDA ratio of 5.1x and an EV/EBIT ratio of 7.9x in FY25e. representing a -34% and -31% discount to the peer set respectively.

**Figure 2: Peer multiples**

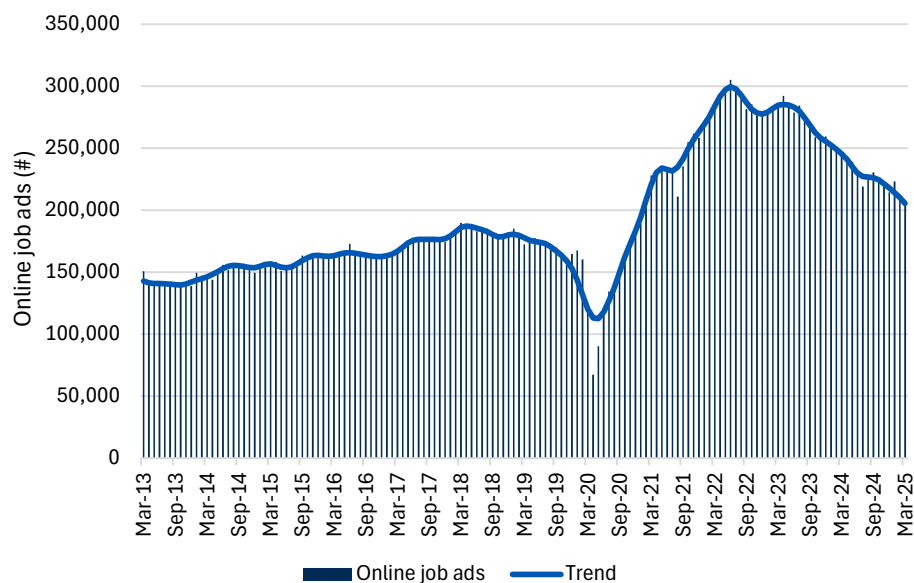
Company	Mkt cap A\$m	EV A\$m	Price / Earnings			EV/ EBITDA x			EV / Sales x		Return on equity %		EV / EBIT x	
			FY24	FY25	FY26	FY24	FY25	FY26	FY24	FY25	FY24	FY25	FY24	FY25
Creek & River Co Ltd (JP)	391	300	11.6	13.2	10.4	5.6	6.4	4.9	0.5	0.5	19.4	15.6	6.1	7.1
Persol Holdings (JP)	6,384	6,307	16.6	15.5	14.0	7.8	6.8	6.1	0.4	0.4	16.5	18.7	11.3	9.8
JAC Recruitment (JP)	1,518	1,325	22.2	18.4	15.6	12.8	10.7	9.0	3.1	2.6	34.9	40.4	13.6	11.7
WDB Holdings Co (JP)	401	201	10.1	11.2	11.0	n.a.	n.a.	n.a.	0.3	0.3	11.9	10.0	3.0	3.3
Hays PLC (LN)	2,393	2,417	17.1	36.0	24.0	6.7	9.7	8.1	0.2	0.2	11.7	5.7	11.0	20.5
Page Group (LN)	1,747	1,831	25.2	39.9	19.0	7.6	8.5	6.3	0.5	0.6	11.7	10.3	16.8	24.9
Sthree PLC (LN)	655	597	6.8	17.5	13.8	3.4	6.5	5.6	0.2	0.2	20.3	8.0	4.3	11.2
Robert Walters (LN)	340	380	na	na	21.4	6.7	8.6	4.8	0.2	0.2	0.1	2.6	43.7	n.a.
AMN Healthcare (US)	1,201	2,959	6.6	21.1	13.3	5.5	8.4	7.5	0.6	0.7	10.4	2.8	15.9	96.3
Korn Ferry (US)	4,970	4,184	14.8	12.7	12.3	6.3	5.5	5.5	1.0	1.0	12.6	14.3	9.9	7.8
Brunel International (NA)	828	805	12.7	13.1	10.9	6.0	6.0	5.3	0.3	0.3	11.5	11.2	8.4	8.5
Recruit Holdings (JP)	134,867	128,066	34.9	29.3	25.5	20.7	18.4	16.5	3.4	3.3	20.0	21.4	27.9	23.5
Amadeus Fire (GR)	717	862	12.3	20.0	13.5	6.1	7.1	6.4	1.1	1.2	21.5	14.9	9.7	12.4
Average			15.9	20.7	15.7	7.9	8.6	7.2	0.9	0.9	15.6	13.5	14.0	19.8
Median			13.7	18.0	13.8	6.5	7.7	6.2	0.5	0.5	12.6	11.2	11.0	11.5
PeopleIn	82	169	8.4	8.1	6.6	5.5	5.1	4.4	0.2	0.2	5.8	6.1	8.6	7.9

Source: Bloomberg, OML Research

## Industry conditions

- In March '25 Internet job ads fell -17.3% (YoY) and declined -2.5% (MoM) to 204.8k. Job ads are 7% above the long-term average of ~192K per month, noting that Australia's population and labour force has grown over this time frame.

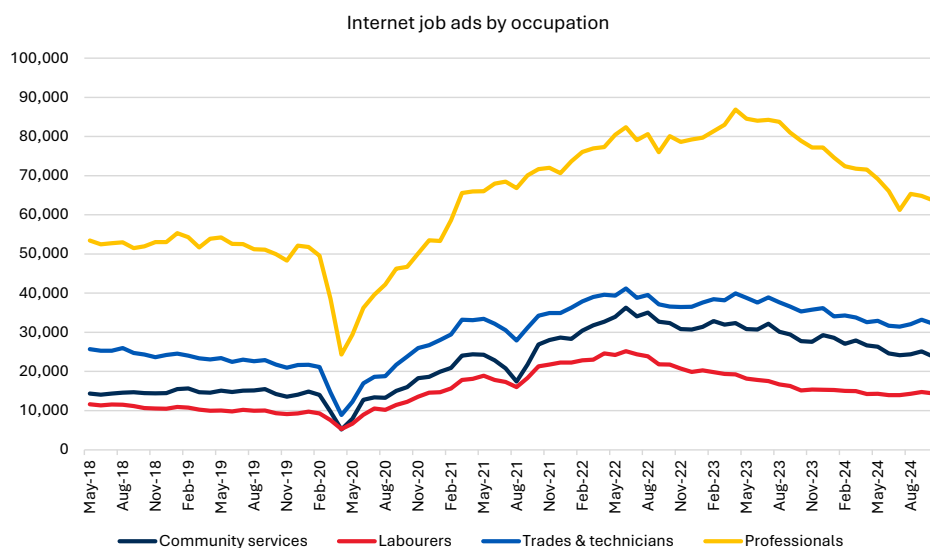
**Figure 3: Domestic internet job ads**



Source: Jobs & Skills Australia, OML Research

**Figure 4: Domestic internet job ads by occupation type**

- Professional services has experienced the most extensive declines in job ads during FY25, impacting PPE's technology, financial services and general management franchises.



Source: Jobs & Skills Australia, OML Research

## Overview

PeopleIn is a workforce solutions company providing services to over 4,000 clients across the public and private sectors. PeopleIn operates across three business divisions: 1.) Health and Community 2.) Industrial and Specialist Services 3.) Professional Services. Services include sourcing, skilling, deployment, and managing workforce staff across permanent employees and contract hires. Since listing in 2017, PPE has grown its recruitment network to 26 brands, providing payroll for 10,000-15,000 candidates weekly. PeopleIn employs over 850 internal staff and has a national presence.

## Key risks

- **Changing employment conditions:** PPE's core business relies on the ongoing demand for labour. Economic conditions in segments including technology, financial services and industrial services may impact our financial forecasts beyond this earnings revision.
- **Regulatory risk:** PPE's exposure to unionised and politically sensitive sectors increases the risk of industrial action impacting the company's operations. Changes to government legislation relating to the PALM Scheme may affect the business. However, given the barriers to entry in compliance, panel positions, systems and scale, the more regulated environment may benefit PPE's competitive positioning.
- **Margin outlook:** PPE's margins are sensitive to economic conditions and the company's ability to manage cost pressures and utilise staff. PPE's normalised EBITDA (incl. SBP) margin improved to 3.3% in 1H25 (from 2.9% in 1H24), however still remain well below FY23 (4.7%).

## PeopleIn Limited

PROFIT & LOSS (A\$m)	2023A	2024A	2025E	2026E	2027E
Revenue	1,186.3	1,174.8	1,117.4	1,156.9	1,193.3
Operating costs	(1,130.6)	(1,141.6)	(1,083.6)	(1,121.0)	(1,155.2)
<b>Operating EBITDA</b>	<b>55.8</b>	<b>33.2</b>	<b>33.8</b>	<b>35.9</b>	<b>38.1</b>
D&A	(8.1)	(11.9)	(11.9)	(12.4)	(10.4)
<b>EBIT</b>	<b>47.7</b>	<b>21.3</b>	<b>21.8</b>	<b>23.5</b>	<b>27.7</b>
Net interest	(6.2)	(8.0)	(7.5)	(5.8)	(4.6)
<b>Pre-tax profit</b>	<b>41.6</b>	<b>13.3</b>	<b>14.3</b>	<b>17.7</b>	<b>23.1</b>
Net tax (expense) / benefit	(12.5)	(4.0)	(4.3)	(5.3)	(6.9)
<b>Normalised NPAT</b>	<b>29.1</b>	<b>9.3</b>	<b>10.0</b>	<b>12.4</b>	<b>16.1</b>
<b>Reported NPAT</b>	<b>20.6</b>	<b>5.4</b>	<b>4.4</b>	<b>6.8</b>	<b>15.5</b>
Normalised dil. EPS (cps)	28.9	9.0	9.4	11.4	14.9
Reported EPS (cps)	20.4	5.2	4.1	6.3	14.2
Effective tax rate (%)	28.4	28.4	28.4	28.4	28.4
DPS (cps)	14.0	3.0	2.0	3.0	4.0
Dividend yield (%)	18.4	3.9	2.6	3.9	5.3
Payout ratio (%)	48.5	33.3	21.3	26.2	26.9
Franking (%)	100.0	100.0	100.0	100.0	100.0
Diluted # of shares (m)	103.6	106.7	111.0	111.0	111.0

CASH FLOW (A\$m)	2023A	2024A	2025E	2026E	2027E
EBITDA incl. adjustments	56.5	34.2	33.8	35.9	38.1
Change in working capital	2.5	(18.7)	3.5	(1.5)	0.2
Net Interest (paid)/received	(6.2)	(8.0)	(7.5)	(5.8)	(4.6)
Income tax paid	(9.8)	(7.1)	(1.9)	(2.9)	(6.6)
Other operating items	21.3	(4.0)	-	-	-
<b>Operating Cash Flow</b>	<b>64.4</b>	<b>(3.6)</b>	<b>27.8</b>	<b>25.7</b>	<b>27.0</b>
Capex	(9.1)	(6.3)	(3.6)	(3.7)	(3.8)
Acquisitions	-	-	-	-	-
Other investing items	(12.3)	(9.3)	(3.7)	-	-
<b>Investing Cash Flow</b>	<b>(21.1)</b>	<b>(15.0)</b>	<b>(7.3)</b>	<b>(3.7)</b>	<b>(3.8)</b>
Inc/(Dec) in borrowings	(12.9)	31.2	(30.0)	(25.0)	(15.0)
Dividends paid	(4.9)	(9.5)	-	(2.1)	(3.3)
Other financing items	(12.6)	(5.7)	(6.0)	(6.2)	(6.4)
<b>Financing Cash Flow</b>	<b>(30.4)</b>	<b>16.0</b>	<b>(36.0)</b>	<b>(33.3)</b>	<b>(24.6)</b>
Net Inc/(Dec) in Cash	12.9	(2.6)	(15.5)	(11.3)	(1.4)

BALANCE SHEET (A\$m)	2023A	2024A	2025E	2026E	2027E
Cash	39.9	37.3	21.8	10.5	9.1
Receivables	120.3	128.4	120.9	125.2	127.5
Inventory	-	-	-	-	-
Other current assets	3.5	4.9	4.9	4.9	4.9
PP&E	29.8	26.9	26.8	26.5	26.1
Investments	-	-	-	-	-
Intangibles	203.2	193.7	187.7	177.3	176.5
Other non-current assets	0.3	0.0	0.0	0.0	0.0
<b>Total Assets</b>	<b>396.9</b>	<b>391.3</b>	<b>362.1</b>	<b>344.5</b>	<b>344.2</b>
Short term debt	27.9	12.0	12.0	12.0	12.0
Payables	66.6	54.8	52.0	53.9	55.6
Other current liabilities	45.2	33.8	32.5	33.4	34.3
Long term debt	57.5	104.5	75.1	50.1	35.1
Other non-current liabilities	39.6	26.2	26.0	26.0	26.0
<b>Total Liabilities</b>	<b>236.9</b>	<b>231.3</b>	<b>197.6</b>	<b>175.4</b>	<b>162.9</b>
<b>Total Equity</b>	<b>160.0</b>	<b>160.0</b>	<b>164.4</b>	<b>169.1</b>	<b>181.3</b>
Net debt (cash)	73.2	104.1	90.0	76.3	62.7

## Buy

DIVISIONS	2023A	2024A	2025E	2026E	2027E
<b>KEY METRICS (%)</b>	<b>2023A</b>	<b>2024A</b>	<b>2025E</b>	<b>2026E</b>	<b>2027E</b>
Revenue growth	73.9	(1.0)	(4.9)	3.5	3.1
EBITDA growth	27.3	(40.6)	1.8	6.5	5.9
EBIT growth	23.0	(55.5)	2.7	7.8	17.5
Normalised EPS growth	7.0	(68.9)	4.6	21.5	29.9
EBITDA margin	4.7	2.8	3.0	3.1	3.2
EBIT margin	4.0	1.8	2.0	2.0	2.3
Return on assets	8.8	3.9	4.2	4.8	5.8
Return on equity	19.3	5.8	6.2	7.4	9.2

VALUATION RATIOS (x)	2023A	2024A	2025E	2026E	2027E
Reported P/E	3.7	14.6	18.4	12.2	5.3
Normalised P/E	2.6	8.4	8.1	6.6	5.1
Price To Free Cash Flow	1.8	-	4.4	5.2	4.9
Price To NTA	-	-	-	-	21.7
EV / EBITDA	2.7	5.5	5.1	4.4	3.8
EV / EBIT	3.2	8.6	7.9	6.8	5.3

LEVERAGE	2023A	2024A	2025E	2026E	2027E
ND / (ND + Equity) (%)	31.4	39.4	35.4	31.1	25.7
Net Debt / EBITDA (%)	131.2	313.9	266.7	212.4	164.7
EBIT Interest Cover (x)	7.8	2.7	2.9	4.1	6.0
EBITDA Interest Cover (x)	9.1	4.2	4.5	6.2	8.3

VALUATION	
Cost of Equity (%)	13.9
Cost of debt (after tax) (%)	4.2
D / EV (%)	(15.0)
<b>WACC (%)</b>	<b>12.5</b>
Forecast cash flow (\$m)	37.6
Terminal value (\$m)	92.3
Enterprise Value (\$m)	129.9
<b>Equity NPV Per Share (\$)</b>	<b>1.06</b>

Target Price Method	DCF
Target Price (\$)	1.06
Valuation disc. / (prem.) to share price (%)	39.5

## Institutional Research

Alastair Hunter	Head of Institutional Research	+61 3 9608 4168	ahunter@ords.com.au
Malcolm Wood	Macro Strategy Analyst	+61 2 8216 6777	mwood@ords.com.au
Lindsay Bettiol	Senior Research Analyst	+61 3 9608 4179	lbettiol@ords.com.au
James Casey	Senior Research Analyst	+61 3 9602 9265	jamescasey@ords.com.au
Phillip Chippindale	Senior Research Analyst	+61 2 8216 6346	pchippindale@ords.com.au
Tom Godfrey	Senior Research Analyst	+61 7 3214 5587	tgodfrey@ords.com.au
Matthew Hope	Senior Research Analyst	+61 2 8916 0151	mhope@ords.com.au
Paul Kaner	Senior Research Analyst	+61 7 3214 5514	pkaner@ords.com.au
John Lawlor	Senior Research Analyst	+61 7 3214 5506	jlawlor@ords.com.au
Ian Munro	Senior Research Analyst	+61 3 9608 4127	ian.munro@ords.com.au
John O'Shea	Senior Research Analyst	+61 3 9608 4146	joshea@ords.com.au
Leanne Truong	Senior Research Analyst	+61 2 8216 6367	ltruong@ords.com.au
Milo Ferris	Research Analyst	+61 2 8216 6691	mferris@ords.com.au
Oliver Burston	Research Associate	+61 2 8216 6641	oburston@ords.com.au
Patrick Cockerill	Research Associate	+61 3 9608 4186	pcockerill@ords.com.au
Tim Elder	Research Associate	+61 7 3214 5565	telder@ords.com.au
Rushil Vaghani	Research Associate	+61 3 9602 9209	rvaghani@ords.com.au
Patrick Wilson	Research Associate	+61 2 8216 6376	pwilson@ords.com.au
Benjamin Yun	Research Associate	+61 2 8216 6646	byun@ords.com.au

## Institutional Sales (Australia)

Angus Esslemont	Head of Institutional Equities	+61 2 8216 6363	aesslemont@ords.com.au
Jim Bromley	Institutional Equities Sales	+61 2 8216 6343	jbromley@ords.com.au
Isaac Morris	Institutional Equities Sales	+61 2 8216 6370	imorris@ords.com.au
Scott Ramsay	Institutional Equities Sales	+61 3 9608 4100	sramsay@ords.com.au
Matt White	Institutional Equities Sales	+61 3 9608 4133	mwhite@ords.com.au
Zac Whitehead	Institutional Equities Sales	+61 2 8216 6350	zwhitehead@ords.com.au
Trent Stewart	Institutional Derivatives Sales	+61 2 8216 6622	trent.stewart@ords.com.au
Brendan Sweeney	Operator	+61 2 8216 6781	bsweeney@ords.com.au

## Institutional Sales (Hong Kong)

Chris Moore	Institutional Equities Sales	+61 2 8216 6362	cmoore@ords.com.hk
-------------	------------------------------	-----------------	--------------------

## Ord Minnett Offices

## Adelaide

Level 5  
100 Pirie Street  
Adelaide SA 5000  
Tel: (08) 8203 2500

## Brisbane

Level 34  
71 Eagle Street  
Brisbane QLD 4000  
Tel: (07) 3214 5555

## Buderim (Sunshine Coast)

1/99 Burnett Street  
Buderim QLD 4556  
Tel: (07) 5430 4444

## Canberra

101 Northbourne Avenue  
Canberra ACT 2600  
Tel: (02) 6206 1700

## Geelong

Office 3, Suite 4  
200 Malop Street  
Geelong VIC 3220  
Tel: (03) 4210 0200

## Gold Coast

Level 7  
50 Appel Street  
Surfers Paradise QLD 4217  
Tel: (07) 5557 3333

## Hobart

Ground Floor  
85 Macquarie Street  
Hobart TAS 7000  
Tel: (03) 6161 9300

## Mackay

45 Gordon Street  
Mackay QLD 4740  
Tel: (07) 4969 4888

## Mildura

128 Lime Avenue  
Mildura VIC 3500  
Tel: (03) 9608 4111

## Melbourne

Level 22  
35 Collins Street  
Melbourne VIC 3000  
Tel: (03) 9608 4111

## Newcastle

426 King Street  
Newcastle NSW 2300  
Tel: (02) 4910 2400

## Perth

Level 27  
108 St Georges Terrace  
Perth WA 6000  
Tel: (08) 6179 6400

Head Office  
Sydney

Level 18, Grosvenor Place  
225 George Street  
Sydney NSW 2000  
Tel: (02) 8216 6300  
www.ords.com.au

International  
Hong Kong

1801 Ruttonjee House  
11 Duddell Street  
Central, Hong Kong  
Tel: +852 2912 8980



## Guide to Ord Minnett Recommendations

**Our recommendations are based on the total return of a stock – nominal dividend yield plus capital appreciation – and have a 12-month time horizon.**

SPECULATIVE BUY	We expect the stock's total return (nominal yield plus capital appreciation) to exceed 20% over 12 months. The investment may have a strong capital appreciation but also has high degree of risk and there is a significant risk of capital loss.
BUY	The stock's total return (nominal dividend yield plus capital appreciation) is expected to exceed 15% over the next 12 months.
ACCUMULATE	We expect a total return of between 5% and 15%. Investors should consider adding to holdings or taking a position in the stock on share price weakness.
HOLD	We expect the stock to return between 0% and 5%, and believe the stock is fairly priced.
LIGHTEN	We expect the stock's return to be between 0% and negative 15%. Investors should consider decreasing their holdings.
SELL	We expect the total return to lose 15% or more.
RISK ASSESSMENT	Classified as Lower, Medium or Higher, the risk assessment denotes the relative assessment of an individual stock's risk based on an appraisal of its disclosed financial information, historical volatility of its share price, nature of its operations and other relevant quantitative and qualitative criteria. Risk is assessed by comparison with other Australian stocks, not across other asset classes such as Cash or Fixed Interest.

**Disclosure:** Ord Minnett is the trading brand of Ord Minnett Limited ABN 86 002 733 048, holder of AFS Licence Number 237121 and is an ASX Group Participant, a Participant of Cboe Australia Pty Ltd and a wholly owned subsidiary of Ord Minnett Holdings Pty Limited ABN 32 062 323 728. Ord Minnett Limited and/or its associated entities, directors and/or its employees may have a material interest in, and may earn brokerage from, any securities referred to in this document. This document is not available for distribution outside Australia, New Zealand and Hong Kong and may not be passed on to any third party or person without the prior written consent of Ord Minnett Limited. Further, Ord Minnett and/or its affiliated companies may have acted as manager or co-manager of a public offering of any such securities in the past three years. Ord Minnett and/or its affiliated companies may provide or may have provided corporate finance to the companies referred to in the report.

Ord Minnett and associated persons (including persons from whom information in this report is sourced) may do business or seek to do business with companies covered in its research reports. As a result, investors should be aware that the firm or other such persons may have a conflict of interest that could affect the objectivity of this report. Investors should consider this report as only a single factor in making their investment decision. This document is current as at the date of the issue but may be superseded by future publications. You can confirm the currency of this document by checking Ord Minnett's internet site.

**Disclaimer:** Ord Minnett Limited believes that the information contained in this document has been obtained from sources that are accurate, but has not checked or verified this information. Except to the extent that liability cannot be excluded, Ord Minnett Limited and its associated entities accept no liability for any loss or damage caused by any error in, or omission from, this document. This document is intended to provide general securities advice only, and has been prepared without taking account of your objectives, financial situation or needs, and therefore before acting on advice contained in this document, you should consider its appropriateness having regard to your objectives, financial situation and needs. If any advice in this document relates to the acquisition or possible acquisition of a particular financial product, you should obtain a copy of and consider the Product Disclosure Statement for that product before making any decision. Investments can go up and down. Past performance is not necessarily indicative of future performance.

**Analyst Certification:** The analyst certifies that: (1) all of the views expressed in this research accurately reflect their personal views about any and all of the subject securities or issuers; (2) no part of their compensation was, is, or will be directly or indirectly related to the specific recommendations or views expressed herein.

**Ord Minnett Hong Kong:** This document is issued in Hong Kong by Ord Minnett Hong Kong Limited, CR Number 1792608, which is licensed by the Securities and Futures Commission (CE number BA183) for Dealing in Securities (Type 1 Regulated Activity) and Advising on Securities (Type 4 Regulated Activity) and Asset Management (Type 9 Regulated Activity) in Hong Kong. Ord Minnett Hong Kong Limited believes that the information contained in this document has been obtained from sources that are accurate, but has not checked or verified this information. Except to the extent that liability cannot be excluded, Ord Minnett Hong Kong Limited and its associated entities accept no liability for any loss or damage caused by any error in, or omission from, this document. This document is provided for information purposes only and does not constitute an offer to sell (or solicitation of an offer to purchase) the securities mentioned or to participate in any particular trading strategy. The investments described have not been, and will not be, authorized by the Hong Kong Securities and Futures Commission.

**Note:** Through various investment entities, Bruce Mathieson beneficially holds a major shareholding in the Ord Minnett group as well as substantial shareholdings in Endeavour Group and Star Entertainment.

For information regarding Ord Minnett Research's coverage criteria, methodology and spread of ratings, please visit <http://www.ords.com.au/methodology/>

For information regarding any potential conflicts of interest and analyst holdings, please visit <http://www.ords.com.au/methodology/>

The analyst has certified that they were not in receipt of inside information when preparing this report, whether or not it contains company recommendations. Any reports in this publication have been authorised for distribution by Alastair Hunter, Head of Institutional Research at Ord Minnett.

© Copyright Ord Minnett (2025). All rights reserved. No part of this publication may be reproduced or redistributed in any manner without the prior written permission of Ord Minnett.