

A photograph of three business professionals (two men and one woman) sitting around a table in a bright office setting, engaged in a meeting. They are looking at documents and a laptop. The image is overlaid with a dark blue banner containing the title and logo.

# INTRODUCTION TO PEOPLE CORPORATION

**people**  
CORPORATION®  
Experience the Benefits of People

**MARCH 2019**

# DISCLAIMER



This presentation contains forward-looking information that reflects management's current expectations related to the future financial performance, plans and operating results for People Corporation. All statements included in this presentation, other than statements of historical facts, may constitute forward-looking information, including, without limitation, statements concerning management's expectations related to the future financial position, possible or assumed future prospects or results, business strategy, proposed acquisitions, budgets, projected costs and plans and objectives of, or involving People Corporation. Potential investors can identify many of these statements by looking for words such as "believes", "expects", "will", "intends", "projects", "anticipates", "estimates", "plans", "may", "would" or similar words or the negative of these terms. There can be no assurance that the plans, intentions or assumptions upon which these forward-looking statements are based will be achieved.

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The forward-looking statements included in this presentation are based on factors and assumptions as of the date of this presentation. People Corporation does not undertake to update such forward-looking statements to reflect new information, future events or otherwise, except as provided by law.

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This presentation has not been approved or disapproved of by any securities regulatory authority nor has any authority or commission passed upon the accuracy or adequacy of this presentation. Any representation to the contrary is unlawful.

# SNAPSHOT OF PEOPLE CORPORATION

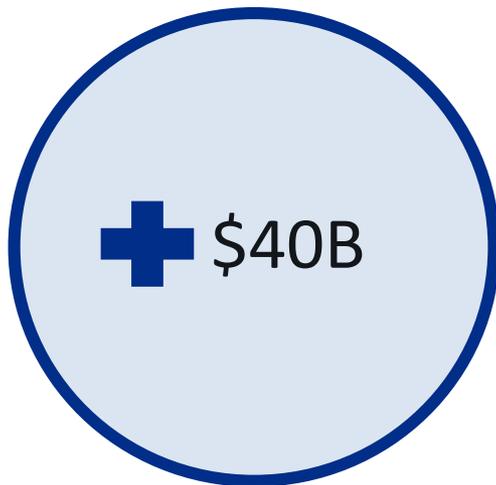
- People Corporation is a leading provider of innovative group benefits, group retirement and HR consulting services
  - **Fastest growing nationally-focused company in the sector**
- Over 800 employees, in 47 offices and satellite offices across ten provinces
  - **~\$1.5B in premiums**
  - **~\$8.5B in pension assets under administration**
  - **~8,000 corporate clients across a wide range of industries**

# OUR BUSINESS



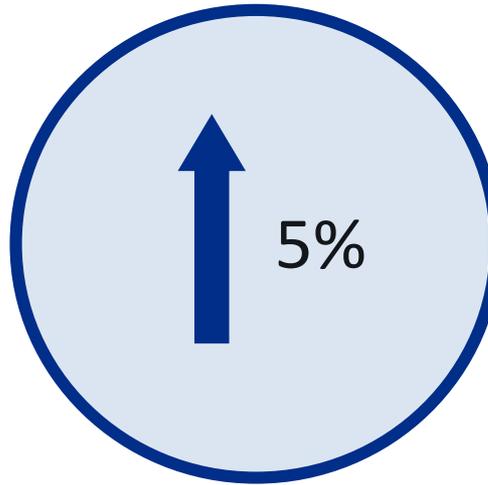
# THE GROUP BENEFITS INDUSTRY

## Market Size



- Well-suited for scale, innovations, customization and cost effective providers

## Benefit Costs



- Canada's average benefit cost per capita is expected to grow more than 5% annually

## Recession Resistant



- Recession resistant and an inflation hedge

**Employers continue to see the value of providing group benefits and group retirement programs to attract, retain and reward their employees.**

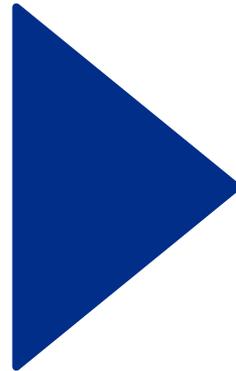
# INCREASED DEMAND FOR ADVICE



The rising cost of healthcare and changing demographics in the workplace has increased demand for consulting advice and solutions.

Cost Containment  
Strategies

Workforce  
Demographics



Plan Design and  
Administration  
Changes

## OUR VISION

To be the leading provider of innovative group benefits, group retirement and human resources consulting services in Canada, with the best consultants delivering innovative and customized solutions

## COMPETITIVE ADVANTAGES

- Significant scale and national presence
- Industry and subject matter expertise
- Distribution capabilities across all sizes and types of client organizations
- Solutions ranging from traditional brokerage through to highly sophisticated TPA offerings
- Shared services and shared support functions add significant value internally and externally

## CLIENT VALUE PROPOSITION

- Breadth and depth of product/service/ solution suite
- One of the largest TPAs in the country – fully-integrated consulting and administration
- National presence and fully-bilingual
- Sector and subject matter expertise
- Highly advanced technological capabilities
- Shared services offerings that provide meaningful value-add

# SHARED SERVICES



Shared Services was created to ensure that subsidiaries and divisions of People Corporation will have access to key resources that provide unique value and a competitive edge.

Group Retirement Solutions

Wellness Solutions

Product & Service Development

Preferred Provider Networks

Internal Sales & Lead Generation

Marketing Tools & Resources

Talent Acquisition

# SHARED SUPPORT

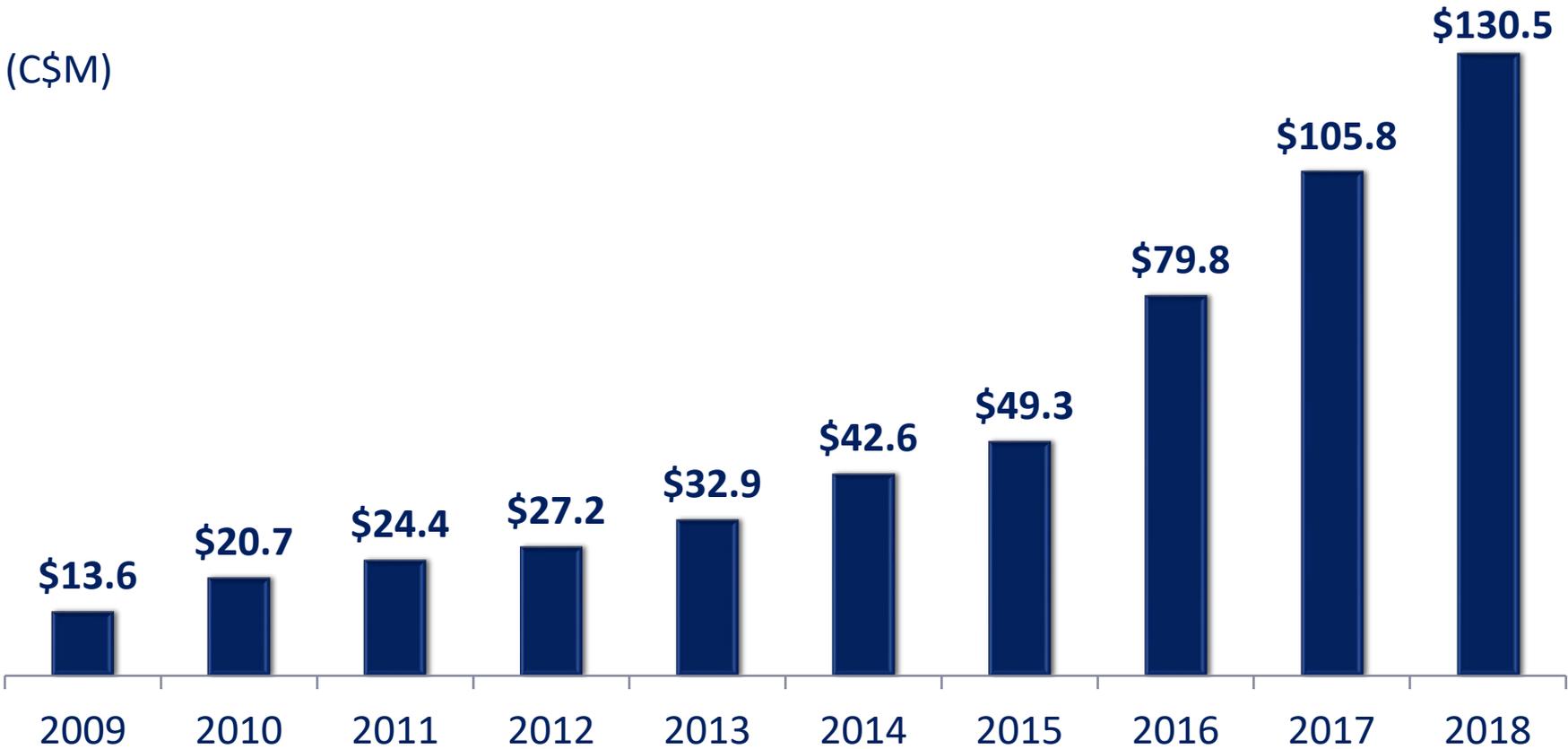


Shared Support provides assistance in many functional areas of business operations to the various subsidiaries and divisions of People Corporation, allowing them to focus on client-facing, revenue-generating activities.



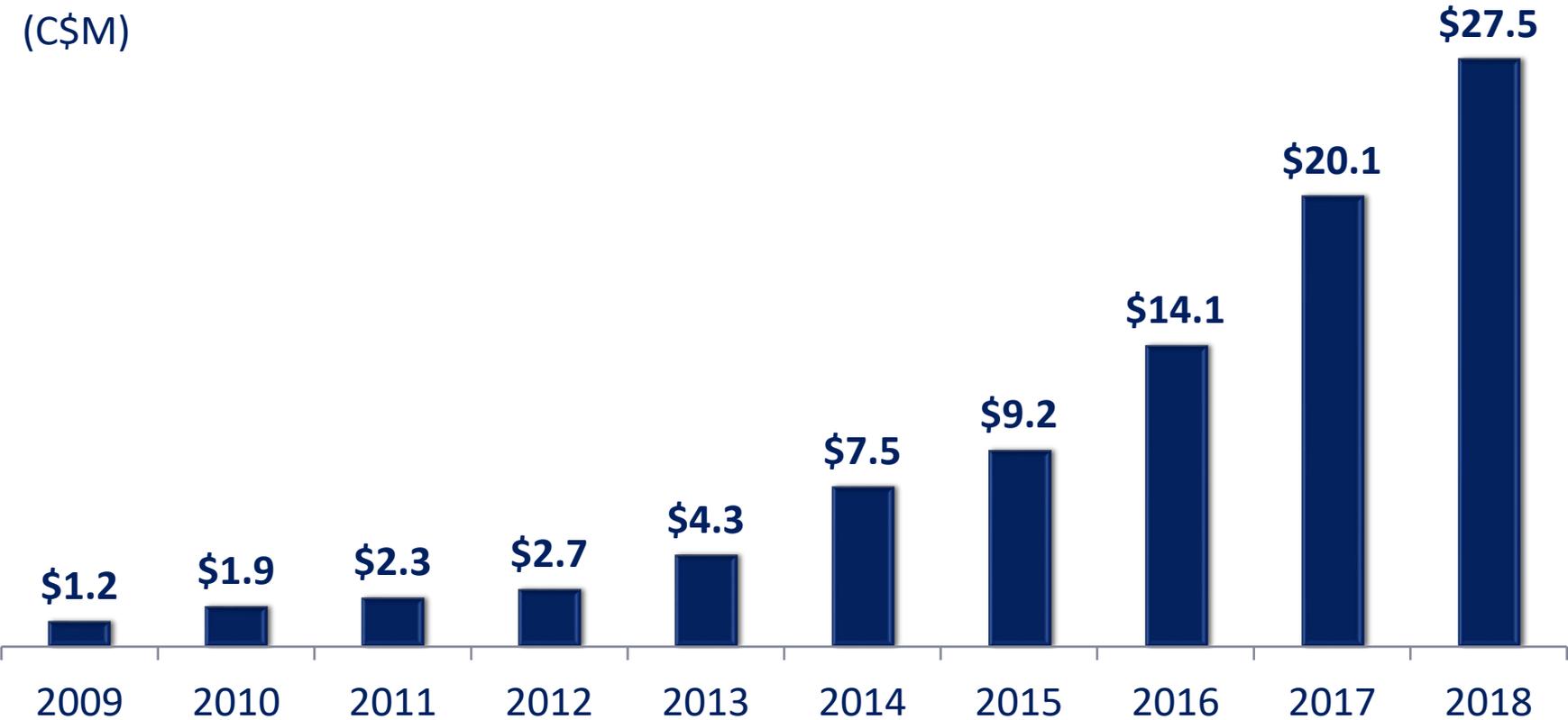
# REVENUE PROFILE

(C\$M)



# EBITDA PROFILE

(C\$M)



# ACCOLADES

2018 PROFIT 500 (sixth consecutive year), the definitive ranking of Canada's Fastest-Growing Companies by PROFIT Magazine

2016 TSX Venture 50 (was the second consecutive year), which represents the top 10 companies listed on the TSX Venture Exchange in each of five major industry sectors



# THE FUTURE



Significant Revenue  
Growth



2,000 to 3,000  
Employees



Compelling Value  
Proposition to Clients

# OUR APPROACH

## High Performing Team

- Maintain a culture that attracts and retains a high performing team

## Organic and Acquisitive Growth

- Build a scalable business with emphasis on recurring revenues, growth and profitability
- Successfully implement our capital strategy to support out acquisitive growth plans

## Client Experience

- Continue to improve the operating platform to enhance the client experience
- More products and services