Investor Presentation

September 21, 2020 (as of June 30, 2020)
Cautionary Note about Forward-looking Statements

This presentation contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended (the “Exchange Act”). The Private Securities Litigation Reform Act of 1995 provides a “safe harbor” for forward looking statements. Forward–looking statements are not statements of historical facts, but rather reflect our current expectations concerning future events and results. We use words such as “expects,” “intends,” “believes,” “may,” “will,” “should,” “could,” “anticipates,” “estimates,” “plans” and similar expressions to indicate forward-looking statements, but their absence does not mean a statement is not forward-looking. Because these forward-looking statements are based upon management’s expectations and assumptions and are subject to risks and uncertainties, there are important factors that could cause actual results to differ materially from those expressed or implied by these forward-looking statements, including, but not limited to, those factors set forth under Item 1A – Risk Factors of our most recent Form 10-K and those other risks and uncertainties detailed in our periodic reports and registration statements filed with the Securities and Exchange Commission (“SEC”). We caution that these risk factors may not be exhaustive. We operate in a continually changing business environment, and new risk factors emerge from time to time. We cannot predict these new risk factors, nor can we assess the effect, if any, of the new risk factors on our business or the extent to which any factor or combination of factors may cause actual results to differ from those expressed or implied by these forward-looking statements.

If any one or more of these expectations and assumptions proves incorrect, actual results will likely differ materially from those contemplated by the forward-looking statements. Even if all of the foregoing assumptions and expectations prove correct, actual results may still differ materially from those expressed in the forward-looking statements as a result of factors we may not anticipate or that may be beyond our control. While we cannot assess the future impact that any of these differences could have on our business, financial condition, results of operations and cash flows or the market price of shares of our common stock, the differences could be significant. We do not undertake to update any forward-looking statements made by us, whether as a result of new information, future events or otherwise. You are cautioned not to unduly rely on such forward-looking statements when evaluating the information presented in this presentation.
Investment Data

Exchange: NYSE (GPX)
Business: Custom Training & Performance Improvement
Web Address: www.gpstrategies.com
Headquarters: Columbia, Maryland  USA

Common Shares Outstanding – Fully Diluted: 17.2 million
Market Capitalization @ $8.58 per share: $147.6 million
Long-term Debt at 6/30/20: $57.7 million
YTD revenue 6/30/20: $234.4 million
Adjusted EBITDA YTD 6/30/20: $9.4 million

Large Recurring Revenue Stream
Historic strong conversion of EBITDA to cash flow

Corporate Contacts:
   Adam Stedham, CEO & President  443-367-9916
   Michael Dugan, CFO  443-367-9627

Investor Relations:
   Candice Hester, VP  443-274-5893
Your Workforce Transformation Partner™

HELPING

Employees
be more effective

Organizations
operate more efficiently

Clients
achieve superior business results
Custom Workforce Transformation Company

- **Strong Revenue Retention**: 60% average revenue from multi-year contracts
  - Additional 30% of annual revenue from existing customer renewals

- **Diversified Client Base**: Government and commercial customers
  - Four strategic focus industries

- **Blue Chip Customer Base**: 124 of Global 500 companies
  - Governments including US & UK

- **Global Footprint**: More than 75 global offices

- **Extensive Network**: Strategic partnerships with technology vendors and experts to bring the best to the table
Our Business Today

WORKFORCE EXCELLENCE

Managed Learning Services

CORE SERVICES
- Outsourced training
- Content development
- Content delivery
- Learning administration
- Apprenticeship skills

EXAMPLE CLIENTS
- HSBC
- Bank of America
- Rockwell Automation
- Skills Funding Agency

Business Transformation

Sales Enablement Services

CORE SERVICES
- In-dealership sales training
- Custom owner publications
- Owner glove box portfolios
- Remarketing training
- Product and service technical training

EXAMPLE CLIENTS
- General Motors
- Hyundai
- Fiat Chrysler

Organizational Development

CORE SERVICES
- Performance consulting
- Human capital management
- Enterprise technology adoption
- Leadership training and coaching
- Change management

EXAMPLE CLIENTS
- SAP
- BMS
- Cargill
- Boeing

Data as of 6/30/2020 (YTD)
Global Presence, Local Relevance

**AMERICAS**
- Argentina, Brazil, Canada, Chile, Colombia, Mexico, Peru, United States

**EMEA**
- Cyprus*, Denmark, Egypt, Finland, France, Germany, Hungary*, Ireland*, Netherlands, Poland, Portugal*, Romania, Spain, Sweden, Switzerland, South Africa, Turkey, United Arab Emirates, United Kingdom

**APAC**
- Australia, India, Japan, Greater China, Malaysia, Philippines, Singapore, South Korea, Taiwan, Thailand

* Satellite Locations
Organization Growth — Customers

148 Fortune 500 Customers

124 Global 500 Customers
Deep Expertise in Key Industries

- Automotive: 23%
- Aerospace and Defense: 13%
- Financial Services: 19%
- Manufacturing: 10%
- Technology: 8%
- Energy/Oil & Gas: 8%
- Life Sciences: 4%
- UK Government: 5%
- Other: 10%
GP Strategies Awards & Recognitions

We have received accolades on the journey to excellence for both the company and our clients.

2020 Brandon Hall HCM Excellence
- Gold | Best Advance in Competencies and Skill Development | MetLife
- Gold | Best Learning Program Supporting a Change Transformation Business Strategy | MetLife
- Gold | Best Program for Sales Training and Performance | GM
- Gold | Best Unique or Innovative Learning and Development Program | Lufthansa Technical Training
- Silver | Best Use of Blended Learning Program | UOB
- Silver | Best Unique or Innovative Leadership and Development Program | Alyeska
- Silver | Best Unique or Innovative Learning and Development Program | MetLife
- Silver | Best Advance in Learning Technology Implementation | GM
- Bronze | Best Advanced in Compliance Training | Avangrid
- Bronze | Best Use of Blended Learning | Electric Boat
- Bronze | Best Unique or Innovative Leadership and Development Program | UOB
- Bronze | Best Unique or Innovative Sales Training | GM

2020 SAP EMEA North Award for Partner Excellence
- Service Excellence Category | Inaugural Year

2020 Training Industry, Inc.
- Top 20 Custom Content Development Company | 10th Consecutive Year
- Top 20 Health & Safety Compliance Training Company | 4th Consecutive Year
- Top 20 Leadership Training Company | 8th Consecutive Year
- Top 20 Sales Training Company | 13th Consecutive Year
- Top 20 Training Outsourcing Company | 17th Consecutive Year

2019 AVANGRID Supplier of the Year | Inaugural Year
- Health & Safety

2019 Chief Learning Officer Learning in Practice
- Gold | Excellence in Tech Innovation | Microsoft
- Silver | Excellence in Partnership | Boeing

2019 GM Supplier of the Year | 3rd Consecutive Year
- Performance, Quality, and Innovation

2019 Human Resources Online Vendor of the Year Award
- Bronze | Best Leadership Development Consultancy

2019 Chief Learning Officer Learning in Practice
- Gold | Business Impact | Major Automotive Company
- Gold | Business Partnership | Major Automotive Company
- Silver | Excellence in Blended Learning | Bristol Myers Squibb
- Bronze | Excellence in Partnerships | Bristol Myers Squibb

2018 Training Industry, Inc.
- Top 20 Learning Portal/LMS Company | 9th Consecutive Year

2018 Best Places to Work Bloomington | Inaugural Year
- 6th Best Place to Work in Bloomington, Indiana

2018 eLearning Industry Content Development
- Top 10 High Value eLearning Content Provider by eLearningIndustry.com

2018 SAP Quality Award
- Silver | Nordic and Baltic Countries
- Bronze | Nordic and Baltic Countries

2019 Asia-Pacific Stevie Award
- Gold | Innovative Use of Technology in Human Resources, Financial Services Industries
Large Global Corporate Training Market

$370.3 BILLION (2019)

- **Internal Spend** $226.8 (61%)
- **External Spend** $99.4 (27%)
- **Tuition** $44.1 (12%)

**Drivers to Acquire Internal Business**
- Cost savings
- Automation
- Variable cost model
- Off-shoring
- Shared processes
- Innovation

**Trends Influencing External Spend**
- Compliance
- Leadership development
- Sales training
- Mobile learning
- Outsourcing
- Software adoption services
- Capital projects
- Centralized governance

Source: Training Industry 2019
### Key Sales & Marketing Actions

#### Focused on Recovery and Opportunity

<table>
<thead>
<tr>
<th>Action</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sales Focus</strong></td>
<td>Focused global sales to four geographic markets to increase customer intimacy and improve alignment to the marketplace (North America, EMEA, APAC and LATAM).</td>
</tr>
<tr>
<td><strong>Demand Generation</strong></td>
<td>Prioritized sales and marketing campaigns and focus to high-demand offerings. (i.e. increased focus on digital conversion and delivery. Pipeline is back to pre-COVID numbers.</td>
</tr>
<tr>
<td><strong>Strategic Accounts</strong></td>
<td>Enhanced our focus on our relationships with our Top 50 customers for additional growth opportunities for solution and geographic expansion. Resulted in record revenue and growth at end of 2019.</td>
</tr>
<tr>
<td><strong>Industry Focus</strong></td>
<td>Assigned sales resources to focus on four key industries with the highest opportunity for differentiation and future growth (Automotive, Financial Services, Technology and Aerospace &amp; Defense).</td>
</tr>
<tr>
<td><strong>Market Messaging</strong></td>
<td>Completed our branding research and are moving forward with a launch of an updated brand/messaging that will enhance our relevance in our key geographies, industries and solution offerings.</td>
</tr>
</tbody>
</table>
### Increased Focus on Scalable Industries and Core Services

<table>
<thead>
<tr>
<th>Divestiture</th>
<th>Sale Price</th>
<th>Date Completed</th>
<th>TTM Revenue</th>
<th>Gross Profit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition Reimbursement (sold to Bright Horizons)</td>
<td>$20.0M</td>
<td>10/1/2019</td>
<td>$6.5M</td>
<td>$1.3M</td>
</tr>
<tr>
<td>Alternative Fuels (sold to Cryogenic Industries)</td>
<td>$6.0M</td>
<td>1/1/2020</td>
<td>$11.0M</td>
<td>$1.6M</td>
</tr>
<tr>
<td>IC Axon</td>
<td>$28.0M (plus potential $2.0M earn out)</td>
<td>Definitive Agreement Signed 9/21/2020</td>
<td>$12.5M</td>
<td>Not disclosed</td>
</tr>
</tbody>
</table>
Strong FINANCIAL POSITION

Variable cost structure
Strong cash flow
Recurring client base
Strong balance sheet
Opportunity for Margin Expansion

Adjusted EBITDA is a non-GAAP financial measure that the Company believes is useful to investors in evaluating its results. For a reconciliation of this non-GAAP financial measure to the most comparable GAAP equivalent, see the Non-GAAP Reconciliations, along with related footnotes, in the Appendix to this report.
Strengthening Cash Flow and Lowering Leverage

The Company has historically generated strong net cash flow from operating activities.

- $26.3M in 2017
- $11.2M in 2018
- $13.4M in 2019
- $32.8M (as of 6/30/2020)

Revolving Credit Agreement

- $119.7M Borrowings under revolver as of 6/30/19
- $82.9M Borrowings under revolver as of 12/31/19
- $57.7M Borrowings under revolver as of 6/30/2020

Current priority is to continue to reduce company leverage by:
- Using free cash flow to pay down debt
- Divesting of certain non-core assets/business areas
- Does not include proceeds from IC Axon divestiture
Backlog Trending

- Backlog at 6/30/2019 includes $15M from divested businesses
- Backlog down $3.5M from reported 6/30/2019 backlog but up $11.5M net of divested business backlog
Appendix
## Non-GAAP Reconciliation – Adjusted EBITDA

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>YTD June 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Income</strong></td>
<td>$20,247</td>
<td>$12,891</td>
<td>$9,836</td>
<td>$15,189</td>
<td>$(1,900)</td>
</tr>
<tr>
<td><strong>Interest Expense</strong></td>
<td>1,568</td>
<td>3,132</td>
<td>2,945</td>
<td>6,058</td>
<td>1,585</td>
</tr>
<tr>
<td><strong>Income Tax Expense</strong></td>
<td>9,787</td>
<td>6,798</td>
<td>4,927</td>
<td>7,180</td>
<td>(1,814)</td>
</tr>
<tr>
<td><strong>Depreciation &amp; Amortization</strong></td>
<td>6,462</td>
<td>6,974</td>
<td>7,921</td>
<td>9,482</td>
<td>4,254</td>
</tr>
<tr>
<td><strong>EBITDA</strong></td>
<td>$38,064</td>
<td>$29,795</td>
<td>$25,629</td>
<td>$37,909</td>
<td>$2,125</td>
</tr>
<tr>
<td><strong>ADJUSTMENTS:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Cash Stock Compensation</td>
<td>6,015</td>
<td>6,314</td>
<td>4,310</td>
<td>5,595</td>
<td>2,792</td>
</tr>
<tr>
<td>ERP System Implementation Costs</td>
<td>-</td>
<td>4,916</td>
<td>4,037</td>
<td>2,188</td>
<td>-</td>
</tr>
<tr>
<td>Restructuring Charges</td>
<td>-</td>
<td>3,317</td>
<td>2,930</td>
<td>1,639</td>
<td>855</td>
</tr>
<tr>
<td>Loss on a Contract w/ Oil &amp; Gas Client</td>
<td>-</td>
<td>4,383</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Foreign Currency Transaction Losses</strong></td>
<td>170</td>
<td>334</td>
<td>2,298</td>
<td>718</td>
<td>842</td>
</tr>
<tr>
<td><strong>Loss (Gain) on Change in Fair Value of Contingent Consideration</strong></td>
<td>136</td>
<td>(1,620)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Severance Expense</td>
<td>-</td>
<td>-</td>
<td>515</td>
<td>2,232</td>
<td>2,565</td>
</tr>
<tr>
<td>Gain on Contingent Consideration</td>
<td>-</td>
<td>-</td>
<td>(4,438)</td>
<td>(677)</td>
<td>-</td>
</tr>
<tr>
<td>Impairment of operating lease right-of-use asset</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>255</td>
</tr>
<tr>
<td>Legal Acquisition &amp; Transaction Costs</td>
<td>-</td>
<td>459</td>
<td>1,680</td>
<td>1,291</td>
<td>1,038</td>
</tr>
<tr>
<td><strong>(Gain) Loss on Divested Business</strong></td>
<td>-</td>
<td>1,368</td>
<td>956</td>
<td>(12,126)</td>
<td>(1,064)</td>
</tr>
<tr>
<td>Loss on Settlement with Foreign Oil &amp; Gas Client</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2,154</td>
</tr>
<tr>
<td><strong>Adjusted EBITDA</strong></td>
<td>$44,385</td>
<td>$49,266</td>
<td>$37,917</td>
<td>$40,923</td>
<td>$9,408</td>
</tr>
</tbody>
</table>

(1) Adjusted earnings before interest, income taxes, depreciation and amortization (Adjusted EBITDA) is a widely used non-GAAP financial measure of operating performance. It is presented as supplemental information that the Company believes is useful to investors to evaluate its results because it excludes certain items that are not directly related to the Company’s core operating performance. Adjusted EBITDA is calculated by adding back to net income interest expense, income tax expense, depreciation and amortization, non-cash stock compensation expense, gain or loss on the change in fair value of contingent consideration and other unusual or infrequently occurring items. For the periods presented, these other items are restructuring charges, severance expense, ERP implementation costs, foreign currency transaction losses, legal acquisition & transaction costs, loss on (gain) loss on divested business and loss on settlement with foreign oil & gas client. Adjusted EBITDA should not be considered as a substitute either for net income, as an indicator of the Company’s operating performance, or for cash flow, as a measure of the Company’s liquidity. In addition, because Adjusted EBITDA may not be calculated identically by all companies, the presentation here may not be comparable to other similarly titled measures of other companies.
## Balance Sheet

(unaudited)

($ in thousands)

<table>
<thead>
<tr>
<th></th>
<th>December 31, 2019</th>
<th>June 30, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$8,159</td>
<td>$12,097</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>131,852</td>
<td>99,828</td>
</tr>
<tr>
<td>Unbilled revenue</td>
<td>57,229</td>
<td>40,029</td>
</tr>
<tr>
<td>Prepaid expenses &amp; other</td>
<td>19,115</td>
<td>21,272</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>216,355</td>
<td>173,226</td>
</tr>
<tr>
<td>Property, plant &amp; equipment</td>
<td>5,803</td>
<td>5,393</td>
</tr>
<tr>
<td>Operating lease assets</td>
<td>27,251</td>
<td>23,591</td>
</tr>
<tr>
<td>Goodwill &amp; intangible assets, net</td>
<td>187,907</td>
<td>179,830</td>
</tr>
<tr>
<td>Other assets</td>
<td>11,586</td>
<td>11,670</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$448,902</td>
<td>$393,710</td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$92,332</td>
<td>$72,519</td>
</tr>
<tr>
<td>Current portion lease liabilities</td>
<td>7,871</td>
<td>6,707</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>23,234</td>
<td>21,529</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>123,437</td>
<td>100,755</td>
</tr>
<tr>
<td>Long-term debt</td>
<td>82,870</td>
<td>57,650</td>
</tr>
<tr>
<td>Long-term portion lease liabilities</td>
<td>22,159</td>
<td>19,824</td>
</tr>
<tr>
<td>Other non-current liabilities</td>
<td>10,522</td>
<td>12,740</td>
</tr>
<tr>
<td>Stockholders' Equity</td>
<td>209,914</td>
<td>202,741</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$448,902</td>
<td>$393,710</td>
</tr>
</tbody>
</table>
We’re at our best when helping our clients achieve their best.

Making a meaningful impact on the world together.

We’re social, chat with us!