GP STRATEGIES®

Investor Presentation

January 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	**17.0 million**
Market Capitalization @ $13.93 per share	**$237 million**
Long-term Debt at 12/31/19	**$82.9 million**
Trailing twelve months revenue 9/30/19	**$560.8 million**
Adjusted EBITDA nine months YTD 9/30/19	**$30.0 million**
Large Recurring Revenue Stream	

Corporate Contacts:

Scott Greenberg, CEO	443-367-9640
Adam Stedham, President	443-367-9916
Michael Dugan, CFO	443-367-9627

Investor Relations:

Ann Blank, VP, Investor Relations	443-367-9925

Custom Learning & Performance Improvement Company

Over $500 Million in Revenue

New Leadership Team

- New leaders in several key positions

Sticky, Long-Term Customer Revenue Streams

- 60% average revenue from multi-year contracts
- Additional 30% of annual revenue from existing customer renewals
- Q4 2018 – Signed multi-year agreements with largest automotive and financial services clients (27% of revenue)

Diversified Client Base

- Government and commercial customers
- Good penetration in seven different commercial industries
- Five strategic focus industries

Blue Chip Customer Base

- 123 of Global 500 companies
- Governments including US & UK

Global Footprint

- More than 75 global offices

High Free Cash Flow

- 50% of 2017 adjusted EBITDA converted to FCF
- Low capital intensity (2016-2018 average annual fixed asset and software capital expense: $4M)

Strong History of Acquisition

- Over 30 acquisitions since 2007

Our Business Today

WORKFORCE EXCELLENCE

Managed Learning Services

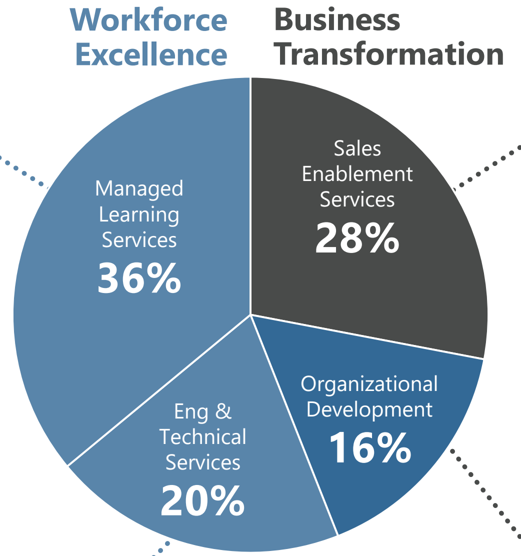
CORE SERVICES
- Outsourced training
- Content development
- Content delivery
- Learning administration
- Apprenticeship skills

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

Engineering & Technical Services

CORE SERVICES
- Engineering
- Operational readiness (plant launch)
- Operational and process excellence
- Asset performance management
- Technical skills development
- Technical documentation and publications

EXAMPLE CLIENTS
- US Army/CDTF
- Leonardo
- AES Corporation



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

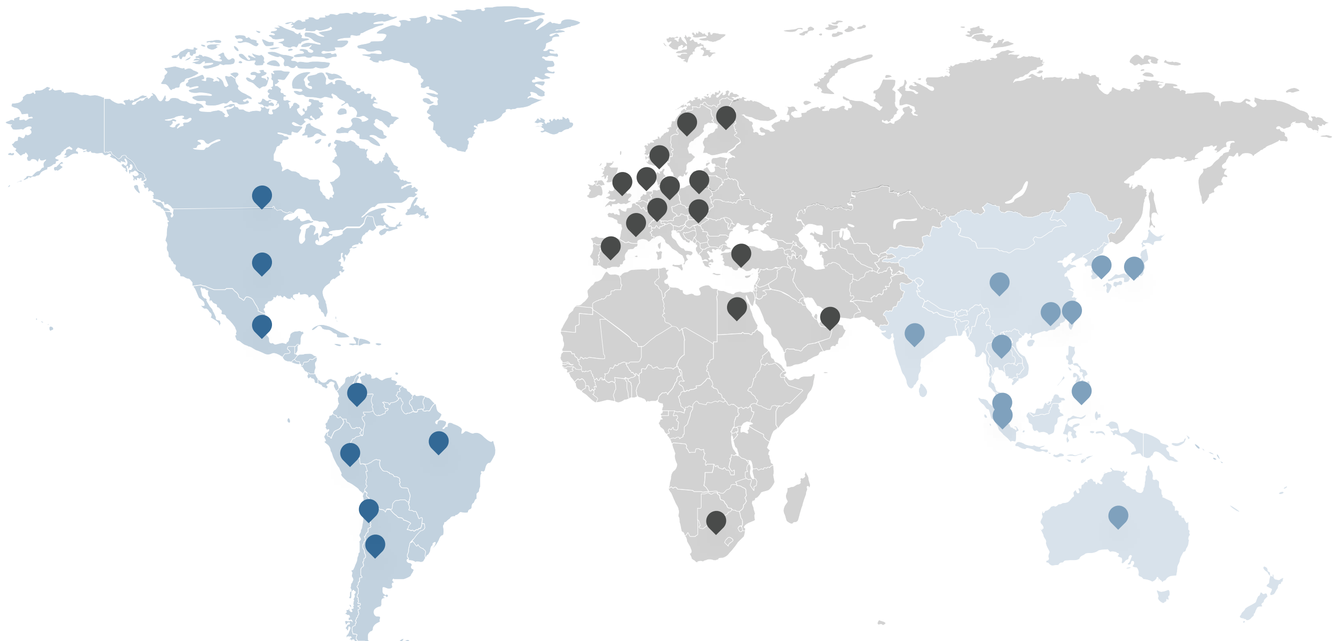
Organizational Development

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

EXAMPLE CLIENTS
- Mastercard
- SAP
- BMS

Our Global Footprint is in Place & Provides an Advantage

- Global infrastructure with significant built-in scalability, at reduced cost increases
- 12 new locations opened since 2013 to support global execution
- Acquisition of TTi Global provides critical depth in the global automotive market
- Significant investment in India-based operations, expanding content creation output and scale



AMERICAS	EMEA	APAC
Argentina, Brazil, Canada, Chile, Colombia, Mexico, Peru, United States	Denmark, Egypt, Finland, France, Germany, Hungary, Netherlands, Poland, Spain, Sweden, Switzerland, South Africa, Turkey, United Arab Emirates, United Kingdom	Australia, Hong Kong, India, Japan, Mainland China, Malaysia, Philippines, Singapore, South Korea, Taiwan, Thailand

EXPANSION:

2010: 2,500 employees • 12 countries • 64 offices

2018: 3,500 employees • 32 countries • 75 offices

2019: 4,600 employees • 39 countries • 81 offices

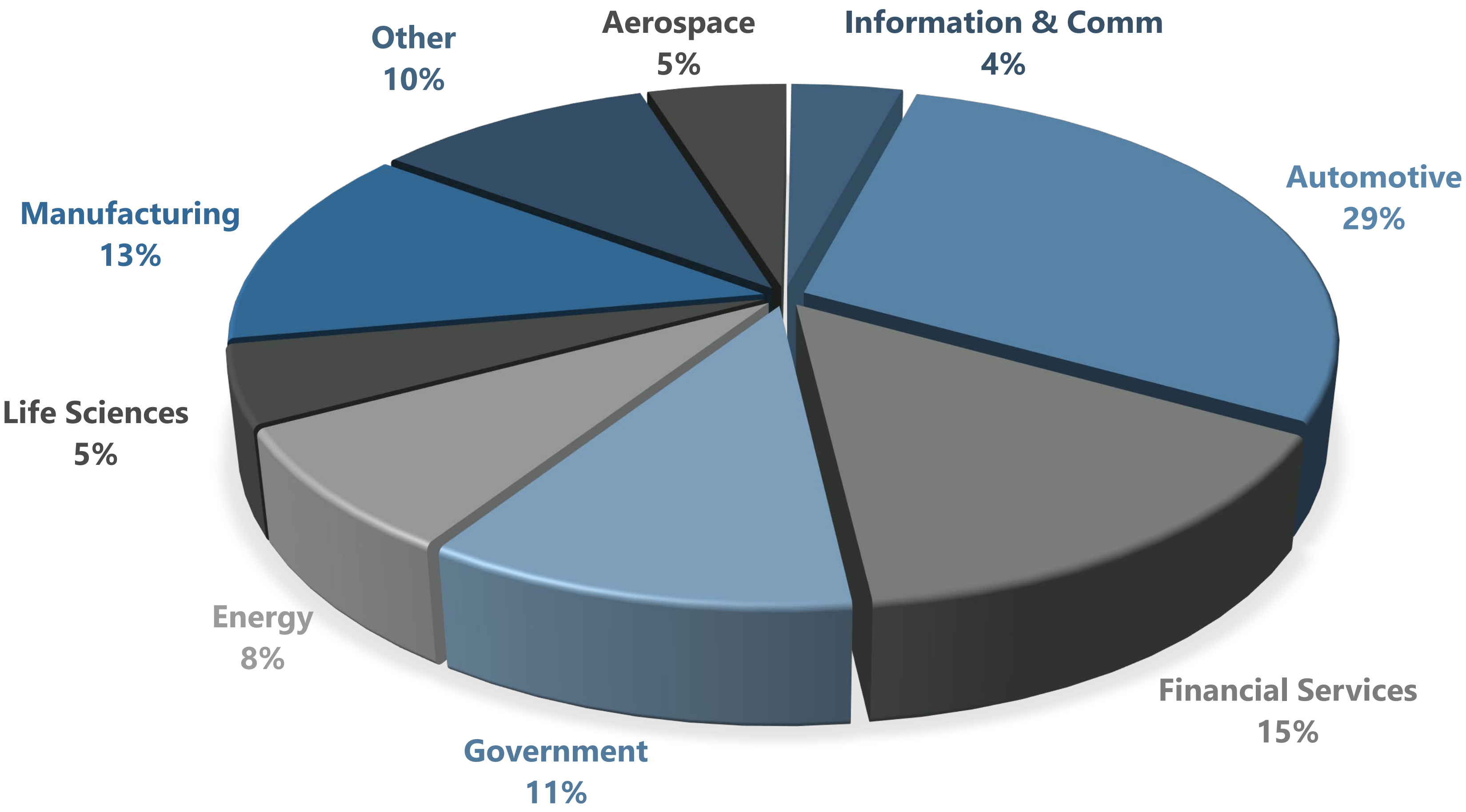
Organization Growth — Customers

145 Fortune 500 Customers

123 Global 500 Customers

Diversified Client Base

Revenue by Client Industry



GP Strategies Awards & Recognitions

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

2019 Training Industry, Inc.

Top 20 Gamification Company | 6th Consecutive Year
Top 20 Leadership Training Company | 7th Consecutive Year
Top 20 Sales Training Company | 12th Consecutive Year
Top 20 Training Outsourcing Company | 16th Consecutive Year

2018 & 2017 GM Supplier of the Year

Performance, Quality, and Innovation

2018 Brandon Hall Group

Gold | Best Advance in Custom Content | Global Financial Services & Banking Organization
Gold | Best Advance in Custom Content | Citi
Gold | Best Use of Games and Simulations for Learning | Major Aircraft Manufacturing Company

Silver | Best Advance in Unique HR or Workforce Management Technology | Gerdau
Silver | Best Use of Mobile Learning | Major Automotive Company
Silver | Best Unique or Innovative Sales Training Program | Major Automotive Company

Bronze | Best Advance in Sales Enablement and Performance Tools (SEP) | CooperVision
Bronze | Best Use of Social/Collaborative Learning | Major Pharmaceutical Company
Bronze | Best Advance in Unique Learning Technology | Major Automotive Company
Bronze | Best Advance in Competencies and Skills Development | Paycor
Bronze | Best Unique or Innovative Talent Management Program | Altria
Bronze | Best Program for Sales Training and Performance | Major Automotive Company

2018 Best Places to Work Bloomington

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

2018 eLearning Industry Content Development Award

Top 10 High Value eLearning Content Provider by eLearningIndustry.com

2018 Chief Learning Officer Magazine

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 Assessment & Evaluation Company | 2nd Consecutive Year
Top 20 Health & Safety Training Company | 2nd Consecutive Year
Top 20 IT Training Company | 7th Consecutive Year
Top 20 Learning Portal/LMS Company | 9th Consecutive Year

2018 SAP Quality Award

Silver | Nordic and Baltic Countries
Bronze | Nordic and Baltic Countries

2017 Chief Learning Officer Magazine

Silver | Excellence in Learning | HAVAS
Bronze | Excellence in Learning | MasterCard

2017 CIO Review Award

20 Most Promising Gamification Technology Solution Providers

2017 Engineering New Record | ENR Top 500 Design Firms

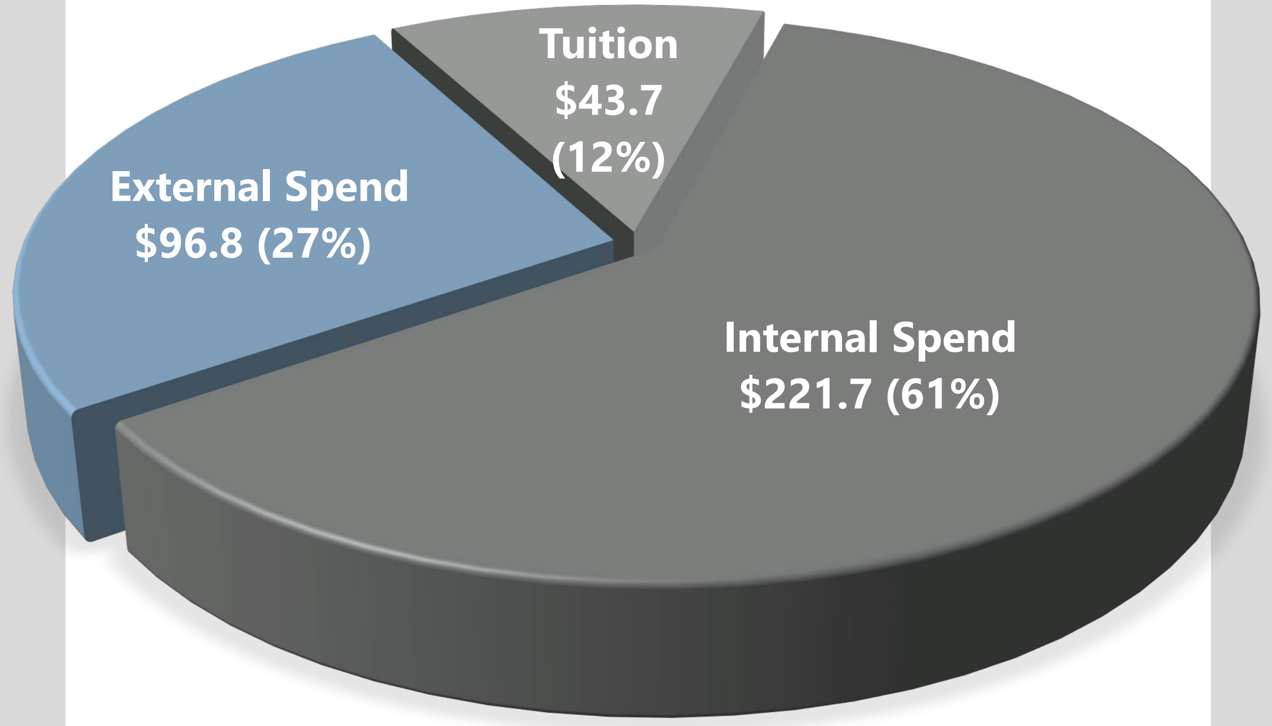
2017 Innovation Award | Future Learning 2020 Summit

Large Global Corporate Training Market

Trends Influencing External Spend:

- Compliance
- Leadership development
- Sales training
- Mobile learning
- Outsourcing
- Software adoption services
- Capital projects
- Centralized governance

$362.2 BILLION (2017)



Drivers to Acquire Internal Business:

- Cost savings
- Automation
- Variable cost model
- Off-shoring
- Shared processes
- Innovation

Key Sales Actions that Enable us to Win Now

Established platform for growth

Leadership: Hired a Chief Sales Officer to align global growth teams across the company

Marketing: Centralized marketing globally, appointed global marketing leader, implemented consistent approach to marketing strategy development and results review, conducted brand research to unify brand strategy, sun-setting brands, and aligning key messages on workforce transformation

Demand Generation: Hired & deployed inside sales team to increase new opportunity creation

Proposal Management: Centralized proposal management to improve quality of responses

CRM: Implemented global CRM solution. Created consistent KPI tracking/reporting

Sales: Established standard GP sales methodology, implemented consistent pipeline reviews, deployed large opportunity planning process, implemented quarterly sales rep and team business performance reviews

Client Management: Implemented standard large client management approach, implemented the Client Services Leader role, established regular account planning and review process, deployed President's Council for key clients

Acquisition Has Been a Key Strategy Across All Practices

- A serial, disciplined acquirer
- Approximately 30 acquisitions since 2009
- Acquisition summary by practice
  - Managed Learning Services
    - Design & development – (7)
    - Job skills – (6)
  - Engineering & Technical Services
    - Lorien
    - Milsom
  - Organizational Development
    - RWD
    - BlessingWhite
    - Maverick
  - Sales Enablement
    - Sandy
    - TTi Global

Consolidation

- RWD (2011)

Rollup

- Option Six (2009)
- Martonhouse (2010)
- UK Skills Funding Academy of Training (2010)
- Ultra Training (2011)
- Beneast (2011)
- Information Horizons (2012)
- Prospero (2013)
- Jencal (2016)
- YouTrain (2017)
- Hula (2018)

Expand Service

- Sandy (2007)
- Milsom (2009)
- PerformTech (2009)
- Bath Consulting Group (2010)
- Blessing White (2012)
- Asentus (2012)
- Rovsing Dynamics (2012)
- Lorien (2013)
- Maverick (2016)
- McKinney Rogers (2017)
- IC Axon (2018)
- TTi Global (2018)

Expand Footprint

- Communication Consulting (2011)
- Effective -People (2014)
- Emantras (2017)
- CLS (2017)
- TTi Global (2018)

Acquired Businesses Cluster by Value Creation

Strong FINANCIAL POSITION

Strong incremental operating margins

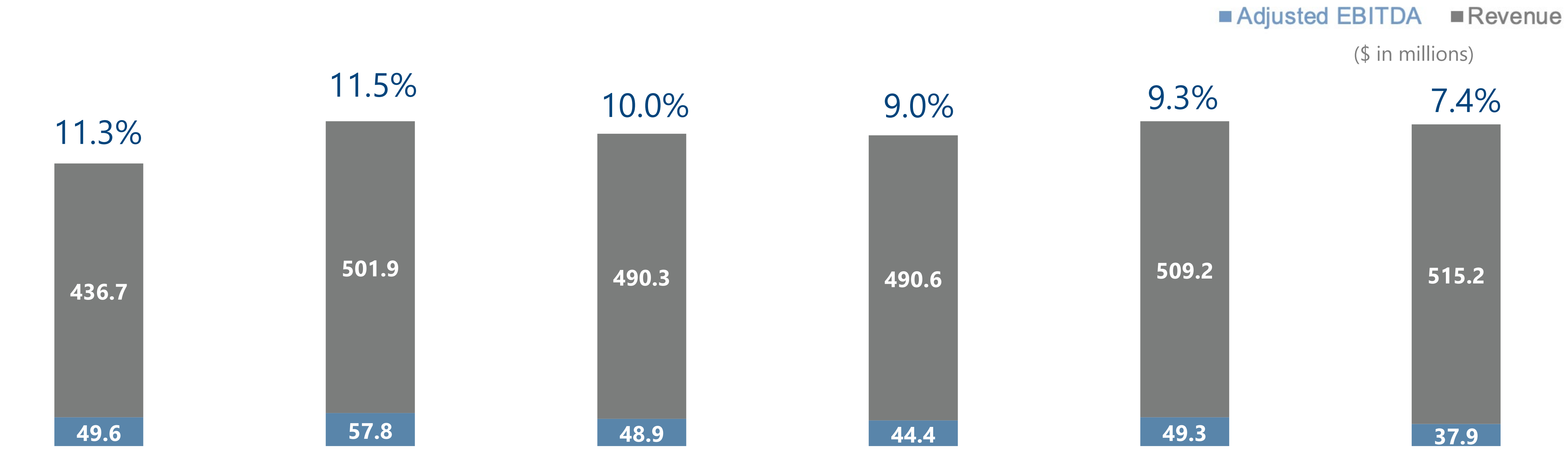
Variable cost structure

Strong cash flow

Recurring client base

Backlog visibility

Revenue & Adjusted EBITDA Trending



2013

Won large global outsourcing contract with financial services organization

Reorganization of company

2014

Large high-margin, non-recurring specialty engineering project significantly impacted EBITDA

Began infrastructure buildout

2015

No acquisitions

Continued infrastructure buildout

2016

Resumed acquisitions

Downturn in ETS and OD practices' gross profit

Continued infrastructure buildout

2017

Launched ERP initiative

Q2/Q3 – Conducted evaluation of executive leadership team

Q4 – New executive leadership in place (President, CFO, SVP of Engineering & Tech Services)

Q4 – New CSO hired

2018

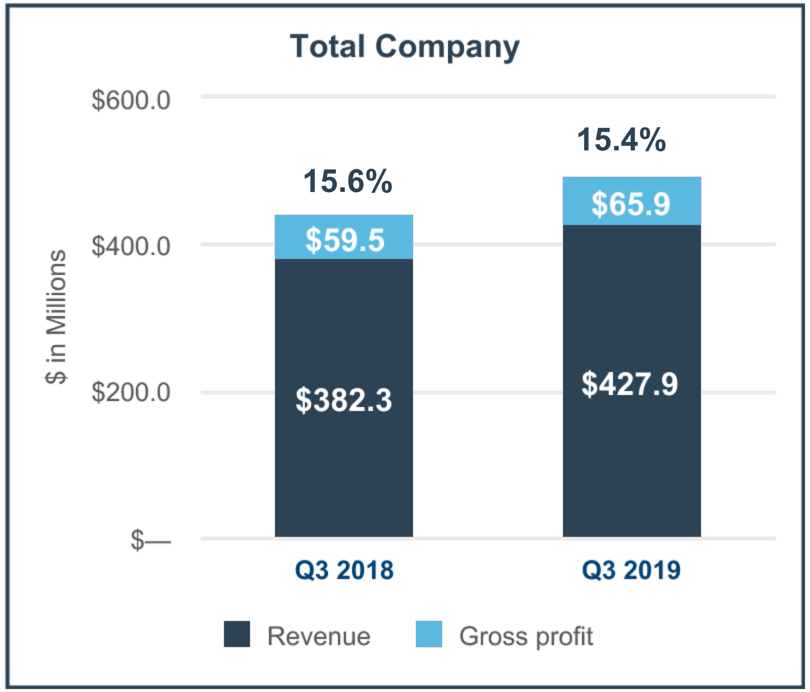
New ERP live Oct 1st

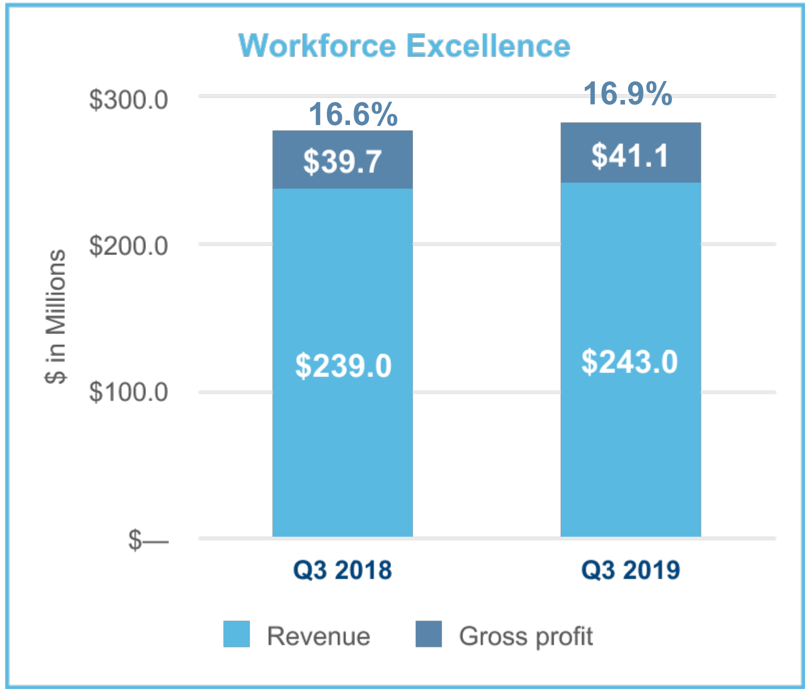
Signed multi-year agreements with largest automotive and financial services clients

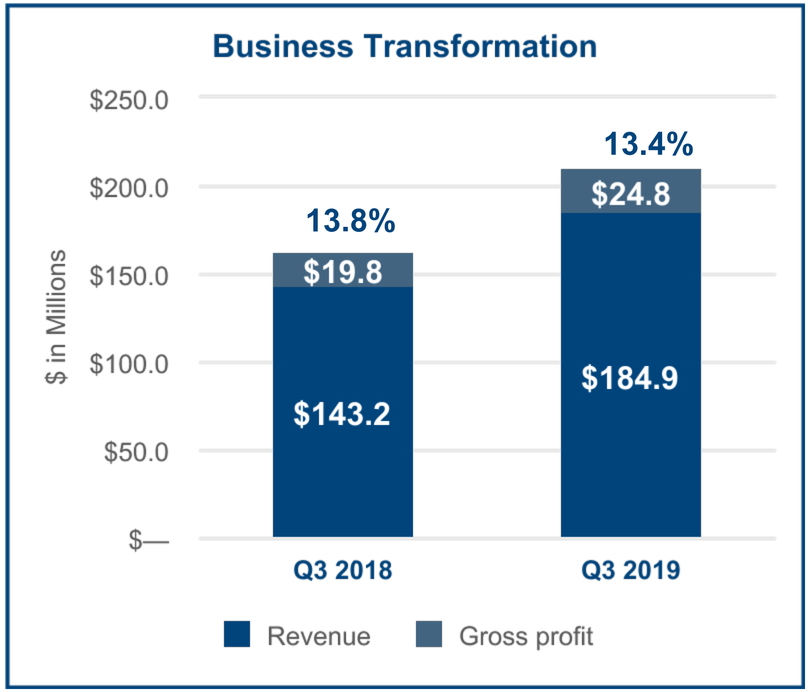
Completed TTi Global acquisition

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.

Revenue & Gross Profit by Segment – YTD September







- Total revenue up $45.6M or 11.9%
- Gross profit up $6.5M or 10.9% (gross margin excluding severance was 15.8%)
- Organic revenue growth [1] 3.1% YTD Sept. 2019

- Workforce Excellence revenue up $4.0M or 1.7%
- Gross profit up $1.4M or 3.6% (gross margin excluding severance was 17.5%)
- Organic revenue growth [1] 2.2% YTD Sept. 2019

- Business Transformation revenue up $41.6M or 29.1%
- Gross profit up $5.0M or 25.5% (gross margin excluding severance was 13.7%)
- Organic revenue growth [1] 4.4% YTD Sept. 2019

(1) The terms organic revenue and organic revenue growth are non-GAAP financial measures that the Company believes are useful to investors in evaluating its results. For a reconciliation of these non-GAAP financial measures to the most comparable GAAP equivalents, see the Non-GAAP Reconciliations, along with related footnotes, in the Appendices to this report.

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Q3 2019 Earnings Summary

	($ in millions, except per share data)			
	Q3 2019	**Q3 2018**	**YTD 2019**	**YTD 2018**
Net income	$2.1	$3.2	$5.7	$9.5
Earnings per share – diluted	0.13	0.20	0.34	0.57
Adjusted EPS (1)	$0.24	$0.27	$0.61	$0.78
Adjusted EBITDA (1)	$10.8	$9.8	$30.0	$30.4

(1) The terms Adjusted EBITDA (earnings before interest, income taxes, depreciation and amortization) and Adjusted EPS are non-GAAP financial measures that the Company believes are useful to investors in evaluating its results. For a reconciliation of these non-GAAP financial measures to the most comparable GAAP equivalents, see the Non-GAAP Reconciliations, along with related footnotes, in the Appendices to this report.

Balance Sheet

Significant Drivers

- **Operating Cash Flow in Q3 is $10.9M and YTD Sept. 2019 is $4.6M**
- Unbilled revenue down $20.8M compared to 12/31/18 and $12.4M compared to 6/30/19
- A/R is up $8.3M from 12/31/18
- Net debt was $105.5M as of 9/30/19 and reduced to $84.8M as of 11/4/19

(unaudited) ($ in thousands)	December 31, 2018	September 30, 2019
Cash	$ 13,417	$ 7,739
Accounts receivable	107,673	115,951
Unbilled revenue	80,764	59,957
Prepaid expenses & other	19,048	25,930
Total current assets	220,902	209,577
Property, plant & equipment	5,859	5,884
Operating lease assets	—	27,136
Goodwill & intangible assets, net	197,057	193,553
Other assets	10,920	13,423
Total assets	$ 434,738	$ 449,573
Accounts payable	$ 93,254	$ 77,720
Current portion lease liabilities	—	8,429
Deferred revenue	23,704	21,594
Total current liabilities	116,958	107,743
Long-term debt	116,500	113,150
Long-term portion lease liabilities	—	22,196
Other non-current liabilities	14,711	11,441
Stockholders' Equity	186,569	195,043
Total	$ 434,738	$ 449,573

Cash Flow & Debt Highlights

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

$18.1M
2016

$26.3M
2017

$11.2M
2018

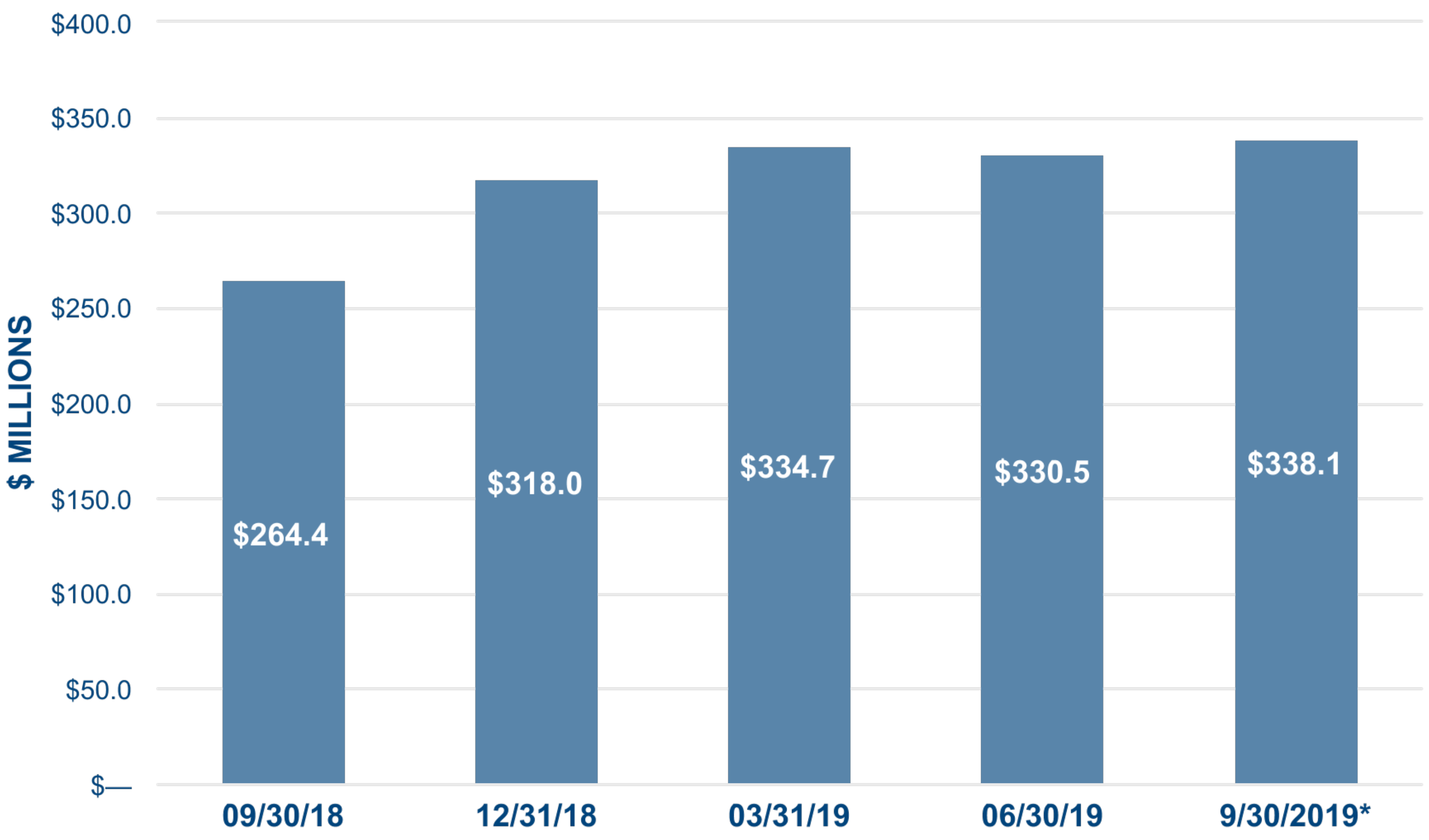
New Credit Agreement entered into December 2018.

$200M
Revolver Facility

$82.9M
Borrowings under revolver as of 12/31/19

- Current priority is to reduce company leverage by:
    - Using free cash flow to pay down debt
    - Divesting of certain non-core assets/business areas and applying proceeds to pay down debt.

Backlog Trending



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* As of September 30, 2019, includes $24M of backlog from the TTi Global acquisition completed in December 2018.

Q&A

Appendix

Non-GAAP Reconciliation – Adjusted EBITDA(1)

($ in thousands) (Unaudited)	Three Months Ended September 30,		Nine Months Ended September 30,	
	2019	2018	2019	2018
Net Income	$ 2,141	$ 3,244	$ 5,694	$ 9,451
Interest Expense	1,575	1,095	4,852	1,631
Income Tax Expense	961	1,102	2,408	4,164
Depreciation & Amortization	2,335	1,909	6,992	5,670
EBITDA	**$ 7,012**	$ 7,350	**19,946**	20,916
ADJUSTMENTS:				
Non-Cash Stock Compensation	1,520	967	3,939	3,501
Restructuring Charges	104	—	1,405	2,930
Severance Expense	1,015	—	2,026	—
Gain on Contingent Consideration	—	(526)	(677)	(3,972)
ERP Implementation Costs	455	346	1,603	2,956
Foreign Currency Transaction Losses	500	529	1,052	2,024
Legal Acquisition & Transaction Costs	152	508	670	1,111
Loss on Divested Business	—	639	—	956
Adjusted EBITDA	**$ 10,758**	**$ 9,813**	**$ 29,964**	**$ 30,422**

(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 and legal acquisition costs. We added legal acquisition costs as an adjustment in the Adjusted EBITDA calculation during the third quarter of 2018 as these costs became significant based on increased acquisition activity during 2018 and we believe it will assist investors in better understanding our results as these acquisition-related expenses are likely to vary significantly from period-to-period based on the size, number and complexity and timing of our acquisitions. 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.

Non-GAAP Reconciliation –Adjusted EPS(1) Q3

($ in thousands, except per share amounts) (Unaudited)	Three Months Ended September 30,					
	2019			2018		
	Gross	Net of Tax	EPS	Gross	Net of Tax	EPS
			$ 0.13			$ 0.20
ADJUSTMENTS:						
Restructuring Charges	$ 104	$ 63	—	$ —	$ —	—
Severance Expense	1,015	705	0.04	—	—	—
Gain on Contingent Consideration	—	—	—	(526)	(392)	(0.02)
ERP Implementation Costs	455	311	0.02	346	258	0.02
Foreign Currency Transaction Losses	500	347	0.02	529	395	0.02
Legal Acquisition Costs	152	103	0.01	508	379	0.02
Settlement of contingent consideration in shares	425	299	0.02	—	—	—
Gain/loss on Divested Business	—	—	—	639	477	0.03
Adjusted EPS			**$ 0.24**			**$ 0.27**

(1) Adjusted Earnings per Diluted Share ("Adjusted EPS"), 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 EPS is calculated by adding back to earnings per share 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 and legal acquisition costs. We added legal acquisition costs as an adjustment in the Adjusted EPS calculation during the third quarter of 2018 as these costs became significant based on increased acquisition activity during 2018 and we believe it will assist investors in better understanding our results as these acquisition-related expenses are likely to vary significantly from period-to-period based on the size, number and complexity and timing of our acquisitions. Management uses Adjusted EPS to assess total Company operating performance on a consistent basis. We believe that this non-GAAP financial measure, which excludes the gain or loss on the change in fair value of acquisition-related contingent consideration and other special charges, when considered together with our GAAP financial results, provides management and investors with an additional understanding of our business operating results, including underlying trends.

Non-GAAP Reconciliation – Adjusted EPS[(1)] YTD September

($ in thousands, except per share amounts) (Unaudited)	Nine Months Ended September 30,					
	2019			2018		
	Gross	Net of Tax	EPS	Gross	Net of Tax	EPS
			$ 0.34			$ 0.57
ADJUSTMENTS:						
Restructuring Charges	$ 1,405	$ 988	0.06	$ 2,930	$ 2,142	0.13
Severance Expense	2,026	1,424	0.08	—	—	—
Gain on Contingent Consideration	(677)	(476)	(0.03)	(3,972)	(2,911)	(0.17)
ERP Implementation Costs	1,603	1,127	0.07	2,956	2,166	0.13
Foreign Currency Transaction Losses	1,052	740	0.04	2,024	1,405	0.08
Legal Acquisition Costs	670	471	0.03	1,111	820	0.05
Settlement of contingent consideration in shares	425	299	0.02	—	—	—
Loss on Divested Business	—	—	—	956	707	0.04
Reversal of contingent interest	—	—	—	(1,094)	(779)	(0.05)
Adjusted EPS			**$ 0.61**			**0.78**

(1) Adjusted Earnings per Diluted Share ("Adjusted EPS"), 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 EPS is calculated by adding back to earnings per share 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 and legal acquisition costs. We added legal acquisition costs as an adjustment in the Adjusted EPS calculation during the third quarter of 2018 as these costs became significant based on increased acquisition activity during 2018 and we believe it will assist investors in better understanding our results as these acquisition-related expenses are likely to vary significantly from period-to-period based on the size, number and complexity and timing of our acquisitions. Management uses Adjusted EPS to assess total Company operating performance on a consistent basis. We believe that this non-GAAP financial measure, which excludes the gain or loss on the change in fair value of acquisition-related contingent consideration and other special charges, when considered together with our GAAP financial results, provides management and investors with an additional understanding of our business operating results, including underlying trends.

Non-GAAP Reconciliation – Organic Revenue Growth[1] YTD September

($ in thousands) (Unaudited)	Nine Months Ended September 30,					
	2019	2018	2019	2018	2019	2018
	Consolidated		Workforce Excellence Segment		Business Transformation Segment	
GAAP revenue	$ 427,891	$ 382,289	$ 242,999	$ 239,044	$ 184,892	$ 143,245
GAAP revenue growth	11.9 %		1.7 %		29.1 %	
Less: Acquisition and divesture revenue	(41,019)		(4,000)		(37,019)	
Add: Foreign currency impact on revenue	7,141		5,400		1,741	
Non-GAAP revenue on constant currency basis	$ 394,013		$ 244,399		$ 149,614	
Organic revenue growth on constant currency basis	3.1 %		2.2 %		4.4 %	

(1) The terms organic revenue and organic revenue growth are non-GAAP financial measures that the Company believes are useful to investors in evaluating its results. The Company calculates organic revenue growth by excluding incremental acquisition-related revenue based on the budgeted pro forma revenue at the time of acquisition, and adding back revenue associated with divested businesses in prior periods, that is attributable to companies acquired or divested during the prior twelve-month comparative period. To determine non-GAAP organic revenue growth on a constant currency basis, the foreign currency impact is calculated by translating the prior year revenues from entities reporting in foreign currencies to U.S. Dollars using the current period's weighted average foreign currency exchange rates.

We’re at our best when helping our clients achieve their best.

Making a meaningful impact on the world together.

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