

FOR IMMEDIATE RELEASE

CALDWELL REPORTS RECORD FIRST QUARTER

- First quarter revenue of \$38.4 million, a 112% increase year over year.

Toronto - January 12, 2022 - Talent acquisition firm The Caldwell Partners International Inc. (TSX: CWL; OTCQX: CWLPF) today issued its financial results for the fiscal 2022 first quarter ended November 30, 2021. All references to quarters or years are for the fiscal periods unless otherwise noted and all currency amounts are in Canadian dollars. Financial results include those of IQTalent Partners, Inc. (IQTP) beginning on the date of acquisition of December 31, 2020.

Financial Highlights (in \$000s except per share amounts)

	Three Months Ended	
	11.30.21	11.30.20 ¹
Professional fees - Caldwell	26,592	18,053
Professional fees - IQTP	11,722	-
Consolidated professional fees	38,314	18,053
Direct expense reimbursements	116	74
Revenues	38,430	18,127
Cost of sales	30,432	13,337
Government stimulus grants	-	(110)
Reimbursed direct expenses	116	74
Gross profit	7,882	4,826
Selling, general and administrative expenses	5,954	3,174
Acquisition-related expenses ²	801	225
Operating profit	1,127	1,427
Interest expense on lease liability	112	107
Investment income	(5)	(9)
Foreign exchange (income) loss	(123)	34
Earnings before tax	1,143	1,295
Income tax expense	398	361
Net earnings after tax	745	934
Basic earnings per share	\$0.029	\$0.046

- 1) Results for the three months ended November 30, 2020 exclude the pre-acquisition results of IQTP, which had \$3,997 of revenue.
- 2) Acquisition-related expenses consist of transaction fees and IQTP purchase price structured as compensation expense which will end on December 31, 2022.

79 Wellington Street West
 TD South Tower
 Suite 2410, P.O. Box 75
 Toronto, ON M5K 1E7
 +1 (416) 920-7702

“This was a record-breaking start to the year for Caldwell - consolidated revenue for the quarter was \$38.4 million, representing a 112% increase over the prior year and the highest first quarter in our history,” said John Wallace, chief executive officer. “Growth was driven both organically and through acquisition - our acquisition of IQTP contributed \$11.7 million in revenue and Caldwell executive search’s \$26.7 million represents a 47% increase year over year and a 48% increase over our pre-pandemic F’20 first quarter.”

“IQTP continues to see significant growth in demand for its services since pandemic lows. Their flexible on-demand pricing model and innovative use of AI technology is not only resonating with an ever-increasing client base, it’s creating a new category in talent acquisition. We anticipate this growth trend will continue into upcoming periods.”

Wallace continued: “Our ongoing success and performance speaks volumes to the creativity, innovation and execution excellence that the Caldwell and IQTP teams are delivering for our clients. There is no doubt that there’s an ongoing war for talent and the world continues to pivot towards remote work out of an increasing desire to achieve work/life balance and the ability to work from anywhere that technology provides. Given this continuing backdrop, our vision remains focused and clear - for our two segments to work in tandem to provide a seamless integration of talent acquisition solutions at all levels for our clients. And with our strong balance sheet, we will continue to review business and technology acquisition opportunities that align with client-driven talent offerings and our belief that Talent Transforms.”

For a complete discussion of the quarterly financial results, including a detailed segment analysis, please see the company’s Management Discussion and Analysis posted on SEDAR at www.sedar.com.

About Caldwell Partners

Caldwell Partners is a technology-powered talent acquisition firm specializing in recruitment at all levels. Through two distinct brands - Caldwell and IQTalent Partners - the firm leverages the latest innovations in AI to offer an integrated spectrum of services delivered by teams with deep knowledge in their respective areas. Services include candidate research and sourcing through to full recruitment at the professional, executive and board levels, as well as a suite of talent strategy and assessment tools that can help clients hire the right people, then manage and inspire them to achieve maximum business results.

Caldwell Partners’ common shares are listed on The Toronto Stock Exchange (TSX: CWL) and trade on the OTCQX Market (OTCQX: CWLPF). Please visit our website at www.caldwellpartners.com for further information.

Forward-Looking Statements

Forward-looking statements in this document are based on current expectations that are subject to the significant risks and uncertainties cited. These forward-looking statements generally can be identified by use of statements that include phrases such as “believe,” “expect,” “anticipate,” “intend,” “plan,” “foresee,” “may,” “will,” “likely,” “estimates,” “potential,” “continue” or other similar words or phrases. Similarly, statements that describe our objectives, plans or goals also are forward-looking statements. The Company is subject to many factors that could cause our actual results to differ materially from those contemplated by the relevant forward looking statement including, but not limited to, software that we license from third parties, our ability to successfully recover from a disaster or other business continuity

issues, successfully integrating or realizing the expected benefits from our acquisitions, adverse operating issues from acquired businesses, our ability to attract and retain key personnel; exposure to our partners taking our clients with them to another firm; the performance of the US, Canadian and international economies, including the impact of pandemic diseases; competition from other companies directly or indirectly engaged in executive search; liability risk in the services we perform; potential legal liability from clients, employees and candidates for employment; cybersecurity requirements, vulnerabilities, threats and attacks; damage to our brand reputation; our ability to align our cost structure to changes in our revenue; adverse governmental and tax law rulings; our ability to generate sufficient cash flow from operations to support our growth and fund any dividends; technological advances may significantly disrupt the labour market and weaken demand for human capital at a rapid rate; foreign currency exchange rate fluctuations; affiliation agreements may fail to renew or affiliates may be acquired; marketable securities valuation fluctuations; increasing dependence on third parties for the execution of critical functions; volatility of the market price and volume of our common shares; potential impairment of our acquired goodwill and intangible assets; and disruption as a result of actions of certain stockholders or potential acquirers of the Company. For more information on the factors that could affect the outcome of forward-looking statements, refer to the "Risk Factors" section of our Annual Information Form and other public filings (copies of which may be obtained at www.sedar.com). These factors should be considered carefully, and the reader should not place undue reliance on forward-looking statements. Although any forward-looking statements are based on what management currently believes to be reasonable assumptions, we cannot assure readers that actual results, performance or achievements will be consistent with these forward-looking statements, and management's assumptions may prove to be incorrect. Except as required by Canadian securities laws, we do not undertake to update any forward-looking statements, whether written or oral, that may be made from time to time by us or on our behalf; such statements speak only as of the date made. The forward-looking statements included herein are expressly qualified in their entirety by this cautionary language.

For further information, please contact:

Investors:

Chris Beck, CPA, President and Chief
Financial Officer

cbeck@caldwellpartners.com

+1 (617) 934-1843

Media:

Caroline Lomot, Director of Marketing

clomot@caldwellpartners.com

+1 (516) 830-3535

THE CALDWELL PARTNERS INTERNATIONAL INC.

CONSOLIDATED INTERIM STATEMENTS OF FINANCIAL POSITION

(unaudited - in \$000s Canadian)

	<i>As at</i> <i>November 30</i> <i>2021</i>	<i>As at</i> <i>August 31</i> <i>2021</i>
Assets		
Current assets		
Cash and cash equivalents	27,506	29,214
Accounts receivable	21,965	23,218
Unbilled revenue	6,149	4,217
Prepaid expenses and other assets	2,276	2,332
	57,896	58,981
Non-current assets		
Restricted cash	2,661	2,624
Investments	859	242
Advances	369	506
Property and equipment	1,928	1,970
Right-of-use assets	9,099	9,549
Intangible assets	224	234
Goodwill	8,710	7,960
Deferred income taxes	5,120	5,067
Total assets	86,866	87,133
Liabilities		
Current liabilities		
Accounts payable	4,154	4,640
Compensation payable	35,598	36,852
Income taxes payable	1,926	3,007
Lease liability	1,902	1,868
Loans Payable	179	176
	43,759	46,543
Non-current liabilities		
Compensation payable	8,131	6,278
Lease liability	8,143	8,560
	60,033	61,381
Equity attributable to owners of the Company		
Share capital	12,279	12,157
Contributed surplus	15,046	15,063
Accumulated other comprehensive income	435	204
Deficit	(927)	(1,672)
Total equity	26,833	25,752
Total liabilities and equity	86,866	87,133

THE CALDWELL PARTNERS INTERNATIONAL INC.

CONSOLIDATED INTERIM STATEMENTS OF EARNINGS

Three months ended
November 30

(unaudited - in \$000s Canadian, except per share amounts)

2021 2020¹

Revenues		
Professional fees	38,314	18,053
Direct expense reimbursements	116	74
	38,430	18,127
Cost of sales expenses		
Cost of sales	30,432	13,337
Government stimulus grants	-	(110)
Reimbursed direct expenses	116	74
	30,548	13,301
Gross profit	7,882	4,826
Selling, general and administrative	5,954	3,174
Acquisition-related expenses	801	225
	6,755	3,399
Operating profit	1,127	1,427
Finance expenses (income)		
Interest expense on lease liability (note 10)	112	107
Investment income	(5)	(9)
Foreign exchange (income) loss	(123)	34
Earnings before income tax	1,143	1,295
Income tax expense	398	361
Net earnings for the year attributable to owners of the Company	745	934
Earnings per share		
Basic and Diluted	\$0.029	\$0.046

CONSOLIDATED INTERIM STATEMENTS OF COMPREHENSIVE EARNINGS

(unaudited - in \$000s Canadian)

Three months ended
November 30

2021 2020

Net earnings for the period	745	934
Other comprehensive income:		
Items that may be reclassified subsequently to net earnings		
(Loss) gain on marketable securities	(26)	37
Cumulative translation adjustment	257	(75)
Comprehensive earnings for the year attributable to owners of the Company	976	896

¹ Certain comparative figures have been restated to conform with current year presentation.

THE CALDWELL PARTNERS INTERNATIONAL INC.

CONSOLIDATED INTERIM STATEMENTS OF CHANGES IN EQUITY

(unaudited - in \$000s Canadian)

	Deficit	Share Capital	Contributed Surplus	Accumulated Other Comprehensive Income (Loss) Cumulative Translation Adjustment	Gain/(loss) on Marketable Securities	Total Equity
Balance - August 31, 2020	(6,191)	7,515	15,013	595	(176)	16,756
Net earnings for the three month period ended November 30, 2020	934	-	-	-	-	934
Share based payment expense	-	-	5	-	-	5
Gain on marketable securities available for sale	-	-	-	-	37	37
Change in cumulative translation adjustment	-	-	-	(75)	-	(75)
Balance - November 30, 2020	(5,257)	7,515	15,018	520	(139)	17,657
Balance - August 31, 2021	(1,672)	12,157	15,063	215	(11)	25,752
Net earnings for the three month period ended November 30, 2021	745	-	-	-	-	745
Employee share option plan share issue	-	122	(22)	-	-	100
Share-based payment expense	-	-	5	-	-	5
Loss on marketable securities available for sale	-	-	-	-	(26)	(26)
Change in cumulative translation adjustment	-	-	-	257	-	257
Balance - November 30, 2021	(927)	12,279	15,046	472	(37)	26,833

THE CALDWELL PARTNERS INTERNATIONAL INC.

CONSOLIDATED INTERIM STATEMENTS OF CASH FLOW

(unaudited - in \$000s Canadian)

	<i>Three months ended</i>	
	<i>November 30</i>	
	<i>2021</i>	<i>2020</i>
Cash flow provided by (used in)		
Operating activities		
Net earnings for the year	745	934
Add (deduct) items not affecting cash		
Depreciation of property and equipment	92	93
Depreciation of right-of-use assets	531	421
Amortization of intangible assets	13	-
Amortization of advances	168	162
Interest expense on lease liabilities	112	107
Share based payment expense	5	5
(Gain) loss on unrealized foreign exchange on subsidiary loans	(160)	24
Changes in working capital	(2,168)	3,759
Net cash (used in) provided by operating activities	(662)	5,505
Investing activities		-
Acquisition of business	(314)	-
Investment in convertible promissory note	(629)	-
Proceeds from release of restricted cash	-	45
Purchase of property and equipment	(44)	(20)
Net cash (used in) provided by investing activities	(987)	25
Financing activities		
Payment of lease liabilities	(582)	(592)
Proceeds from share issuance under employee stock option plan	100	-
Sublease payments received	29	90
Net cash used in financing activities	(453)	(502)
Effect of exchange rate changes on cash and cash equivalents	396	(121)
Net (decrease) increase in cash and cash equivalents	(1,708)	4,907
Cash and cash equivalents, beginning of year	29,214	14,481
Cash and cash equivalents, end of period	27,506	19,388