

Scaling the Global RegTech

Nine-month Report 2020



» Corporate Profile «

EQS Group is a leading international provider of regulatory technology (**RegTech**) in the fields of **corporate compliance** and **investor relations**. In working with EQS Group, thousands of companies worldwide inspire trust by fulfilling complex national and international disclosure obligations, minimizing risks and communicating transparently with stakeholders.

EQS Group's products are pooled in the **cloud-based** software **EQS COCKPIT**. They ensure the professional control of compliance workflows in the fields of whistleblower protection and case management, policy

management, insider list management and disclosure obligations. In addition, listed companies benefit from a global newswire, investor targeting and contact management, IR websites, digital reports and webcasts for efficient and secure investor communications.

EQS Group was founded in 2000 in Munich, Germany. Today the group **employs over 350 professionals** and has offices in the **world's key financial markets**.

» Key Figures (IFRS) «

Profit figures*	9M 2020	9M 2019	+/-
Revenues	27,621	23,086	20%
EBITDA	4,295	392	>100%
EBIT	1,331	-2,028	>100%
Group net income	-444	-403	-10%
Operating cash flow	6,276	1,426	>100%
Asset figures	Sep. 30, 2020	Dec. 31, 2019	+/-
Balance sheet total	47,412	49,935	-5%
Equity	25,766	26,107	-1%
Equity ratio (%)	54%	52%	-
Liquid funds	2,402	1,184	>100%
Group employees*	9M 2020	9M 2019	+/-
Average of the reporting period	359	364	-1%
Personnel expenses	15,273	15,197	1%
	Sep. 30, 2020	Sep. 30, 2019	+/-
Earnings per share (EUR)	-0.30	-0.43	30%
Market capitalisation (million EUR)	162.00	87.00	86%

Unless expressly otherwise stated, all data are in thousand Euros (except for the number of employees)

* Adjusted for the sale of ARIVA.DE AG

» Highlights 9M 2020 «

New ARR

€4.03 mln.

(€2.18 mln.)



New SaaS Customers

209

(236)



New IR COCKPIT

530

SaaS contracts



Operating Leverage

Revenue +20%*

Operating Expenses 0%*



Revenue

COMPLIANCE +12%*

INVESTOR RELATIONS +29%*



EBITDA

€4.30 mln.

(€392 K)*



*Pro forma excl. ARIVA.DE AG

» Our Purpose «

We at EQS believe that **radical transparency** and **compliance** create the most important corporate capital:

TRUST

» As pioneers in digitization of corporate workflows our true passion is to make Investor Relations, Communications and Corporate Compliance Officers

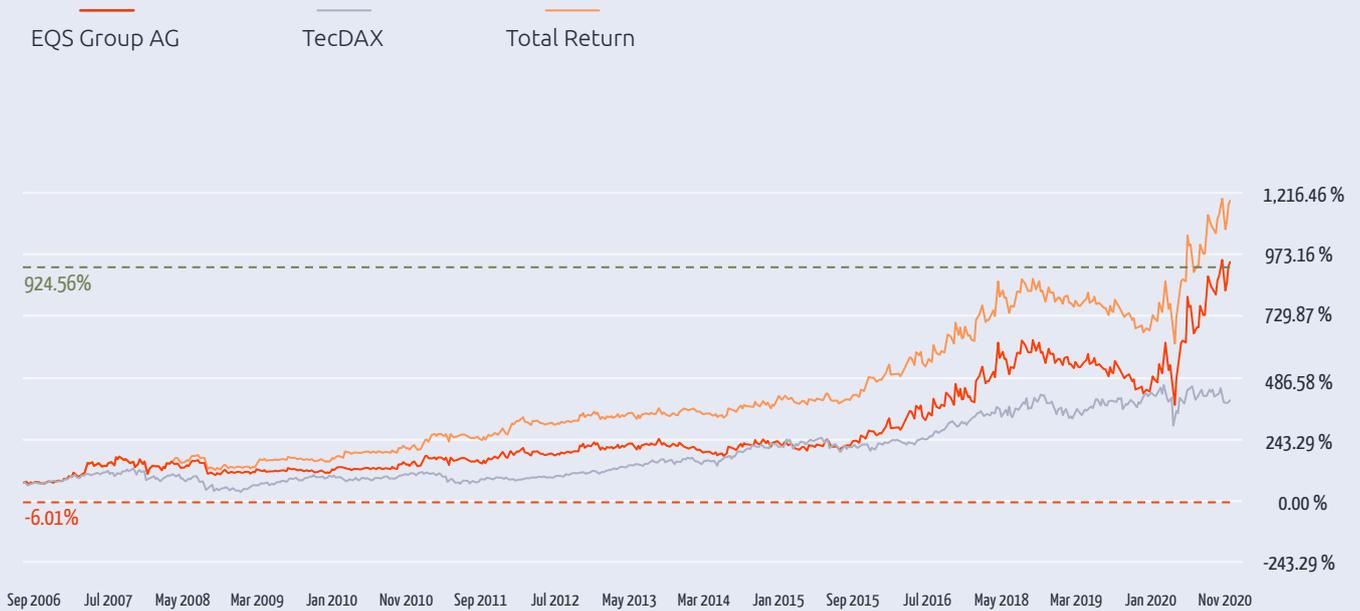
BETTER IN CREATING TRUST.«

» Index «

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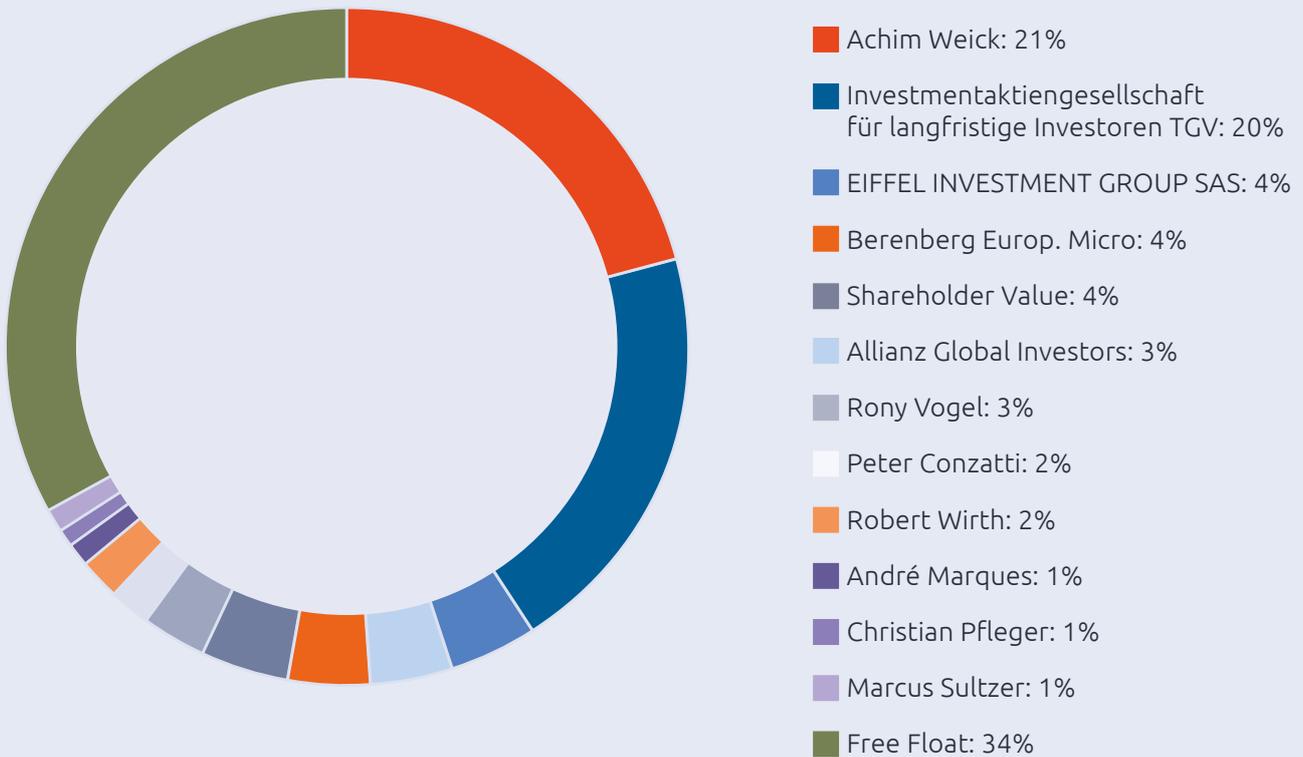
» Share price performance since IPO «

(as of November 3, 2020)



» Shareholder structure of EQS Group AG «

(as of November 3, 2020)



Institutional Investors >3% & Management and Board of directors



» Corporate structure «

Group

EQS Group AG
(est. 2000)

 Germany
 Austria

Est. 2006

EQS GROUP AG

 Switzerland

Est. 2007

**EQS Financial
Markets & Media GmbH**

 Germany
 Austria
 Switzerland

Est. 2008

EquityStory RS, LLC

 Russia

Est. 2013

EQS Asia Ltd.
(EQS TodayIR)

 SAR Hong Kong
 China

Est. 2013

**EQS Web
Technologies Pvt. Ltd.**

 India

Est. 2015

EQS Group Ltd.

 UK

Est. 2015

EQS Group Inc.

 USA

Est. 2017

EQS Group SAS

 France

» Segment Revenues «

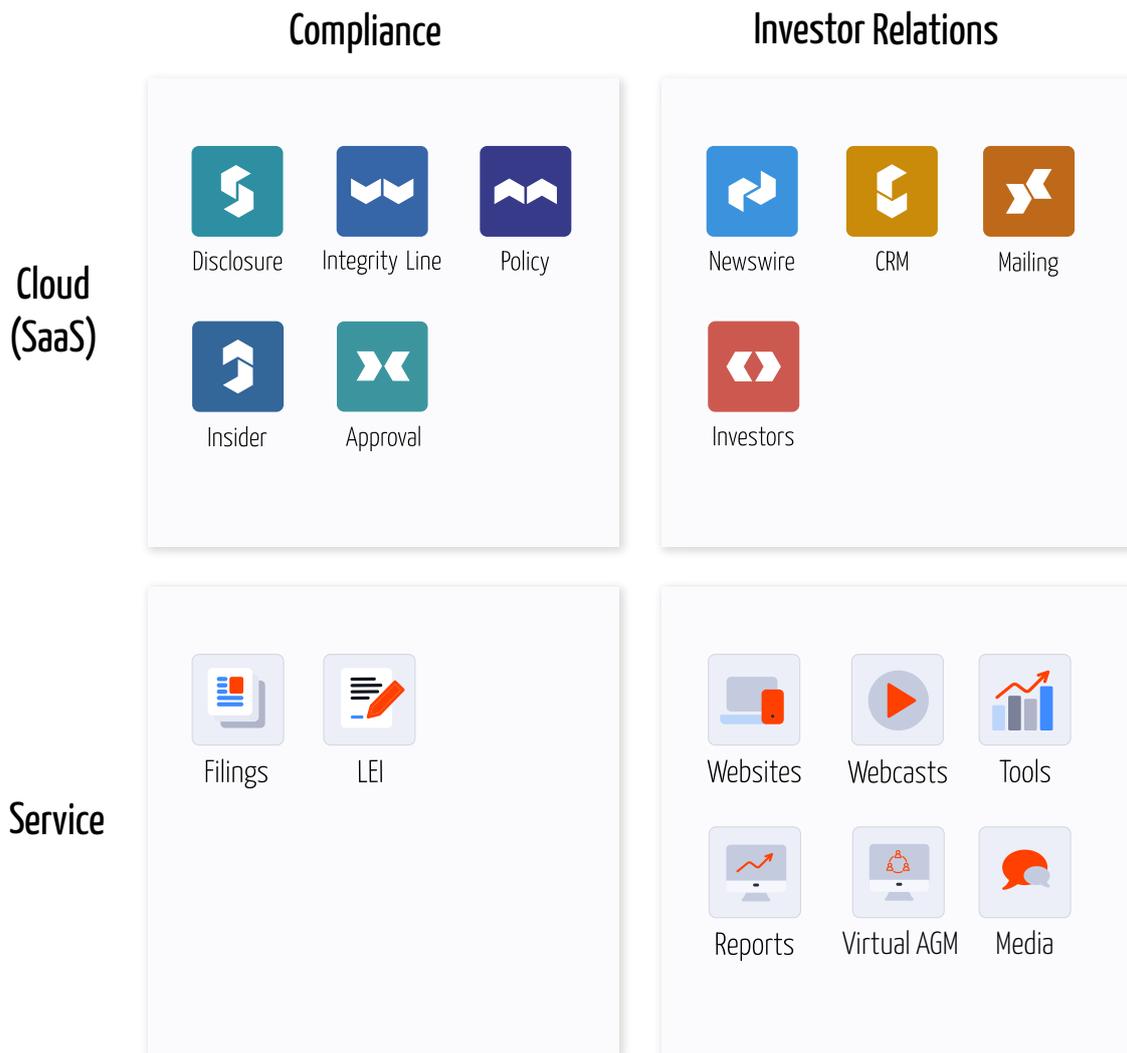
We have divided our product range into two segments, **Compliance** and **Investor Relations**, according to our markets.

The **Compliance segment** includes all products **for fulfilling a regulatory obligation**. This includes our **SaaS-Applications** with the reporting requirements in the news area (Disclosure), such as Insider Manager, Integrity Line, Policy Manager and Approval Manager which are part of our **Cloud-Platform COCKPIT**. Aside from COCKPIT, we offer Services such as Filings (XML, XBRL) and LEI where third-party software is involved. As most of our Filing customers do not use COCKPIT, these customers are reported separately.

* Adjusted for the sale of ARIVA.DE AG

The **Investor Relations segment** includes products in the area of voluntary **investor and corporate communication**. The **SaaS products** Newswire, Investors, CRM and Mailing are part of our **Cloud-Platform COCKPIT**. Additionally, we provide Services such as Websites, Tools, Reports, Webcasts, Virtual AGM and Media.

In the **Compliance segment**, we achieved a **+12%** increase in **revenue adjusted** for the sale of ARIVA.DE in 9M 2020 to **€14.19 million** (9M 2019: €12.67 million*), in line with the forecast. As a result, we were able to increase our existing business with **Regulatory News, XML and LEI**, and our **Integrity Line and Insider Manager SaaS-Applications**. According to IFRS, revenue was +1% higher than in the previous year.



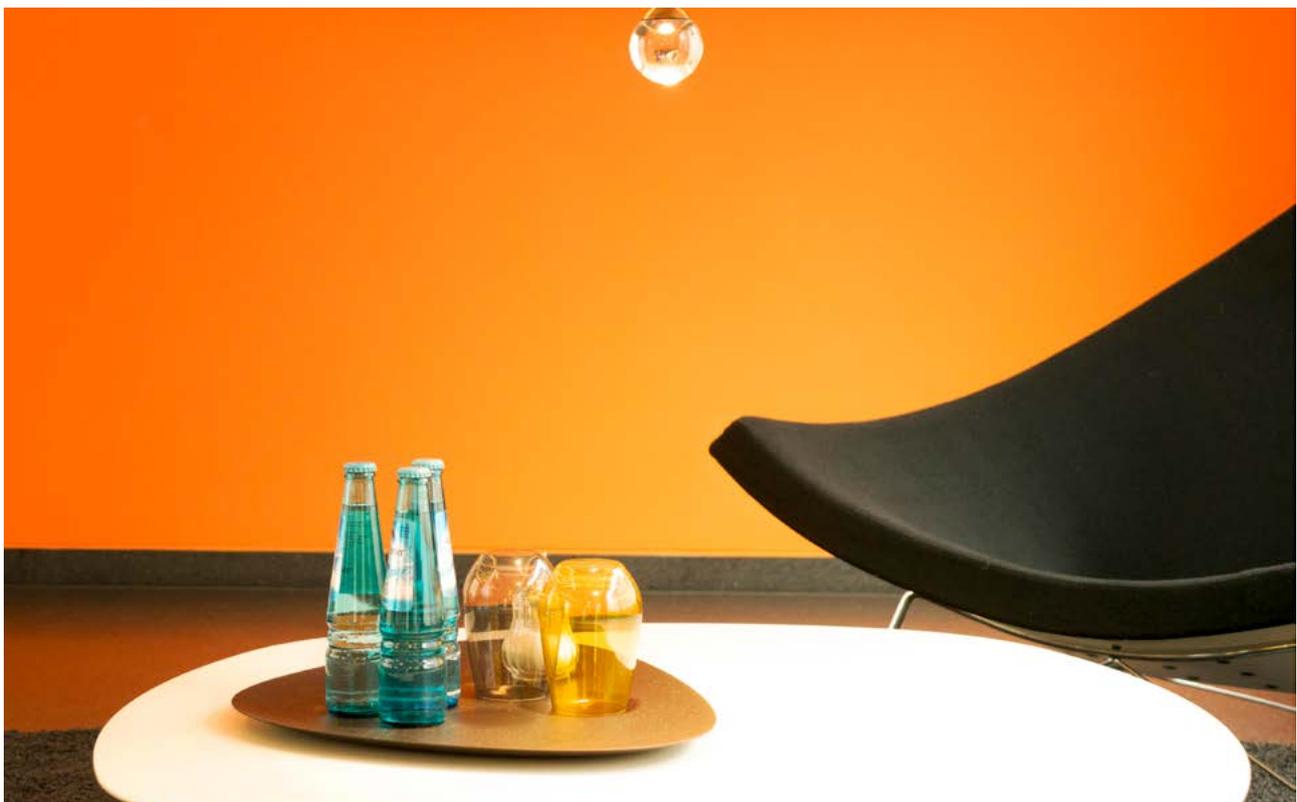
The number of **SaaS customers** rose in the first nine months of the year by **46** to a total of **1,326 customers**. The new customers were acquired primarily from the markets in Germany, France, Switzerland and the UK. Although the new customers for compliance solutions are not yet fully reflected in the growth in revenue, this will increase the revenue carried forward to the coming quarters.

In the **Investor Relations** segment, the number of SaaS customers in 9M 2020 decreased by **-37** to **2,135** compared to the end of the year. This is also due to the migration to the new COCKPIT. However, 93% of all customers in the regulated market in Germany have so far signed a new contract.

The **adjusted segment revenue** increased by **+29%*** (IFRS:+8%) to **€13.43 million**, making it above the targets set. This is the result of increased demand for digital services such as webcasts due to the **COVID-19 pandemic** and significant additional revenue from the provision of the new IR COCKPIT. The **revenue recorded** with the **new software applications** in the IR COCKPIT was **€2.28 million**. By the end of September 2020, we were able to sign **SaaS contracts for the new COCKPIT** with a total of **530 companies**.

<i>Segments 9M 2020</i>	<i>Compliance</i>	<i>yoy</i>	<i>Investor Relations</i>	<i>yoy</i>
Cloud revenue	€ 8.08 Mio.	16%*	€ 5.70 Mio.	50%*
Service revenue	€ 6.11 Mio.	8%	€ 7.73 Mio.	16%*
SaaS customers (prior "Large Caps")	1,326	7%	2,135	0%
Filing customers (annual basis)	4,217	5%	-	-

* Adjusted for the sale of ARIVA.DE AG



» Geographical revenue «

Domestic

Domestic business recorded an **adjusted* increase in revenue** by **+18%*** to **€19.51 million** in 9M 2020, meaning it was **on the upper end of our expectations**. The sharp increase in audio- and video webcasts and a higher news volume as a result of the effects of the **COVID-19 pandemic** on the economy led to additional unplanned revenue. At the same time, significant additional revenue could be realized through the provision of the **new IR COCKPIT** and the associated signing of additional SaaS contracts. The **new contracts** have already been signed by **411 customers** by the end of September which reflects a 93% signing rate in the regulated market. We expect all our customers in Germany to be migrated to the new IR COCKPIT in 2020.

In the first nine months of 2020, **69 new SaaS customers** (excluding LEI & Filings) could be **acquired** in Germany. The **number of customers** increased year-on-year by **11** to **1,228**, taking into account an annualised churn rate of 7%. This is both, customers that haven't signed the new cloud contract so far and inactive customers, having not used our products for 12 months.

International

Our **international business** achieved a **revenue increase** of **+23%** to **€8.11 million** in the first nine months of 2020 (9M 2019: €6.61 million), meaning it was slightly above our expectation as a consequence of a stronger demand of our Webcast service due to the COVID-19-Pandemic. Internationally, **119 contracts** have been signed for the new IR COCKPIT by September 30, 2020.

In 9M 2020, our international businesses were able to acquire **138 SaaS customers**. The number of customers increased on an annual basis by a further **100 companies** to **1,288**, taking customer losses into account. At 8%, the annualised churn rate was slightly higher than in Germany

due to an active abandonment of unprofitable projects in Asia and inactive IR customers in the UK and US market. All international locations were able to increase their sales, with Asia, France, the UK and the USA increasing by double digits.

As a result of the sale of ARIVA.DE AG, the **international share** of revenue also increased significantly to **29%** (9M 2019: 25%)

<i>Geographical market 9M 2020</i>	<i>Domestic</i>	<i>yoy</i>	<i>International</i>	<i>yoy</i>
Revenue	€ 19.51 Mio.	18%*	€ 8.11 Mio.	23%
SaaS customers	1,228	1%	1,288	8%

* Adjusted for the sale of ARIVA.DE AG

» Expenditure development «

Operating expenses (purchased services, personnel expenses and other operating expenses) decreased considerably by **-12%** to **€25.06 million** (9M 2019: €28.51 million) in the first nine months of the year as a result of the deconsolidation of ARIVA.DE AG on July 1, 2019. The expenses also **decreased slightly** when **adjusted** for the expenses of **ARIVA.DE AG** in the previous year. The lower expenditure is due to the completion of the new applications for the IR COCKPIT and the associated expiry of the "EQS Cloud 2020" investment program.

The largest expenditure item, **personnel expenses**, decreased by **-14%** in the first nine months of 2020 to **€15.27 million** (9M 2019: €17.71 million). On average, the group employed 359 people worldwide (9M 2019: 434). **When adjusted***, personnel expenses were **almost unchanged** and therefore **below budget**.

As a result of the completion of the new applications for the IR COCKPIT, freelance capacities have been reduced since the second quarter of 2019. At the same time, the increased demand for webcast solutions led to a significant increase in **purchased services (adjusted)** in this area. In total, these increased by **+4%** from the previous year and amounted to **€4.99 million** (9M 2019: €4.80 million*).

Due to cost discipline the **other operating expenses (adjusted)** fell by **-7%** to **€4.81 million** (9M 2019: €5.17 million*). Marketing and sales expenses, in particular, were lower than planned. However, spendings on marketing and sales will be increased significantly in the coming quarters in view of the forthcoming entry into force of the European Whistleblowing Directive.

With the onset of **operating leverage**, the **EBITDA** jumped to **€4.30 million** (9M 2019: €392K*). As a result, the forecast range for FY 2020 (€4.0 million - €5.0 million) has been reached. Adjusted for the effects of IFRS 16, the EBITDA for 9M 2020 is €2.84 million (9M 2019: €-722K).

Depreciation (adjusted*) increased significantly by **+22%** to **€2.96 million** (9M 2019: €2.42 million*). This is primarily due to the **completion of the new applications for the IR COCKPIT** and the associated first-time amortisation of the corresponding own cost capitalised. Own cost capitalised totalling €614K was written off in the first nine months of the year. Further depreciation on right of use assets (IFRS 16) was carried out to the amount of €1.38 million and on acquired customer bases and software to the amount of €631K. All acquired customer bases were amortised on schedule.

The **EBIT** was **€1.33 million** and thus improved significantly compared to the same period of the previous year (9M 2019: €-2.03 million*).

In the **financial result**, negative exchange rate effects plus net interest expense (€112K), including €86K through IFRS 16, resulted in an expense of **€-369K**. In contrast in the previous year the sale of ARIVA.DE AG resulted in an income of €2.27 million. The earnings before taxes were €962K (9M 2019: €217K*).

Deferred tax liabilities resulted in a disproportionately high tax expenditure of €-1.41 million (9M 2019: €-620K*). As a result, in the first nine months, a **net loss of €-444K** (9M 2019: €-403K*) was reported.

* Adjusted for the sale of ARIVA.DE AG



» Development of assets and financial position «

The **balance sheet total** as of September 30, 2020 decreased by **-5%** to **€47.41 million** (Dec. 31, 2019: €49.93 million) as a result of financial debt repayments.

Due to the scheduled amortization on **property, plant and equipment** in accordance with IFRS 16 (€1.38 million), we saw a decrease to **€7.48 million** as of the balance sheet date (Dec. 31, 2019: €8.84 million). **Intangible assets** remained virtually unchanged at **€31.89 million** (Dec. 31, 2019: €32.01 million). Acquired customer bases with a book value as of September 30, 2020 of €6.18 million, which are amortized on a linear basis over a respective total term of 15 years, as well as purchased software (Integrity Line) and capitalised software cost amounting to €8.05 million, are included in the intangible assets.

Compared to the previous year, **trade accounts receivables** increased by **+6%** to **€2.98 million** (Sep. 30, 2019: €2.81 million) and thus disproportionately lower compared to revenues. This is due to a higher amount of prepayments from customers. Also, there has been no significant impact of the economic consequences of the COVID-19 pandemic on incoming payments.

The **other assets** amounting to **€1.37 million** (Dec. 31, 2019: €1.02 million) consist, among other things, of advance payments for invoices, which are generally higher than at the end of the year.

As a result of the net loss for the first nine months of the year, the **retained earnings** decreased to **€6.08 million** as of September 30, 2020 (Dec. 31, 2019: €6.53 million). **Equity** decreased accordingly to **€25.77 million** (Dec. 31, 2019: €26.11 million).

Provisions remained at similar levels with **€1.70 million** (Dec. 31, 2019: €1.77 million). As a result of the increase in customer prepayments for our new software applications, **other liabilities** increased by **+51%** to **€6.57 million** (Dec. 31, 2019: € 4.34 Mio.).

The **net financial liabilities** (financial debts, less cash and short-term securities) as of September 30, 2020 fell to **€7.00 million** (Dec. 31, 2019: €13.47 million) in view of the positive cash flow development, **early repayment** of a receivable to the buyer of ARIVA.DE AG in the amount of **€2.00 million** and the regular bank loan repayments. **Adjusted for the liabilities from IFRS 16** (€6.50 million), the **net financial liabilities** were **€503K** and thus **significantly lower** than at the end of 2019 (€5.76 million). As a consequence, the **equity ratio** improved compared to the end of the year 2019 to **54%** (Dec. 31, 2019: 52%).

To **manage liquidity**, the group uses short-term liquidity planning and rolling multi-year liquidity planning. In addition, the subsidiaries plan their liquidity in coordination with the parent company. There were **cash and cash equivalents** of **€2.40 million** as of September 30, 2020 (Dec. 31, 2019: €1.18 million). To date €1.52 million of the €3.00 million contractually guaranteed working capital facilities were used. Due to the still small volume of foreign currency sales (20% to 30%), which are predominantly in hard currencies (CHF, GBP, HKD, USD) and which are partly shaped by opposing developments, **exchange rate hedging transactions** are **not being carried out**.

» Outlook 2020 «

New ARR
€4.5 - 5.5 mln.



EBITDA

€4.0 - 5.0 mln.



New SaaS Customers

300 - 350



Revenue Growth

15% - 20%*



Net Promoter Score

Stable



Employee Satisfaction

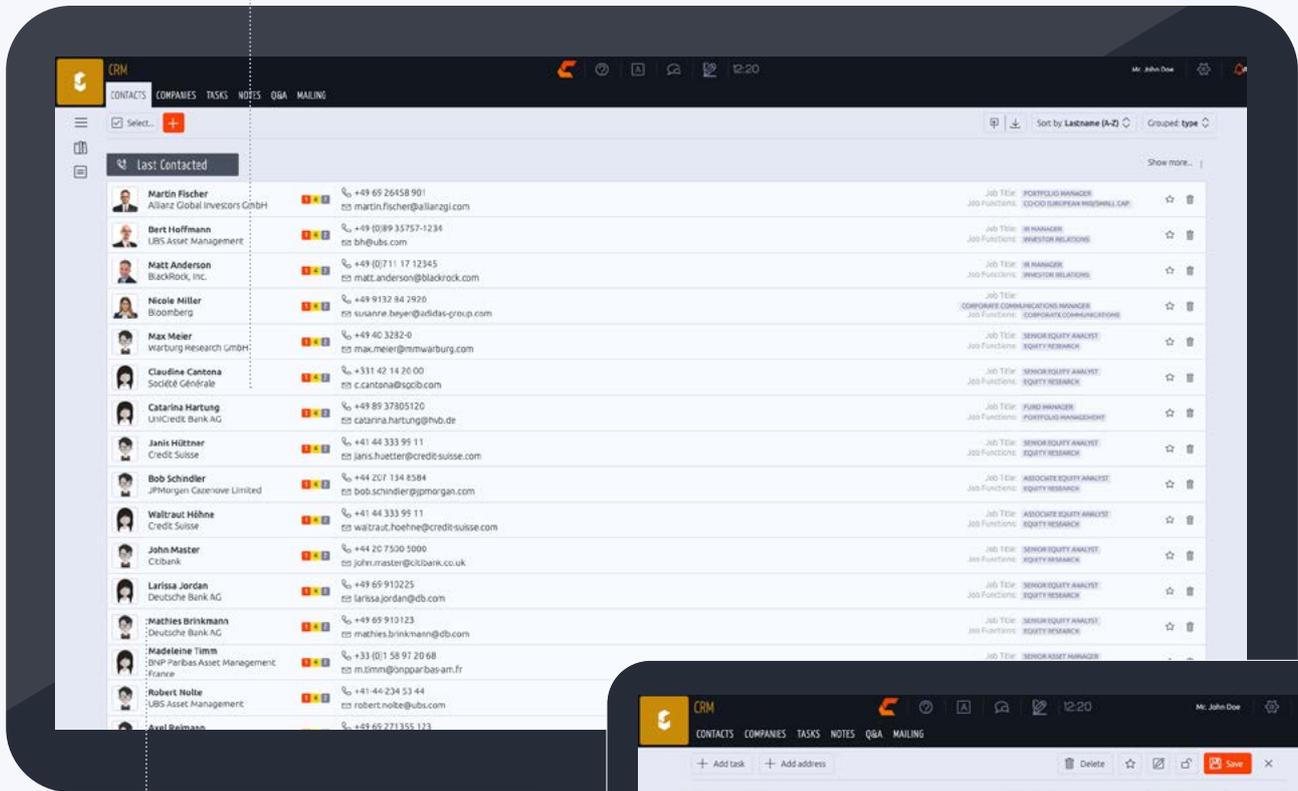
Constant Level



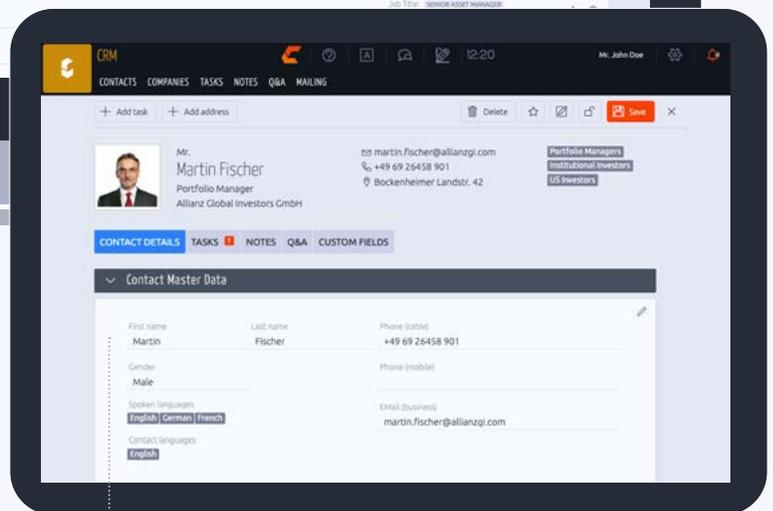
**pro forma excl. ARIVA.DE AG*

» CRM & Mailing «

Customized CRM for Investor Relations integrated into the new IR COCKPIT



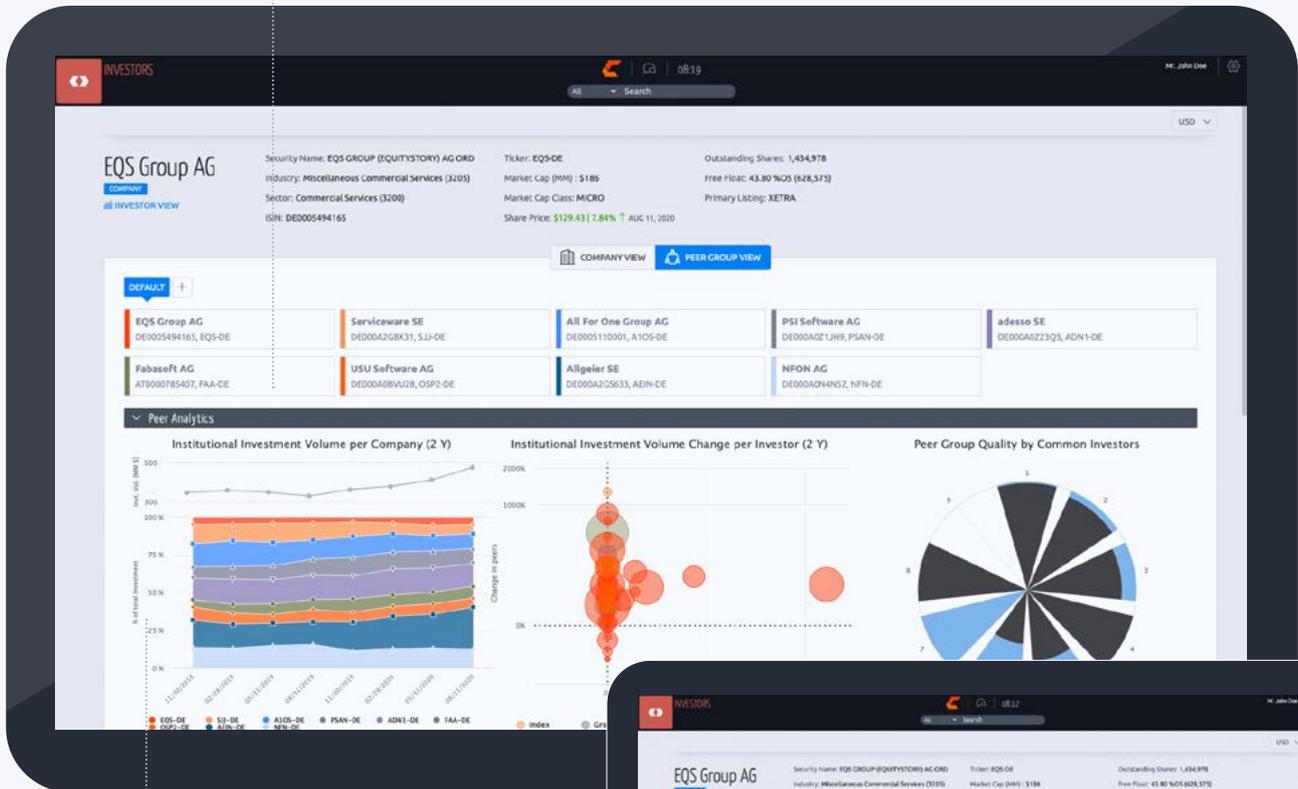
Fully integrated Mailing Solution for dissemination of content to existing and potential investors



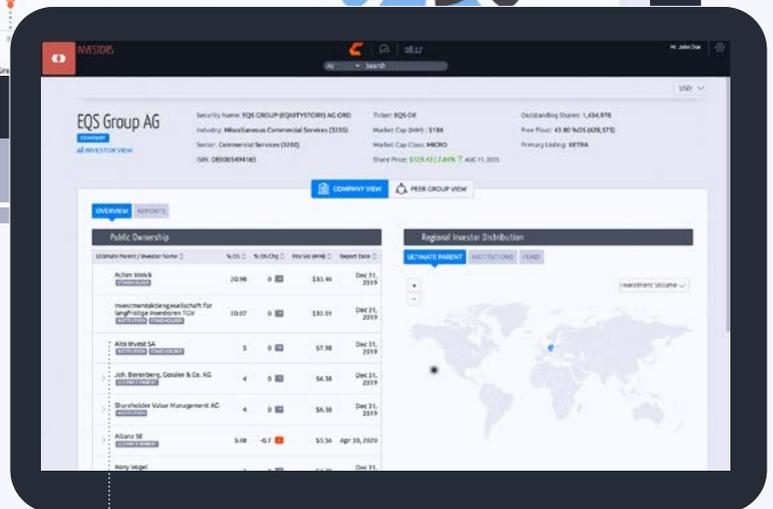
Management of existing and potential investors and related information including status- and task management

» Investors «

All investor data regarding the own company as well as for Peers – Fully integrated into the new COCKPIT



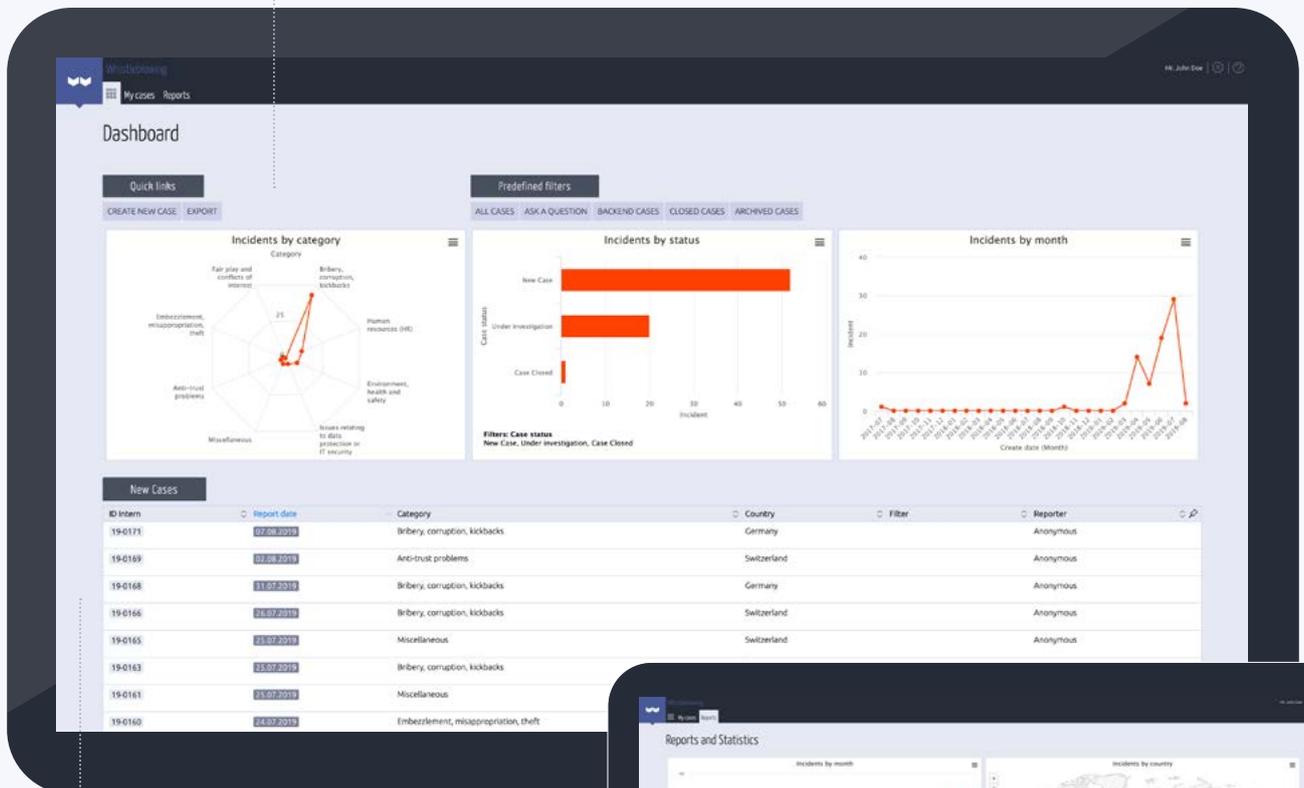
Comprehensive overviews and reports for internal and external reporting



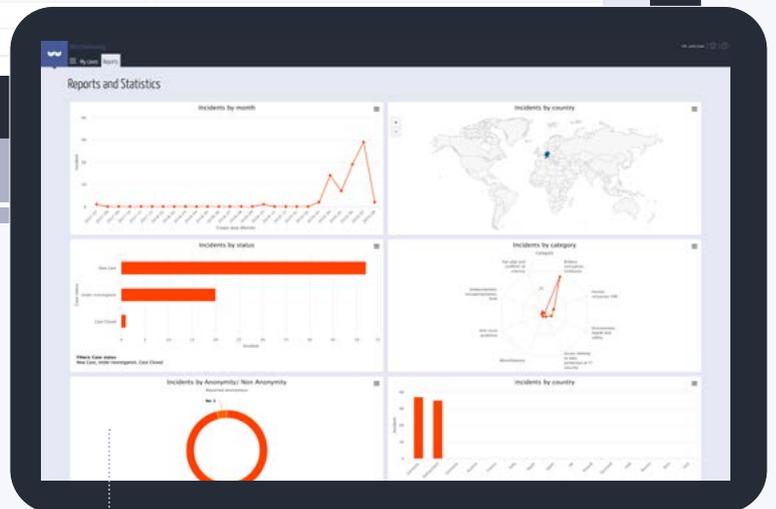
Investor data and -contacts on Fund- and individual level

» Integrity Line «

Whistleblowing software for best-practice compliance



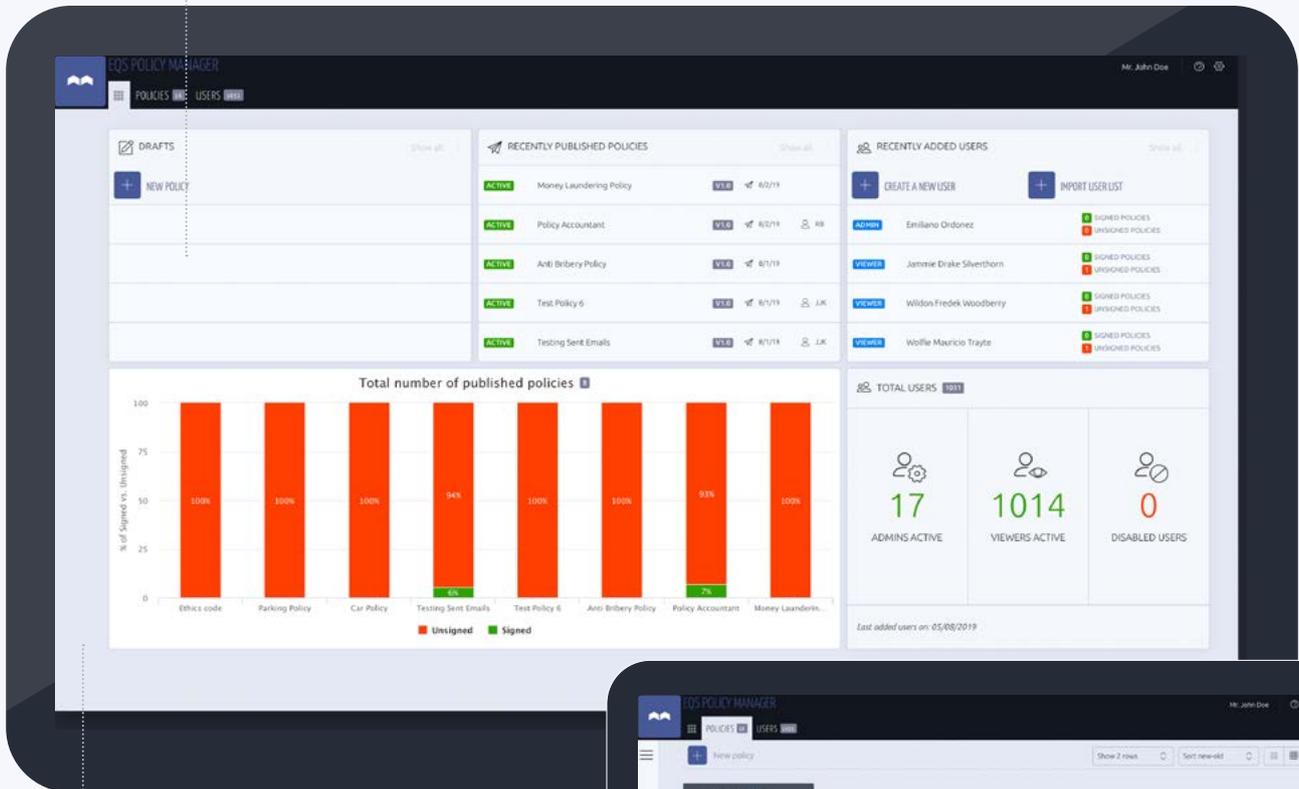
Comprehensive Case Management, individual Dashboards and numerous reporting options



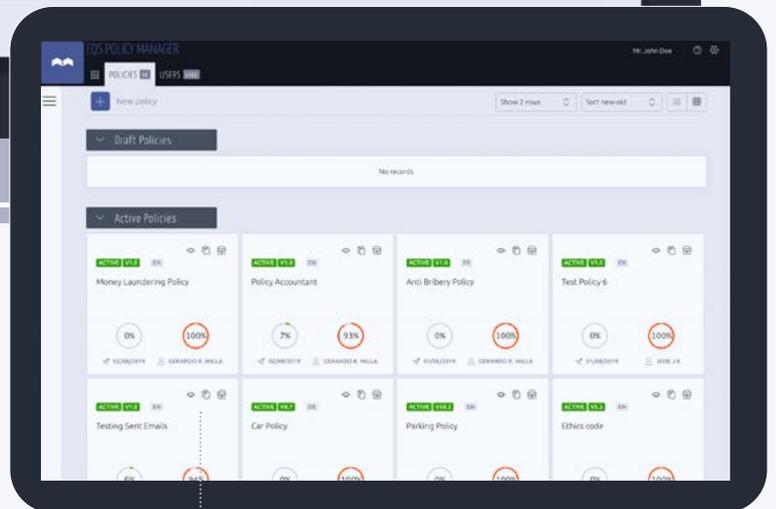
Real-time controlling for active Compliance

» Policy Manager «

Workflow solution for the Management of corporate policies – Fully integrated into the Compliance COCKPIT



Individual dashboards and various reporting options



Continuous monitoring of the implementation of policies

» Consolidated income statement Jan. 1 to Sep. 30, 2020 «

	<i>Continuing operations</i>		<i>Discontinued operations</i>		<i>Group total</i>	
	<i>9M 2020 EUR</i>	<i>9M 2019 EUR</i>	<i>9M 2020 EUR</i>	<i>9M 2019 EUR</i>	<i>9M 2020 EUR</i>	<i>9M 2019 EUR</i>
Revenues	27,620,772	23,086,140	-	3,497,165	27,620,772	26,583,305
Other income	462,496	245,936	-	62,553	462,496	308,489
Own cost capitalised	1,276,574	2,218,754	-	46,824	1,276,574	2,265,578
Purchased services	-4,986,616	-4,795,789	-	-467,396	-4,986,616	-5,263,185
Personnel expenses	-15,272,892	-15,196,692	-	-2,509,074	-15,272,892	-17,705,766
Other operating expenses	-4,805,157	-5,166,114	-	-373,257	-4,805,157	-5,539,371
EBITDA	4,295,177	392,235	-	256,814	4,295,177	649,052
Depreciation & amortisation	-2,964,046	-2,420,375	-	-567,473	-2,964,046	-2,987,848
Operating result (EBIT)	1,331,132	-2,028,140	-	-310,659	1,331,132	-2,338,796
Interest income	102,693	34,508	-	13,305	102,693	47,813
Interest expenses	-214,329	-220,884	-	-26,478	-214,329	-247,362
Other financial income	0	2,431,987	-	0	0	2,431,987
Other financial expenses	-257,129	0	-	-381	-257,129	-381
Profit before tax (EBT)	962,367	217,471	-	-324,213	962,367	-106,740
Income taxes	-1,406,051	-620,091	-	4,835	-1,406,051	-615,256
Group net income	-443,683	-402,620	-	-319,378	-443,683	-721,996
- thereof attributable to the owner of the company	-427,663	-376,239	-	-237,079	-427,663	-613,319
- thereof attributable to non-controlling interests	-16,019	-26,381	-	-82,299	-16,019	-108,677
Items that may be reclassified subsequently to profit or loss:						
Currency translations	24,031	5,158	-	0	24,031	5,158
Revaluation IAS 19 incl. exchange rate difference	-18,969	0	-	0	-18,969	0
Other comprehensive income	5,062	5,158	-	0	5,062	5,158
Comprehensive income	-438,621	-397,462	-	-319,378	-438,621	-716,837
- thereof attributable to the owner of the company	-422,580	-353,054	-	-237,079	-422,580	-590,131
- thereof attributable to non-controlling interests	-16,041	-44,408	-	-82,299	-16,041	-126,707
Earnings per share - basis and diluted*	-0.30	-0.26	-	-0.17	-0.30	-0.43

* based on 1.43 million shares

» Consolidated balance sheet as of Sep. 30, 2020 «

Assets

	Sep 30, 2020 EUR	Dec. 31, 2019 EUR
Non-current assets		
Intangible assets	14,230,740	14,252,788
Goodwill	17,658,583	17,755,693
Tangible assets	7,482,225	8,837,621
Long-term financial assets	942,723	2,721,018
Other long-term assets	290,189	274,115
	40,604,459	43,841,236
Current assets		
Trade accounts receivables	2,977,793	3,764,878
Construction contracts	62,810	75,975
Tax assets	23,338	48,559
Current financial assets	261,344	271,967
Other current assets	1,079,901	748,699
Cash and cash equivalents	2,402,237	1,183,641
	6,807,423	6,093,718
Total assets	47,411,882	49,934,954

Equity and Liabilities

	Sep 30, 2020 EUR	Dec. 31, 2019 EUR
Equity		
Issued capital	1,434,978	1,434,978
Treasury shares	0	-1,850
Capital surplus	18,006,036	17,904,382
Retained earnings	6,082,345	6,534,411
Currency translation	293,208	269,177
Non-controlling interests	-50,187	-34,168
	25,766,380	26,106,930
Non-current liabilities		
Non-current provisions	593,613	590,500
Non-current financial liabilities	6,124,506	7,480,865
Deferred tax liabilities	2,432,634	1,166,286
	9,150,753	9,237,651
Current liabilities		
Current provisions	1,109,926	1,180,513
Trade account payables	1,469,102	1,847,855
Liabilities from percentage-of-completion	61,000	0
Current financial liabilities	3,277,041	7,173,134
Tax liabilities	10,101	45,657
Other current liabilities	6,567,579	4,343,214
	12,494,749	14,590,372
Total equity and liabilities	47,411,882	49,934,954

» Consolidated Cash flow statement Jan. 1 to Sep. 30, 2020 «

	9M 2020 EUR '000	9M 2019 EUR '000
Group earnings	-444	-722
+ Income taxes	1,406	615
+ Interest expenses	214	247
- Interest income	-103	-48
- Profit on disposals of property, plant and equipment	0	-1
- Profit on disposals of items in the scope of consolidation	0	-2,267
+/- Other non-cash expenses (income)	1,457	-568
+ Depreciation on fixed assets	2,964	2,988
- Change in provisions	-733	-658
- Increase of inventories, trade accounts receivables and other assets not attributable to investment or financing activities	-1	-14
+ Increase of trade payables and other liabilities not attributable to investment or financing activities	1,769	2,499
- Interest expenses paid	-177	-202
+ Interest income paid	99	23
- Income tax paid	-175	-191
= Operating Cash Flow	6,276	1,701
thereof attributable to discontinued operation	-	275
- Purchase of property, plant and equipment	-196	-400
+ Proceeds from disposals of property, plant and equipment	0	1
- Purchase of intangible assets	-1,277	-2,308
- Acquisition of non-current financial assets	-300	0
+ Proceeds from disposals of non-current financial assets	36	33
+ Proceeds from deconsolidated companies and other business units	2,246	4,888
- Purchase of trade payables and other liabilities attributable to investment activities	0	-1,370
= Cash Flow from investment activities	509	844
thereof attributable to discontinued operation	-	-133
- Cash payments to owners and minority shareholders (dividends, acquisition of entity's shares, redemption of shares, other distributions)	-1	-269
+ Cash proceeds from issuing bonds/loans and short or long-term borrowings	226	3,949
- Cash repayments of bonds/loans or short or long-term borrowings	-4,265	-5,416
- Cash repayments of liabilities from finance-lease	-1,362	-1,285
= Cash Flow from financing activities	-5,402	-3,021
thereof attributable to discontinued operation	-	-141
= Change in cash funds from cash relevant transactions	1,383	-476
+ Cash funds at the beginning of period	1,184	1,308
-/+ Change in cash funds from exchange rate movements	-165	57
= Cash funds at the end of period	2,402	889

» Consolidated statement of changes in equity Jan. 1 to Sep. 30, 2020 «

	<i>Issued capital EUR '000</i>	<i>Treasury shares EUR '000</i>	<i>Capital surplus EUR '000</i>	<i>Retained earnings EUR '000</i>	<i>Currency trans- lations EUR '000</i>	<i>Attributable to owners of the parent EUR '000</i>	<i>Non-controlling interests EUR '000</i>	<i>Total equity EUR '000</i>
As of Dec. 31, 2018	1,435	0	17,955	8,037	279	27,706	419	28,125
Change of treasury shares	0	-2	-272	0	0	-274	0	-274
Share-based payment for employees	0	0	126	0	0	126	0	126
Deconsolidation subsidiary ARIVA.DE AG	0	0	0	-212	0	-212	-333	-545
Comprehensive income 2019	0	0	0	-1,291	0	-1,291	-120	-1,411
Other comprehensive income 2019	0	0	95	0	-10	85	0	85
As of Dec. 31, 2019	1,435	-2	17,904	6,534	269	26,140	-34	26,106
Change of treasury shares	0	2	23	0	0	25	0	25
Share-based payment for employees	0	0	99	0	0	99	0	99
Adjustment of retained earnings 2019 from subsidiary	0	0	0	-24	0	-24	0	-24
Comprehensive income 9M 2020	0	0	0	-428	0	-428	-16	-444
Other comprehensive income 9M 2020	0	0	-20	0	24	4	0	4
As of Sep. 30, 2020	1,435	0	18,006	6,082	293	25,816	-50	25,766

» Financial Calendar of EQS Group AG «

November 13, 2020	Publication quarterly statement (call-date Q3)
November 16, 2020	German Equity Forum
December 9, 2020	Münchener Kapitalmarktkonferenz
March 31, 2021	Publication of Annual Report 2020

» Stock exchange data of EQS Group AG «

Share	EQS Group AG
WKN	549416
ISIN	DE0005494165
Ticker Symbol	EQS
Type of Shares	Registered shares
Sector	RegTech
Initial listing	June 8, 2006
Stock Exchange Listing	Open Market, Frankfurter Wertpapierbörse m:access, Börse München
Market segment	Scale
Company headquarter	Munich
Number of Shares	7,174,890 Units
Amount of Nominal Capital	7,174,890 Euro
Designated Sponsor	Baader Bank AG, Unterschleißheim

» Our Principles «

In dedicating ourselves to the EQS values, we practice 10 work principles for successful collaboration



Put the client first
(company, result)



Be ambitious and
humble



Challenge decisions,
but once they're
made, commit wholly
to them



Have integrity and
demand it from others



Confront brutal facts,
yet never lose faith



Take responsibility for
poor results
("look in the mirror")



Give praise for good
results ("look out of the
window")



Make mistakes, but learn
from them ("fail well")



Support and develop your
team members



Lead by example

» Values that lead us «



Team spirit

We have empathy and support/respect each other



Passion

We love what we do and are driven to achieve



Transparency

We are open-minded and actively share information



Trust

We are honest, trust each other and value a flat hierarchy



Ownership

We think/act like owners and take responsibility for our tasks

» Our Vision 2025 «

EQS Group is the
LEADING
EUROPEAN
CLOUD PROVIDER
FOR CORPORATE COMPLIANCE
& GLOBAL INVESTOR RELATIONS
SOLUTIONS



We deliver the



- to minimize risks by complying with **local regulations**,
- to reach stakeholders **globally** and
- to **save time** and **money** by managing workflows digitally

The official version of the EQS Group statement is in German. The English translation is provided as a convenience to our shareholders. While we strive to provide an accurate and readable version of our statement in English, the technical nature of a report often yields awkward phrases and sentences. We understand this can cause confusion. So, please always refer to the German statement for the authoritative version.

Register court:
Amtsgericht Munich

Register number:
HRB 131048

Tax Identification Number in accordance with § 27a
Umsatzsteuergesetz
[German Turnover Tax Law]:
DE208208257

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