

Building a European SaaS Champion

Creating Trusted Companies

+++ Earnings Call FY 2021 +++ 25 March 2022 +++

Achim Weick, Founder & CEO, André Marques, CFO



Our Belief

We at EQS believe that
Integrity and Transparency
create the most important
corporate capital:

TRUST

Agenda

1. Highlights 2021
2. Whistleblowing
3. ESG
4. Outlook



Highlights 2021

Highlights FY2021



Became the European market leader for whistleblowing systems



Integrated Business Keeper – largest acquisition in EQS history



Reached all KPIs despite delay in whistleblowing legislation



Completed migration of all IR COCKPIT customers



Developed market strategy for megatrend ESG

Group KPI FY2021



*Before purchase price allocation effects

Key Figures FY 2021

<i>Key figures</i>	<i>FY 2021</i>	<i>FY 2020</i>	<i>+/-</i>
Revenues (IFRS)	50.223	37.636	33%
Revenues (excluding acquisitions)	42.844	37.636	14%
Operating Expenses	51.085	35.020	46%
EBITDA clean*	6.862	4.760	44%
EBITDA (IFRS)	1.742	4.760	-63%
Group Earnings	-6.629	-0.832	>-100%
Operating Cash Flow (IFRS)**	2.037	5.942	-66%
Total Assets***	186.837	56.093	>100%
Net Debt	74.370	-1.160	>100%
Equity-Ratio (%)***	38	59	-

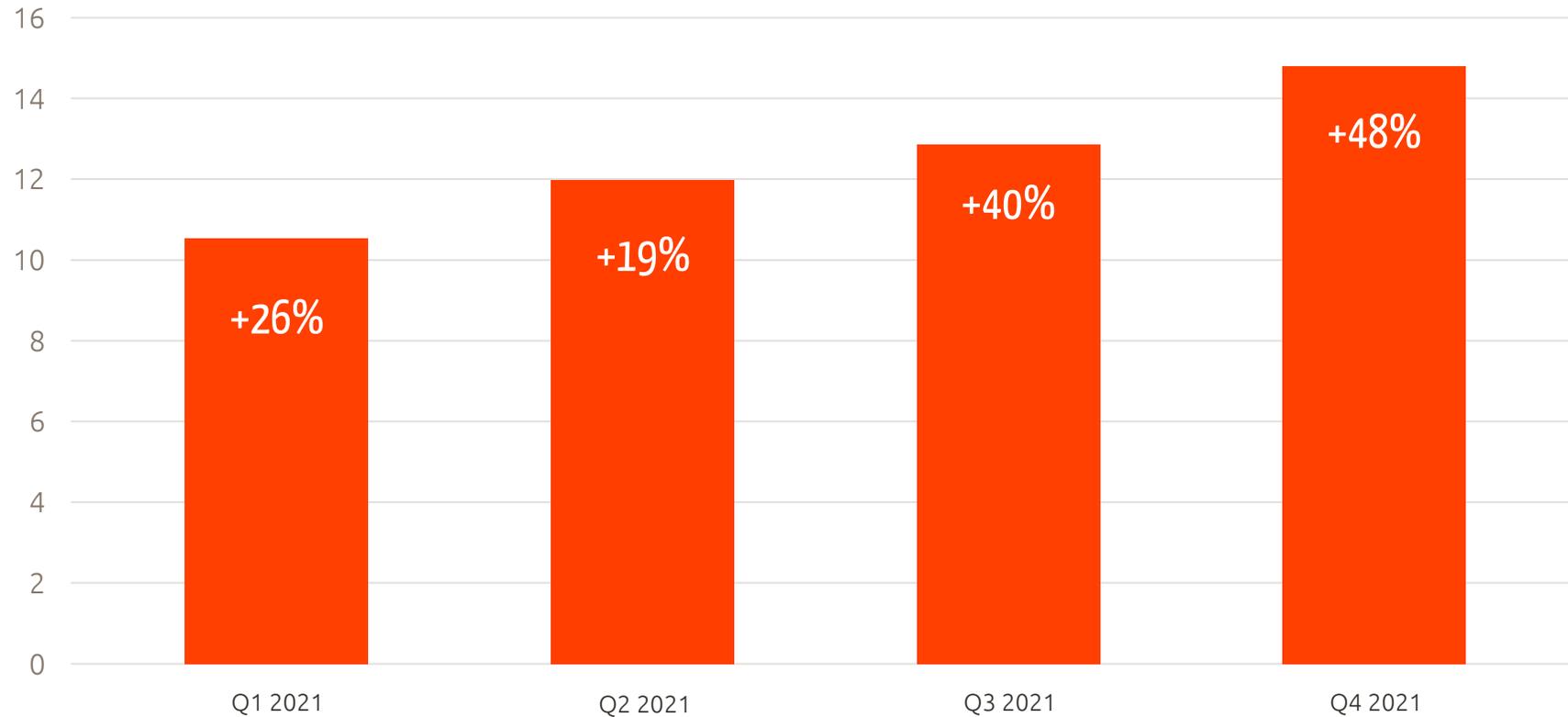
All figures in million Euro unless otherwise stated

* EBITDA adjusted for additional expenses into Marketing and Sales and purchase price allocation

** For a better comparison, net interest is reported in Cash flow from financing activities. The prior-year figures have been adjusted accordingly

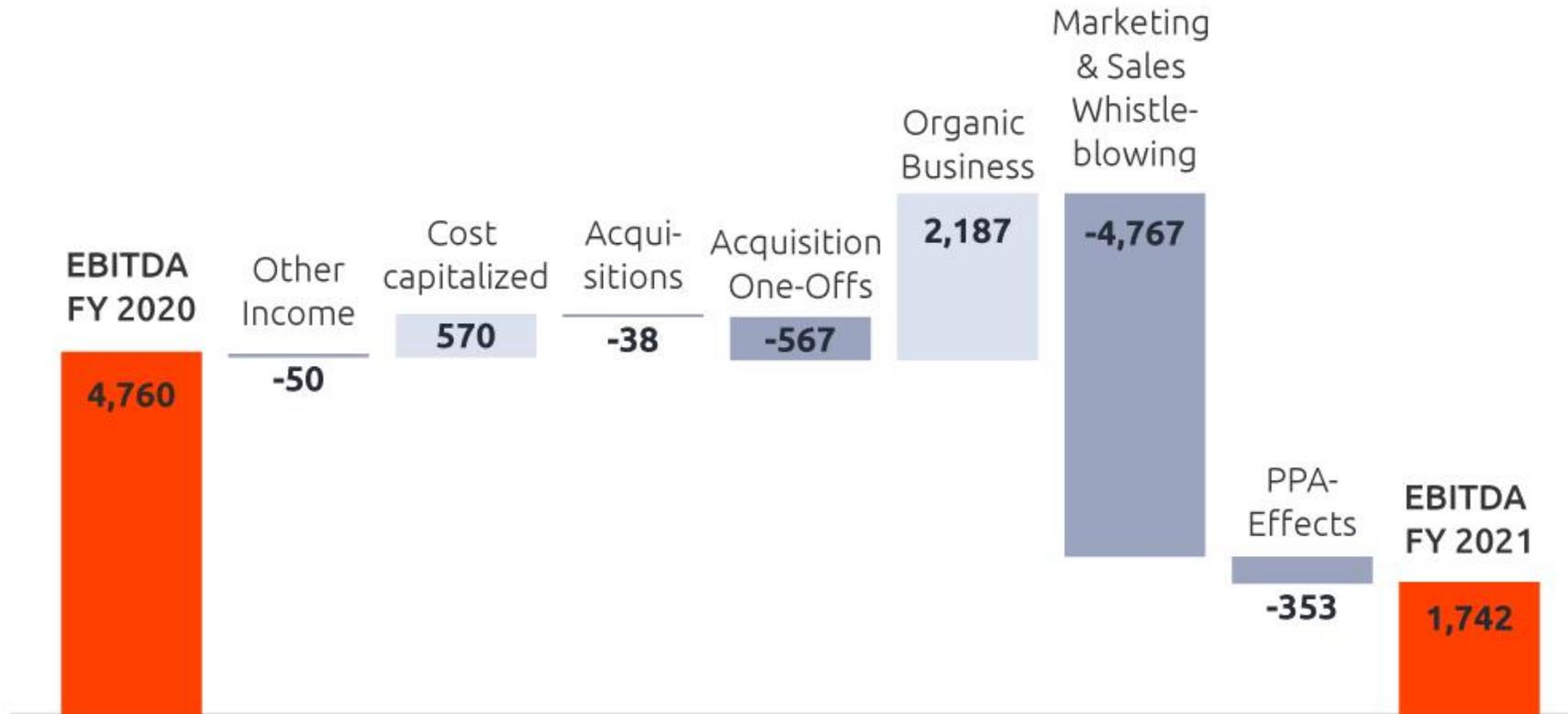
*** Prior-year figures partly adjusted. We refer to Point 20.1.4 Changes in the previous year's figures in the notes of the annual report 2021

Revenue Development by Quarter



- Percentage figures in comparison to respective quarter 2020
- All figures in million Euro unless otherwise stated

EBITDA Bridge FY2021



All figures in thousand Euro unless otherwise stated

Successful € 45mln Capital Increase

- › EQS successfully completed its capital increase with subscription rights on March 15, 2022
- › The gross issue proceeds were approx. € 45mln (1.36mln new shares)
- › This is the largest capital increase by EQS so far
- › 42% of the offered shares were allotted to Gerlin N.V. (“Teslin”) a long-term focused Dutch investor
- › Proceeds will be used to repay debt and for investments into the ESG strategy

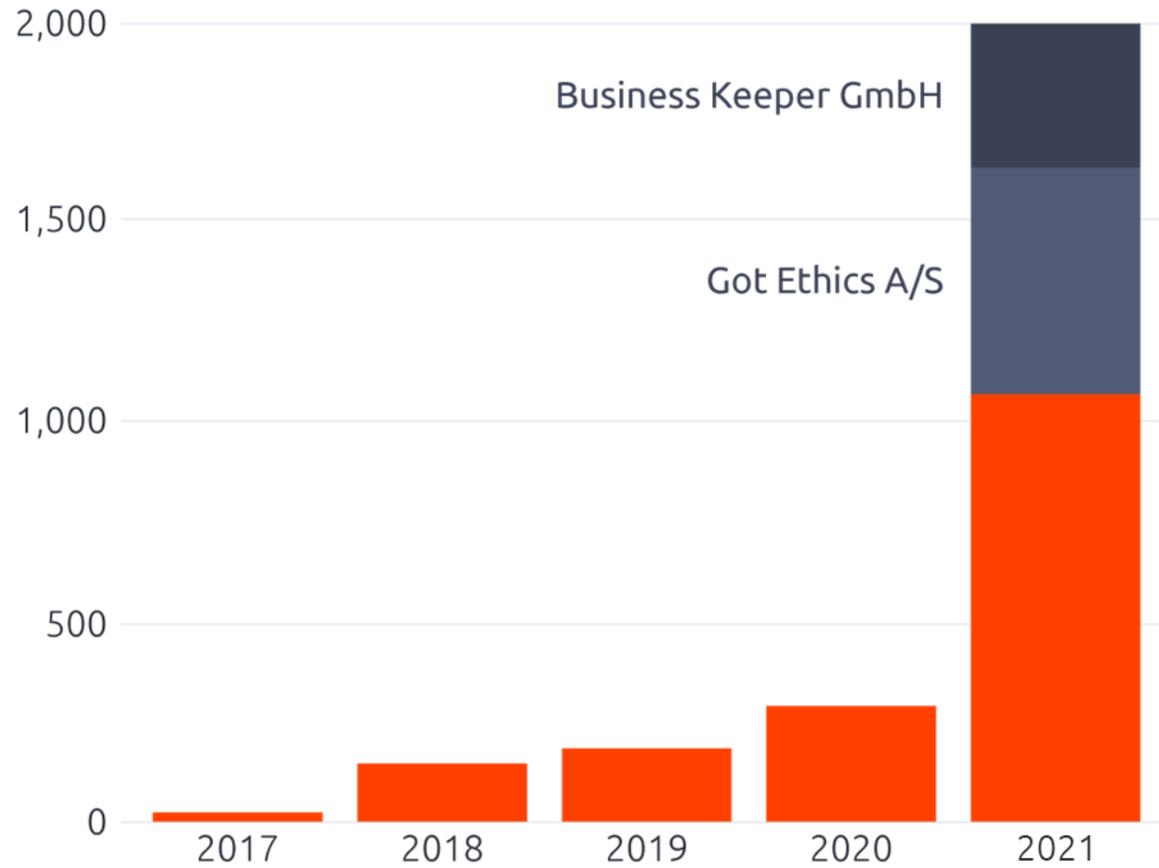
Key figures	March 31, 2022E	December 31, 2021	+/-
Net Debt	29.534	74.370	-60%
Equity-Ratio (%)	50	38	32%

All figures in million Euro unless otherwise stated



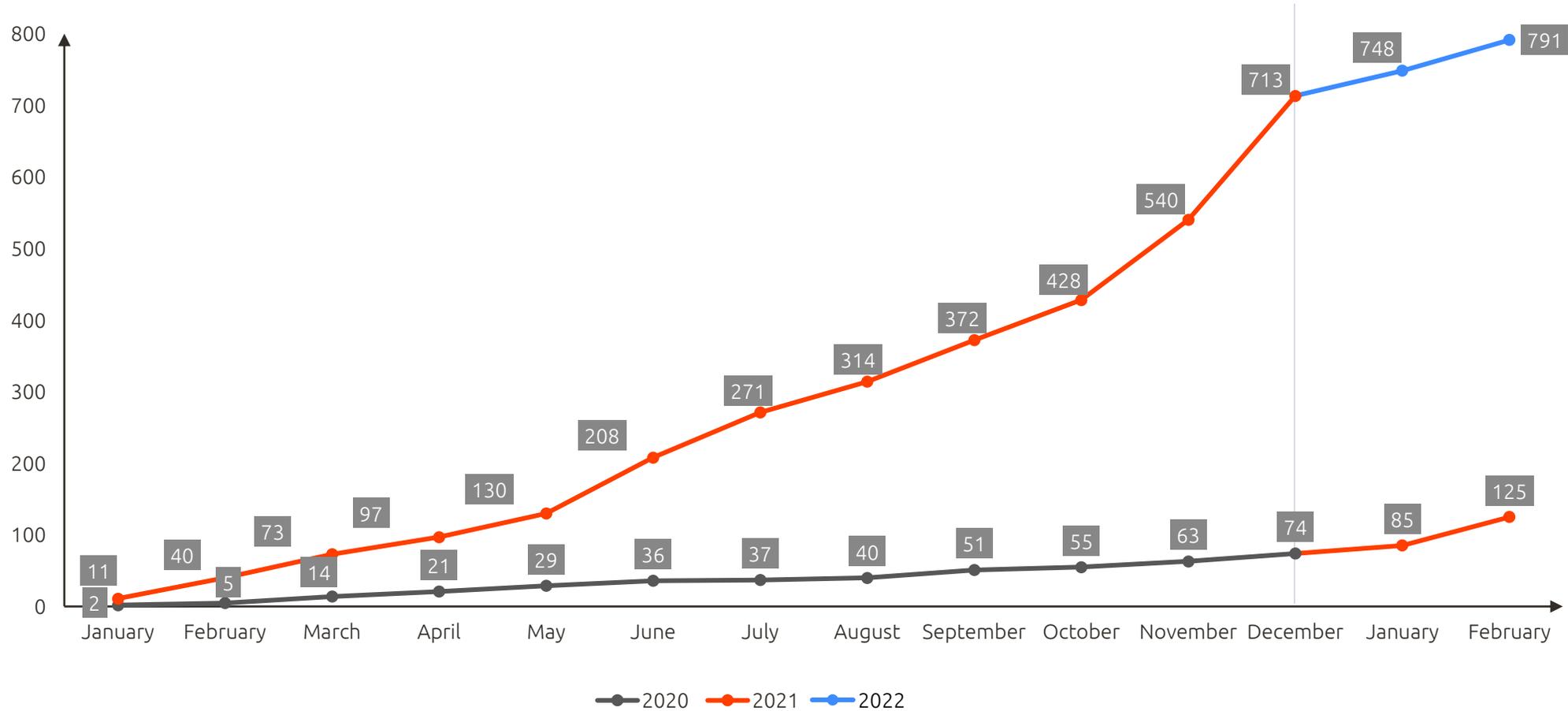
Whistleblowing

In 4 Years to EU Market Leadership



Customers in Whistleblowing

Accumulated New Whistleblowing Customers per Year

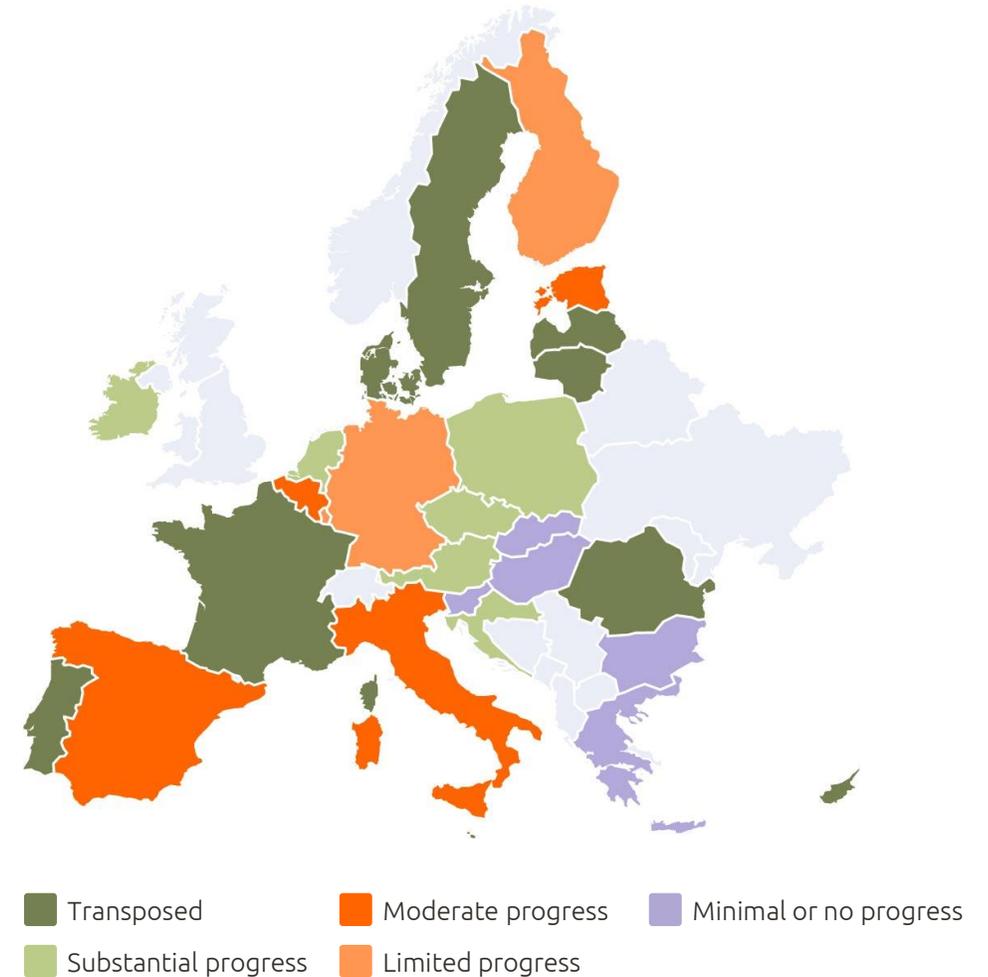


Status Quo: EU-Whistleblowing Directive

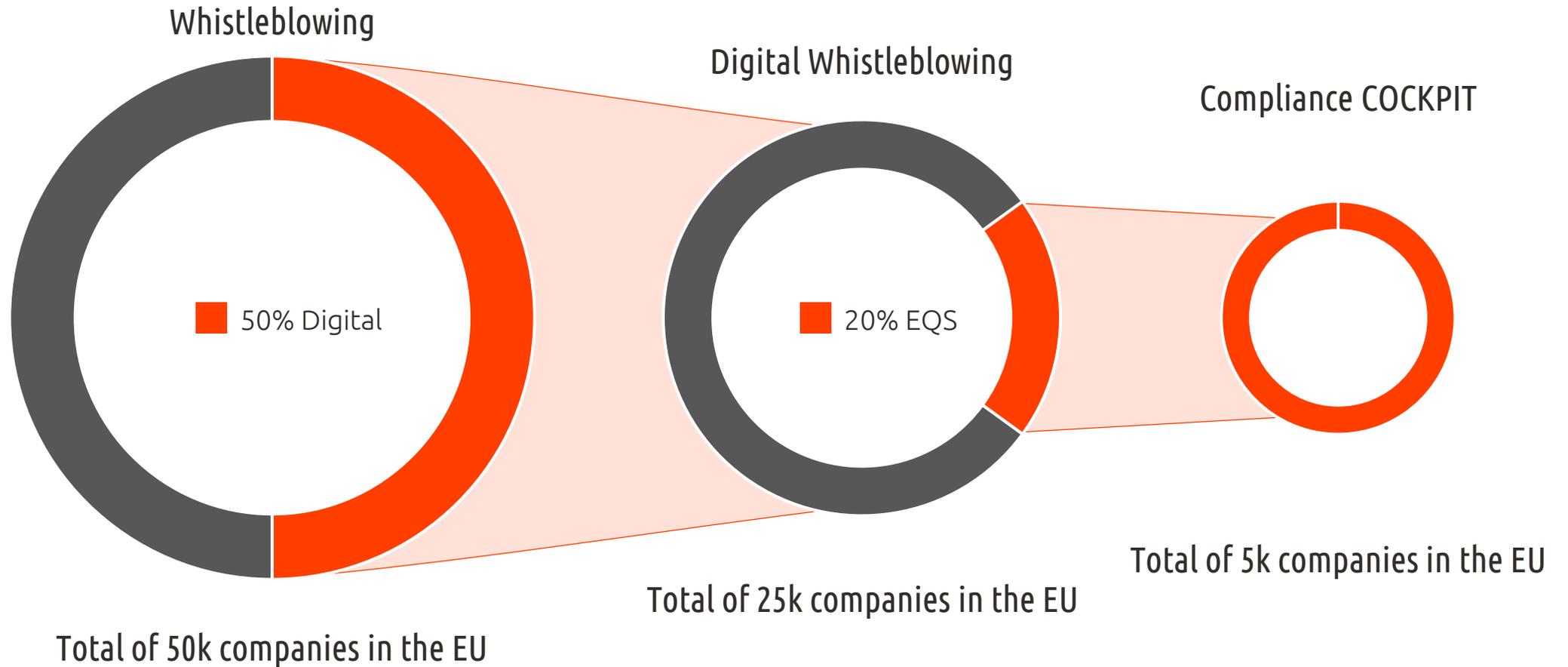
France, Denmark, Sweden, Lithuania, Latvia, Portugal, Romania, Malta and Cyprus adopted new whistleblowing law so far

Substantial progress in Ireland, Netherlands, Austria, Czech Republic, Poland and Croatia

5 of 27 countries have not started the transposition – Bulgaria, Slovenia, Greece, Hungary, Slovak Rep.



Target Market Compliance – Goal 5,000 WB Customers on the Compliance COCKPIT





Our Future ESG Coverage



Environmental

- Environmental management system
- Climate change strategy
- Carbon intensity
- Biodiversity
- Water and energy efficiency



Social

- Human rights
- Equal opportunities
- Health and safety
- Customer & products responsibility
- Child labour
- Freedom of association



Governance

- Shareholder democracy
- Compliance
- Business ethics
- Board independence
- Executive compensation

New EU-Regulation

CSRD = Corporate Sustainability Reporting Directive (earliest 2023)



Companies >250 employees, in total ~50,000

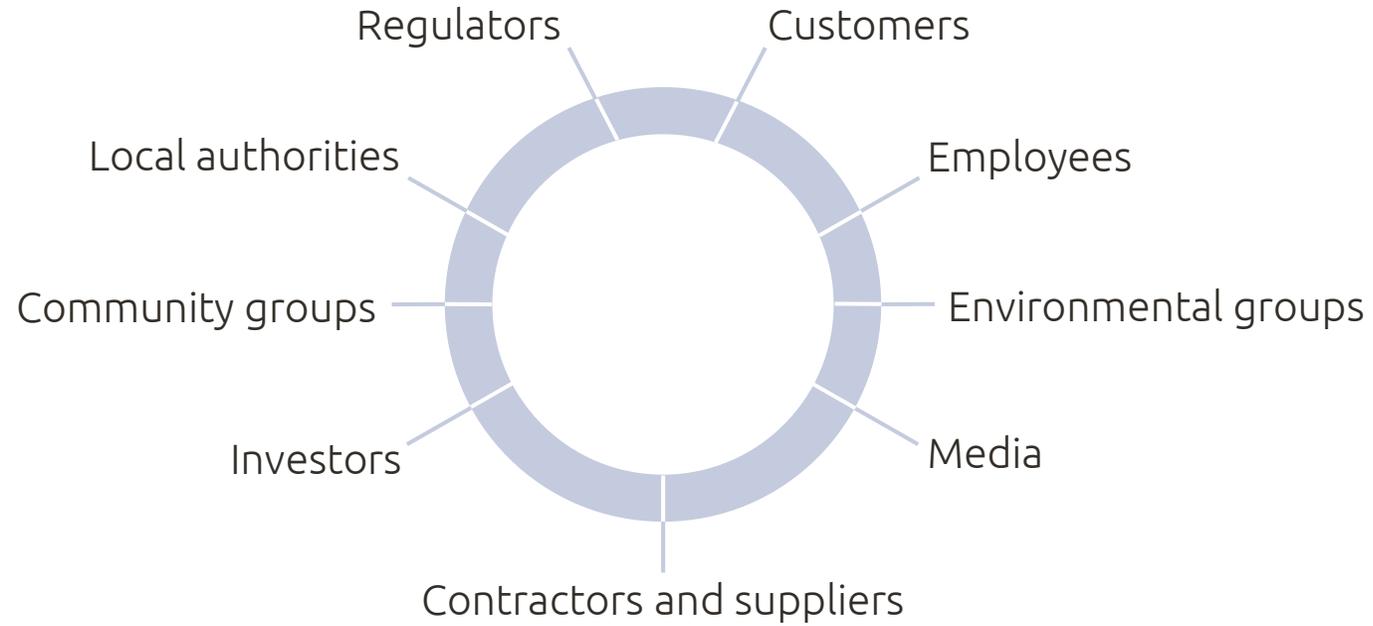


Reports: audited, tagged and filed



EQS has around 8,000 customers in the relevant market

Demand from all Stakeholders



Outlook

Outlook 2022e

New SaaS Customers

2,500 – 3,500



New ARR

€ 11 – 16 mln.



Revenue Growth

30% – 50%



Net Promoter Score

Stable



Employee Satisfaction

Constant Level



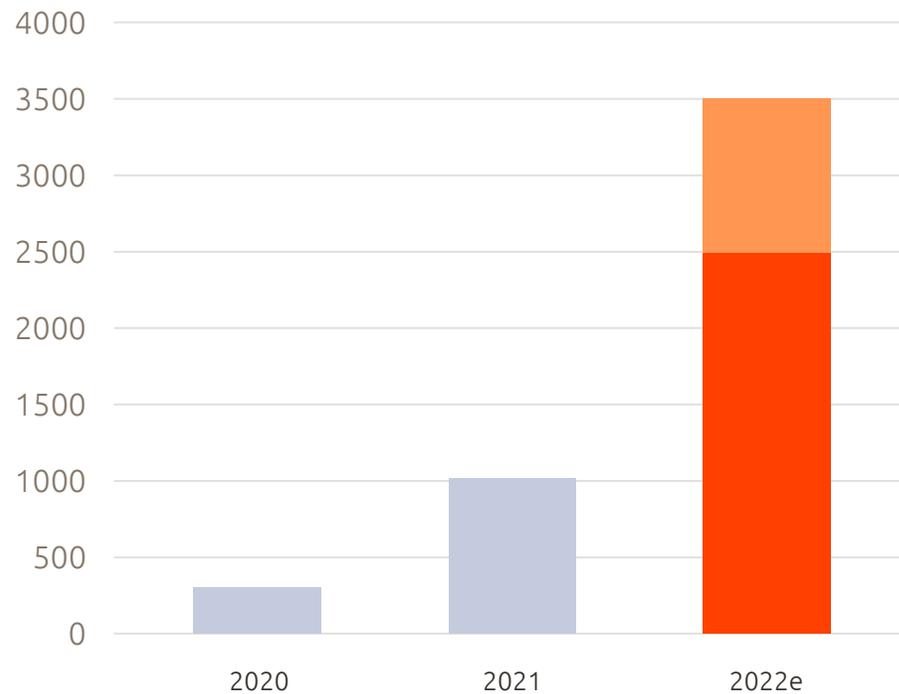
EBITDA

€ 6 – 10 mln.

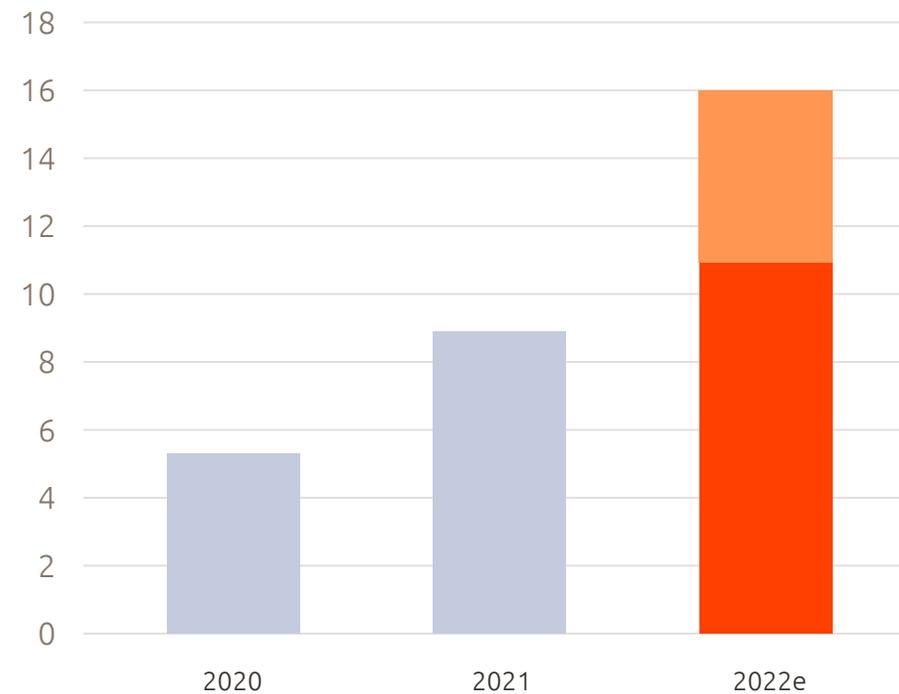


New Customers and New ARR Targets 2022

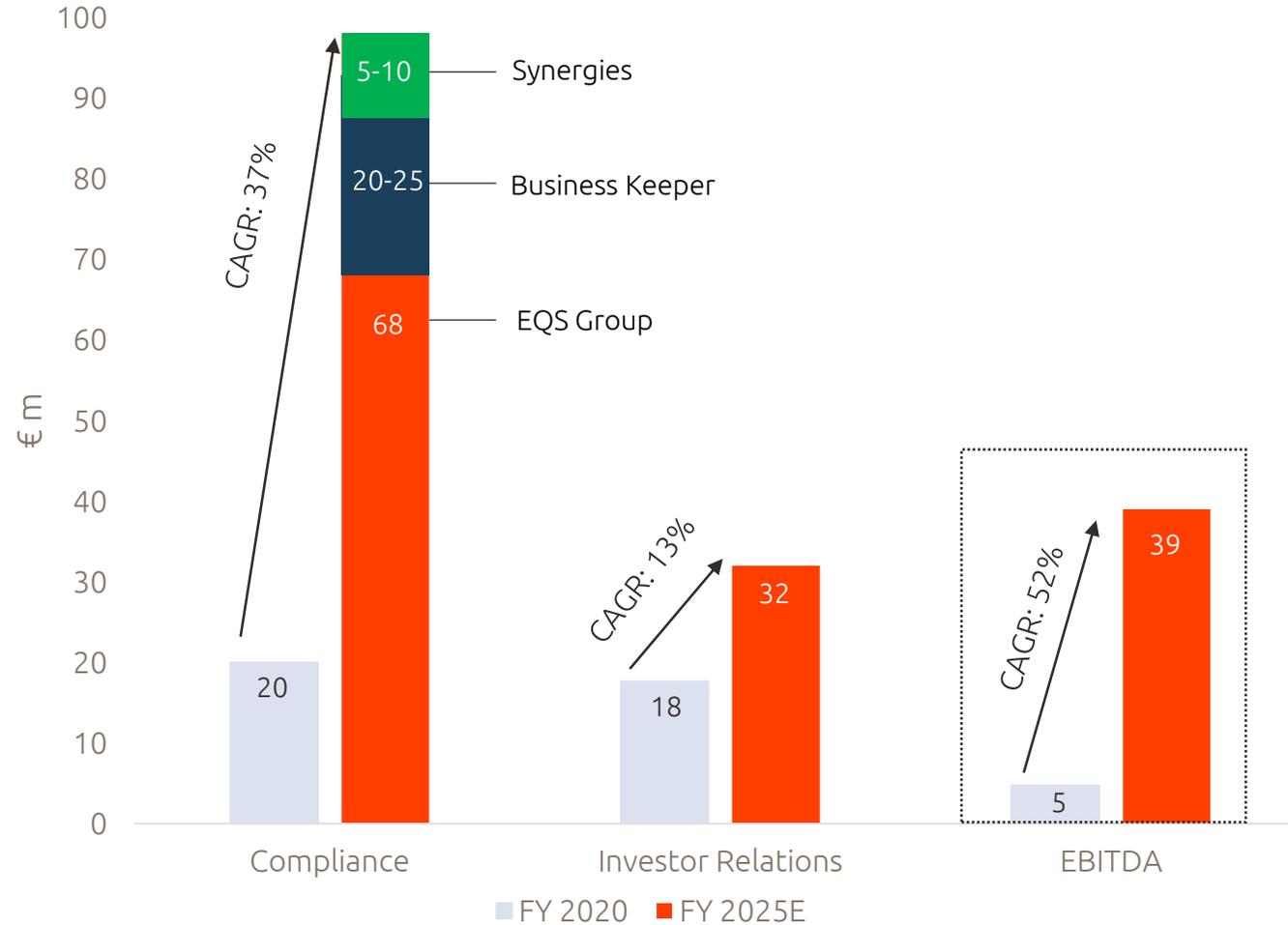
New SaaS customers



New ARR in million Euro



Outlook 2025e



Our Goal 2025

» **The Leading European Cloud Provider for
Global Corporate Compliance & Investor
Relations Solutions** «



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