

Building a European SaaS Champion

creating trusted companies

+++ Earnings Call FY 2022 +++ 31 March 2023 +++

Achim Weick, Founder & CEO, André Marques, CFO



Our Purpose

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

TRUST

Agenda

1. Summary FY 2022
2. Whistleblowing
3. Outlook

Summary FY 2022

Highlights 2022



Revenue increase of +22% yoy



Strong increase in EBITDA – operating leverage initiated



Long-term financing with bank consortium closed

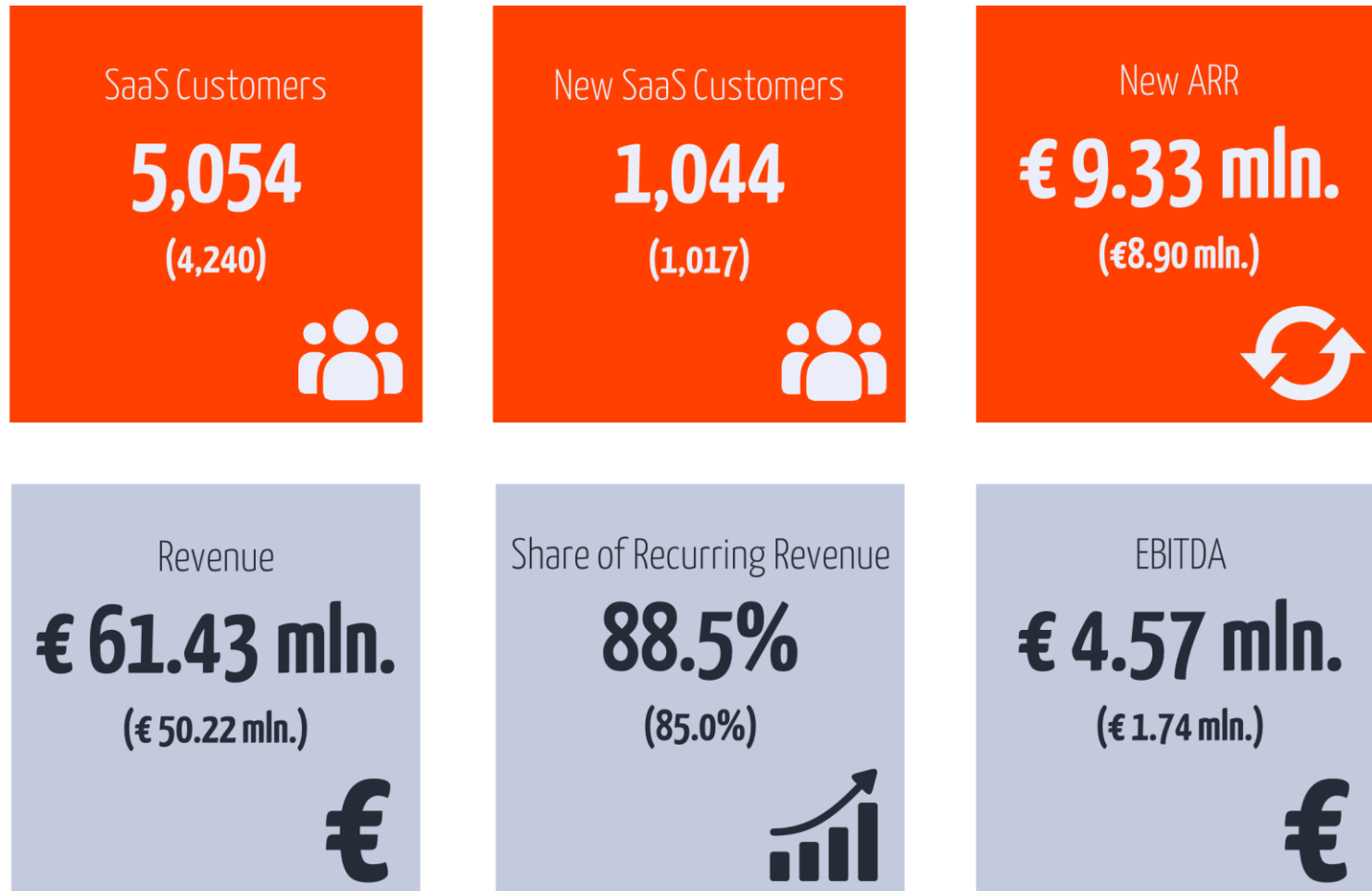


Launch of the EQS Compliance COCKPIT



Whistleblowing law still not in force in several EU countries in 2022

Group KPI FY 2022

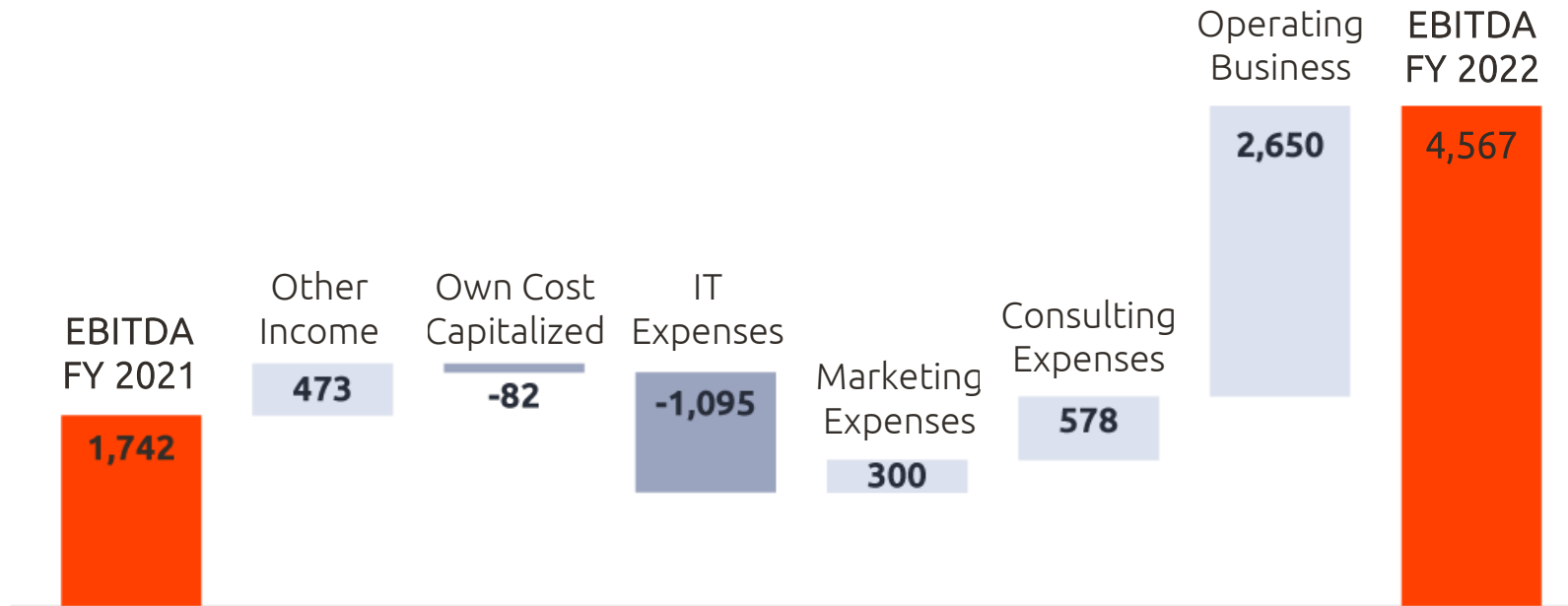


Key Figures FY 2022

<i>Key figures</i>	<i>FY 2022</i>	<i>FY 2021</i>	<i>+/-</i>
Revenues (IFRS)	61,430	50,223	22%
Operating Expenses	59,859	51,086	17%
EBITDA (IFRS)	4,567	1,742	>100%
Group Earnings	-3,332	-6,629	50%
Free Cash Flow (IFRS)	2,602	-97,641	>100%
Total Assets	189,373	186,837	1%
Cash & Cash Equivalentents	10,655	8,653	23%
Net Debt	28,434	74,368	-62%
Equity-Ratio (%)	59	38	-

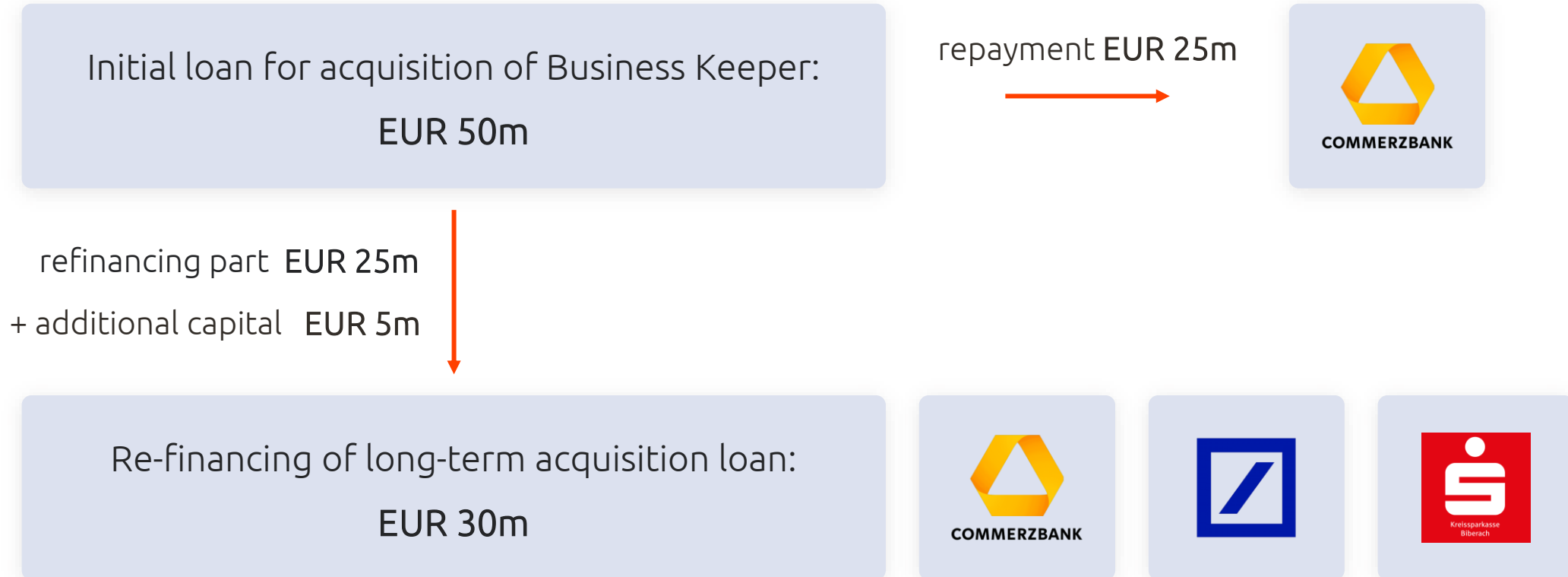
All figures in thousand Euro unless otherwise stated

EBITDA Bridge FY 2022



All figures in thousand Euro unless otherwise stated.

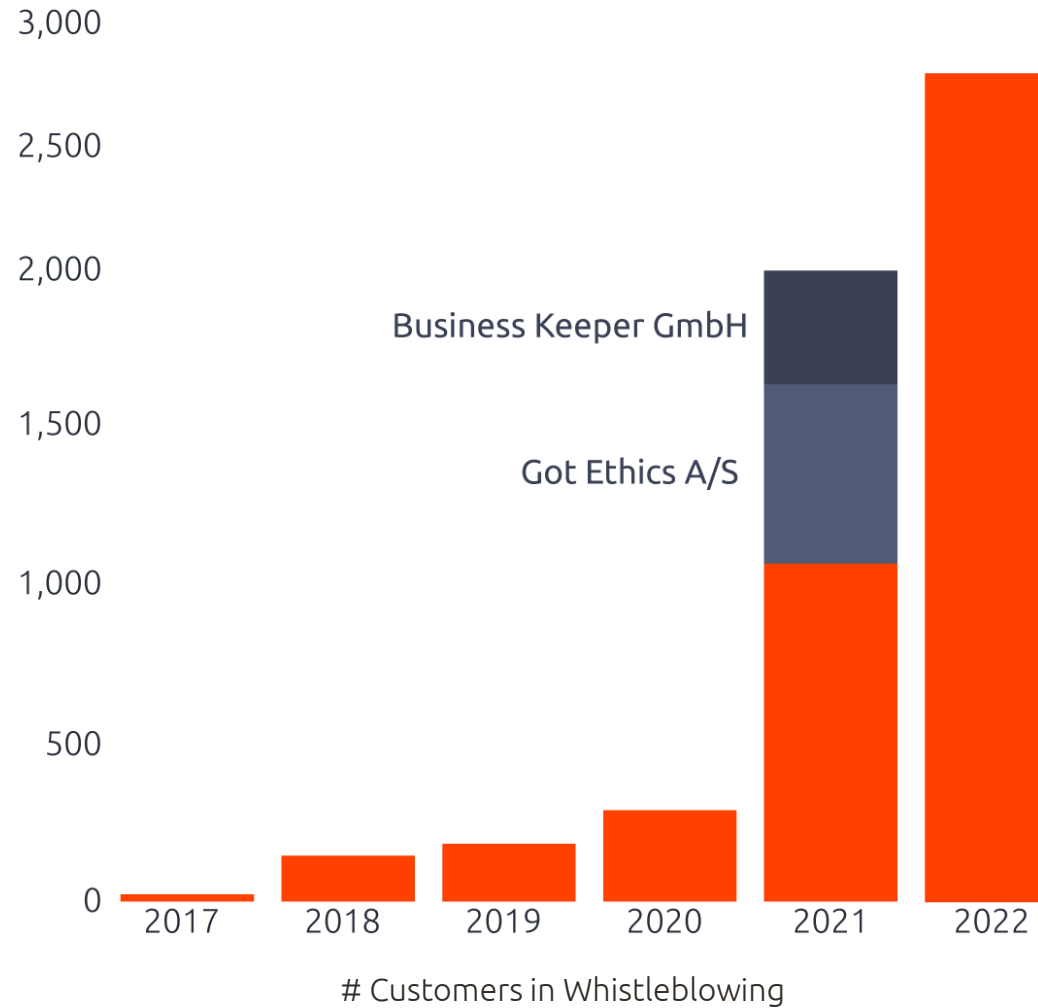
Long-term Financing closed with Bank Syndicate





Whistleblowing

Pole Position in Europe in just 4 Years

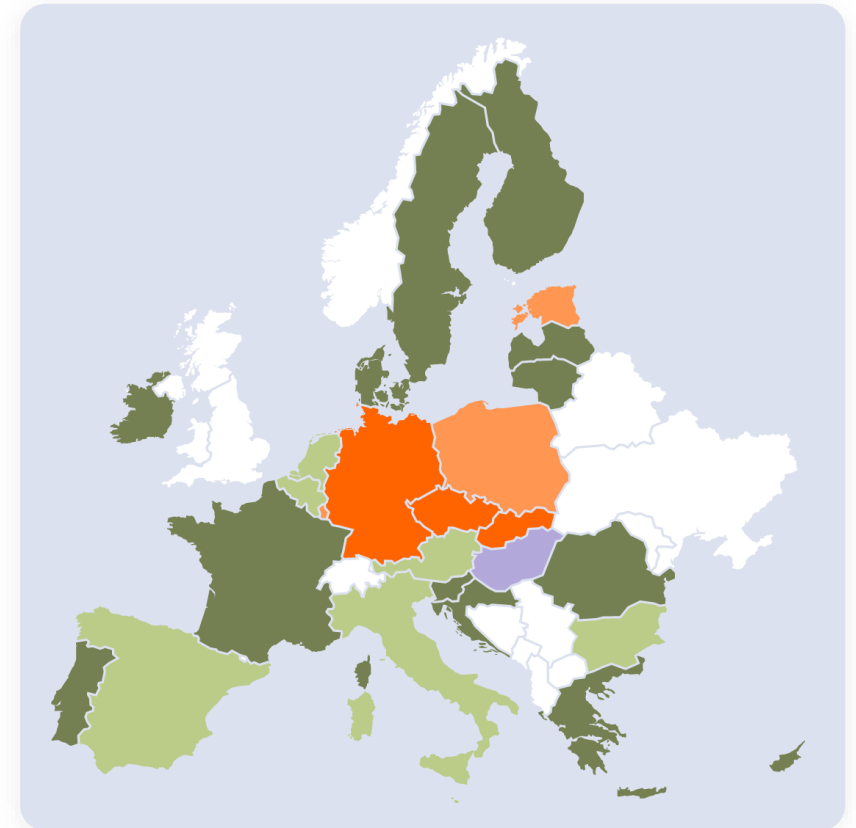


Status Quo: EU-Whistleblowing Directive

Key market **Germany** expected to adopt the local whistleblowing law latest in Q3 2023

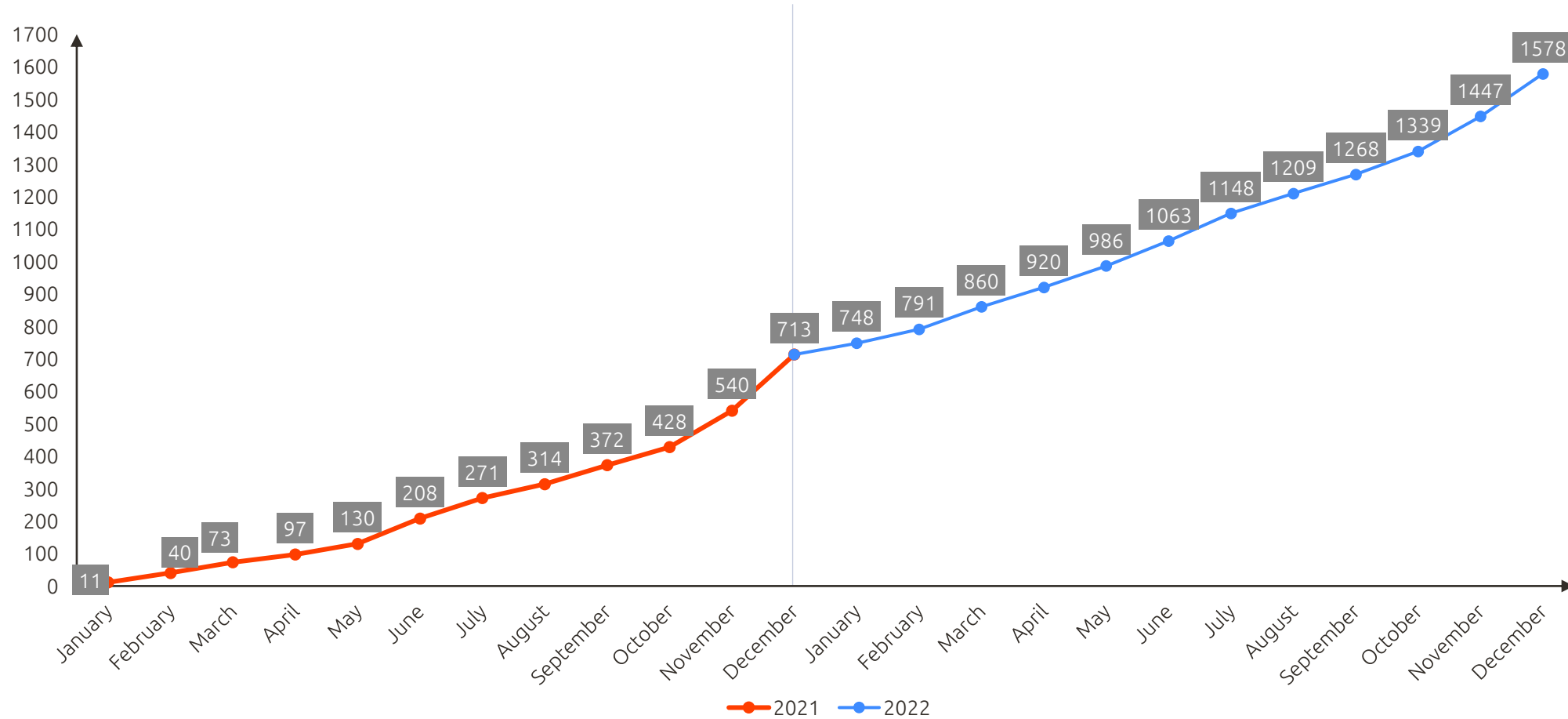
Law transposed in **Netherlands, Slovenia, Spain, Italy and Belgium**

Drafts in progress in **Estonia, Luxembourg, Czech Republic, Slovakia and Poland**







- law in force
- law adopted
- draft with timeline
- draft
- no draft

Over 1,500 New Whistleblowing Customers Won since 2021



Total Adressable Market in Europe for Compliance COCKPIT > € 1 bn

	Segment	# Companies	Whistleblowing avg. selling price	Whistleblowing market volume	Compliance COCKPIT market volume*	EQS penetration whistleblowing
	Top 1,000 enterprises	~1,000	~€ 50 k	€ 50 mln.	too early to call	<25%
	> 1,000 employees	~7,000	~€ 8 k	€ 56 mln.	€ 224 mln.	<15%
	250 – 1000 employees	~42,000	~€ 3 k	€ 126 mln.	€ 504 mln.	<2%
	50 – 250 employees	~200,000	~€ 1 k	€ 200 mln.	not in focus	<1%

* excluding Whistleblowing

The Compliance Software Market: Mainly Focused on Stand-Alone Whistleblowing

GLOBAL COMPETITORS



EXTRACT LOCAL COMPETITORS

The Growth Journey

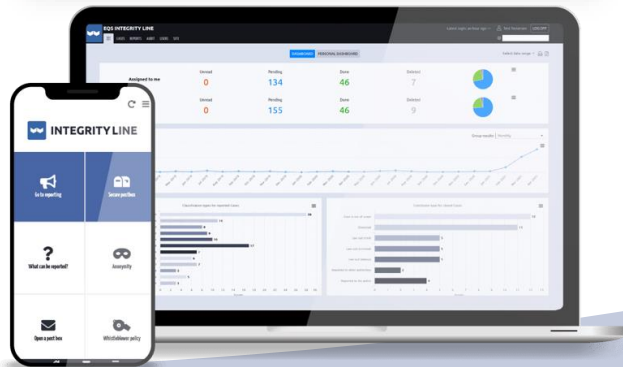
Sustainability
(ESG Solutions)



Full Compliance Program
(COCKPIT)

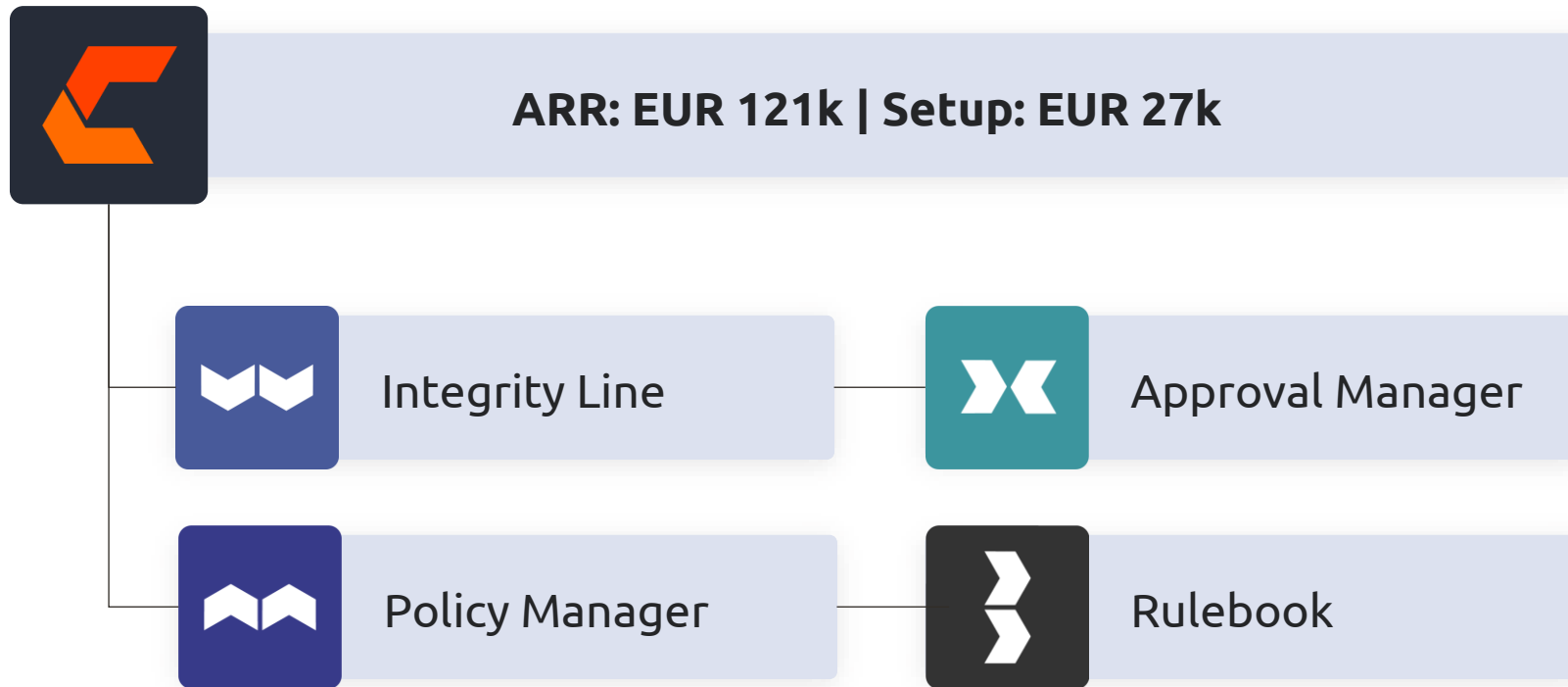


Whistleblowing
(Integrity Line)



Increasing ARR
throughout the journey

Selling the Compliance COCKPIT: Example BKW with 11,500 employees

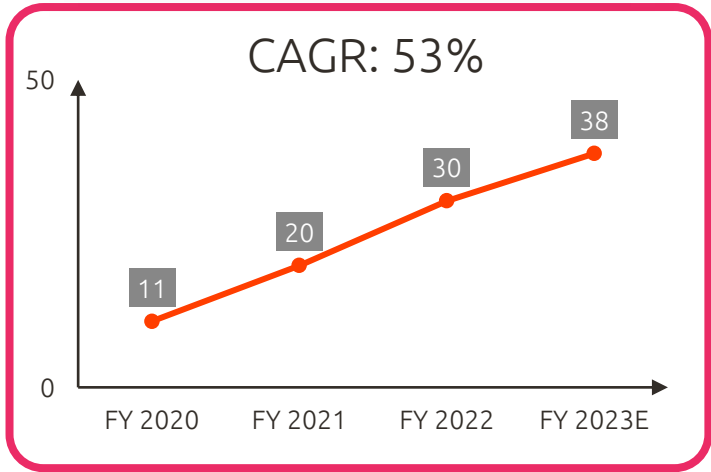




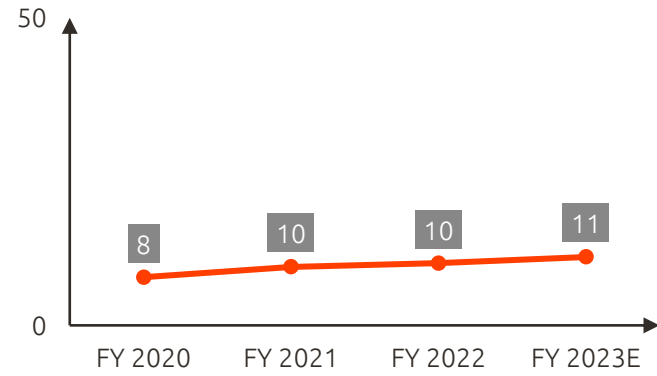
Segment Growth in € mln.

COCKPIT
(Cloud Products)

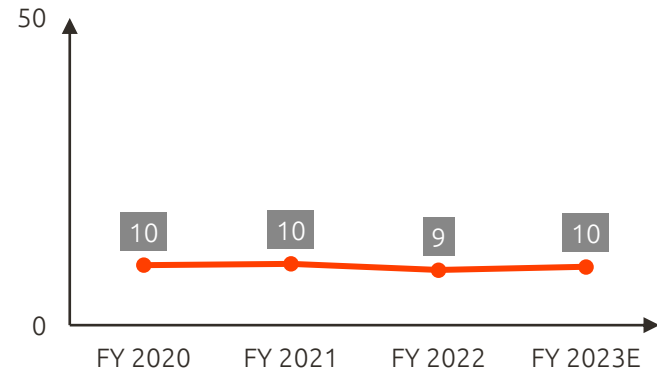
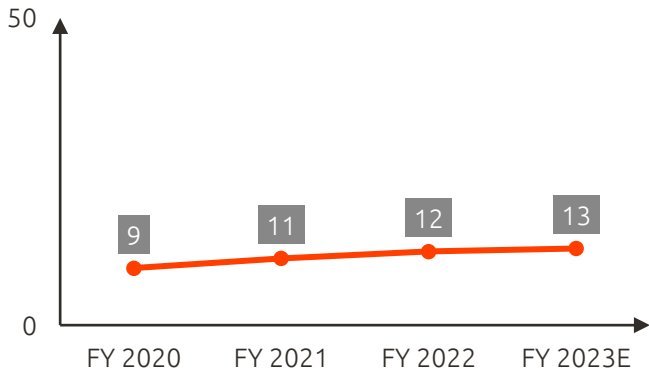
COMPLIANCE



INVESTOR RELATIONS



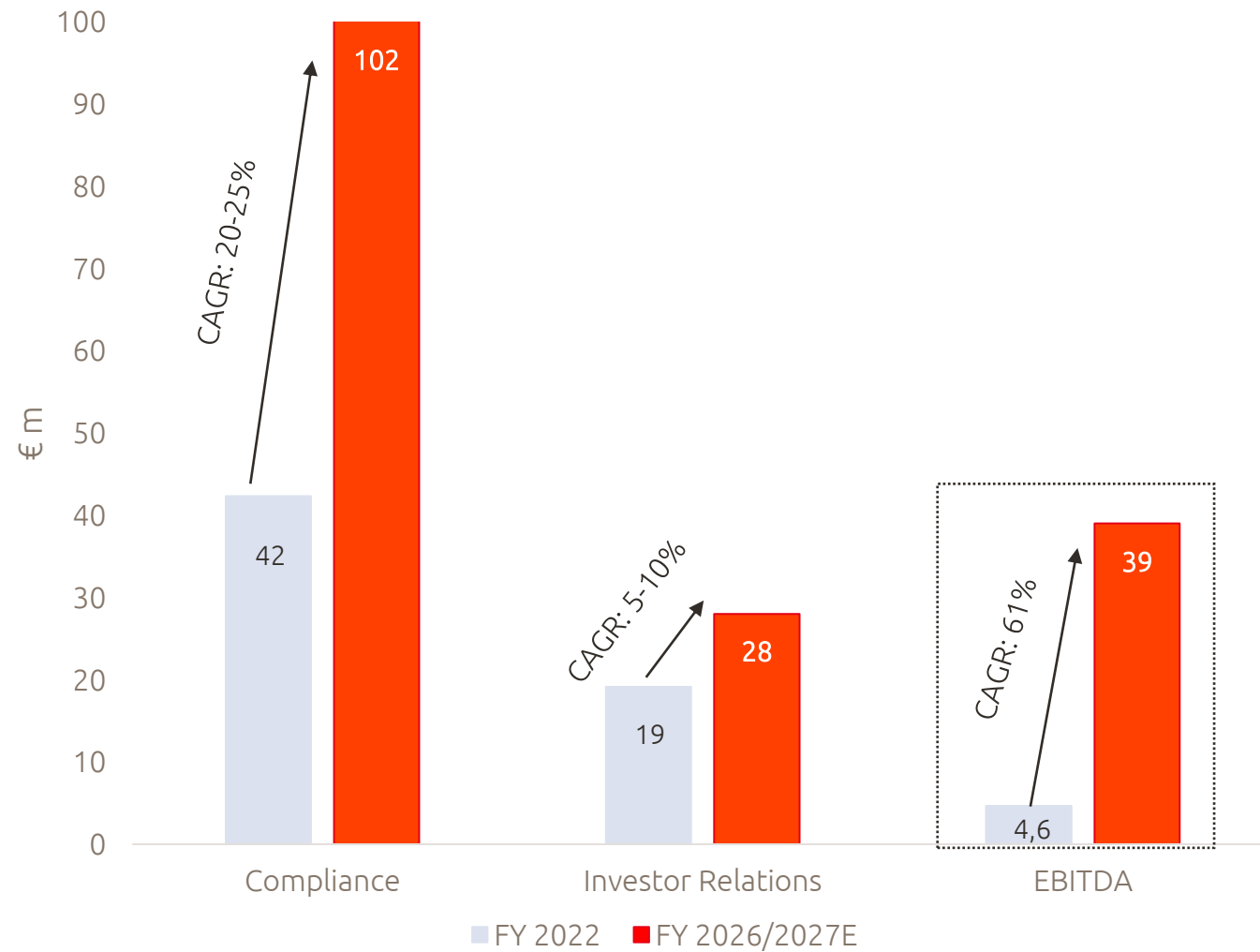
CLOUD SERVICES



Outlook 2023



Midterm Outlook



Our Goal 2025

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

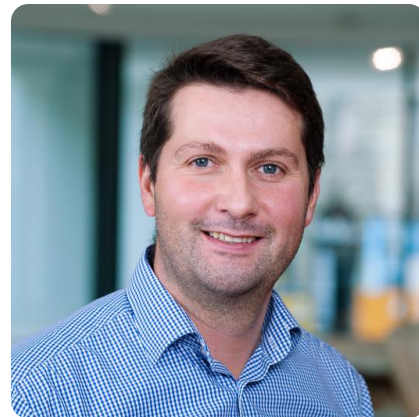


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