

Elevating Champions

Earnings Call Q2 2024

August 14, 2024

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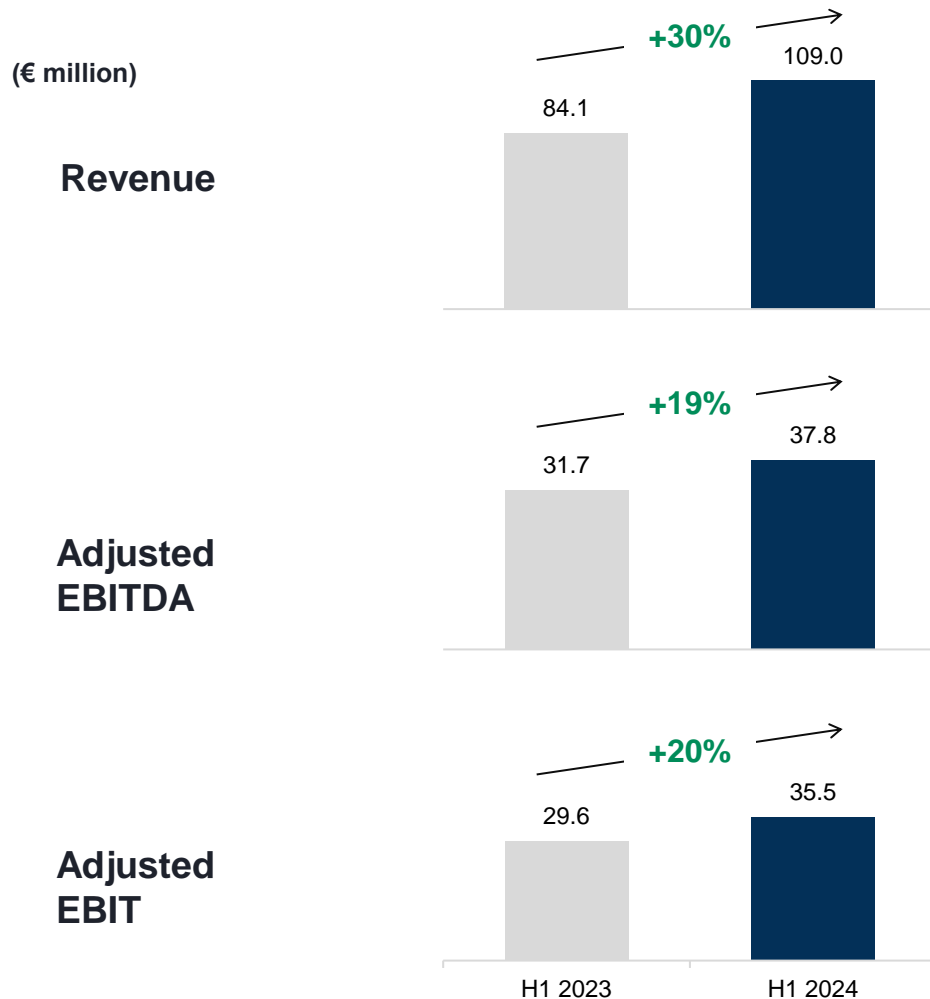
For information on alternative performance measures, please refer to note 6 of BKHT's consolidated financial statements for 2023 or page 15 onwards of BKHT's half-year financial report H1 2024.

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Summary H1 2024

Selected group financials



Key highlights



Highly profitable growth in H1 2024 despite unstable weather and general consumer reluctance in Q2 in the HR Benefit & Mobility Platform segment and a strong order backlog in the Security Technologies segment



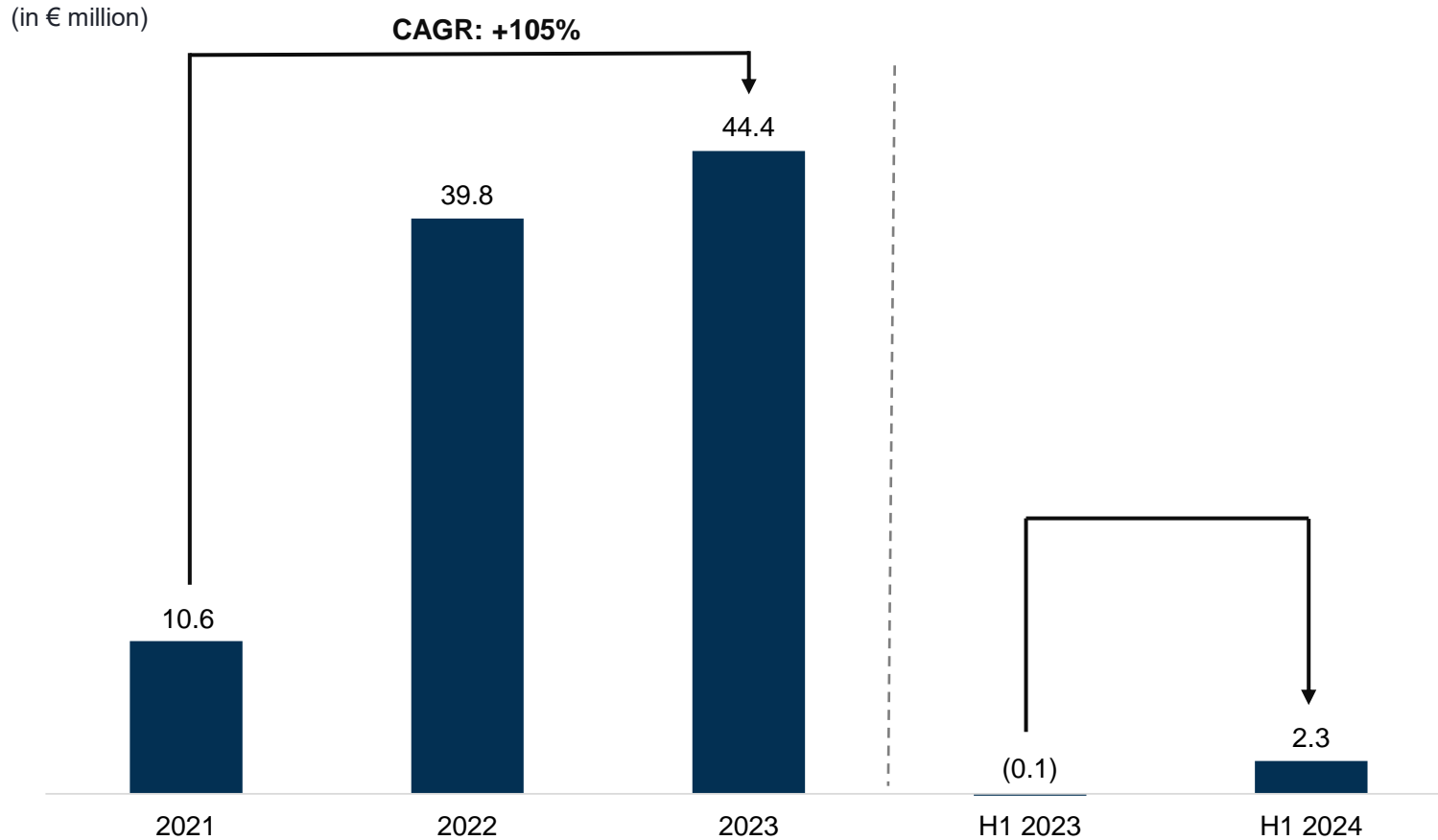
Forecast 2024 unchanged with revenue between €220 million and €240 million and adjusted EBITDA between €80 million and €90 million



Leverage ratio of ~0.74x, high financial reserves available for future growth initiatives with cash and cash equivalents of €41 million

Consistently increasing free cash flow

Free cash flow before tax



Highlights



Free cash flow before tax increased to €2.3 million in H1 2024 (H1 2023: €-143 thousand)



The negative free cash flow in H1 2023 was due to a high refinancing backlog at Bikeleasing in the peak summer months, which also exists this year but no longer presents a challenge

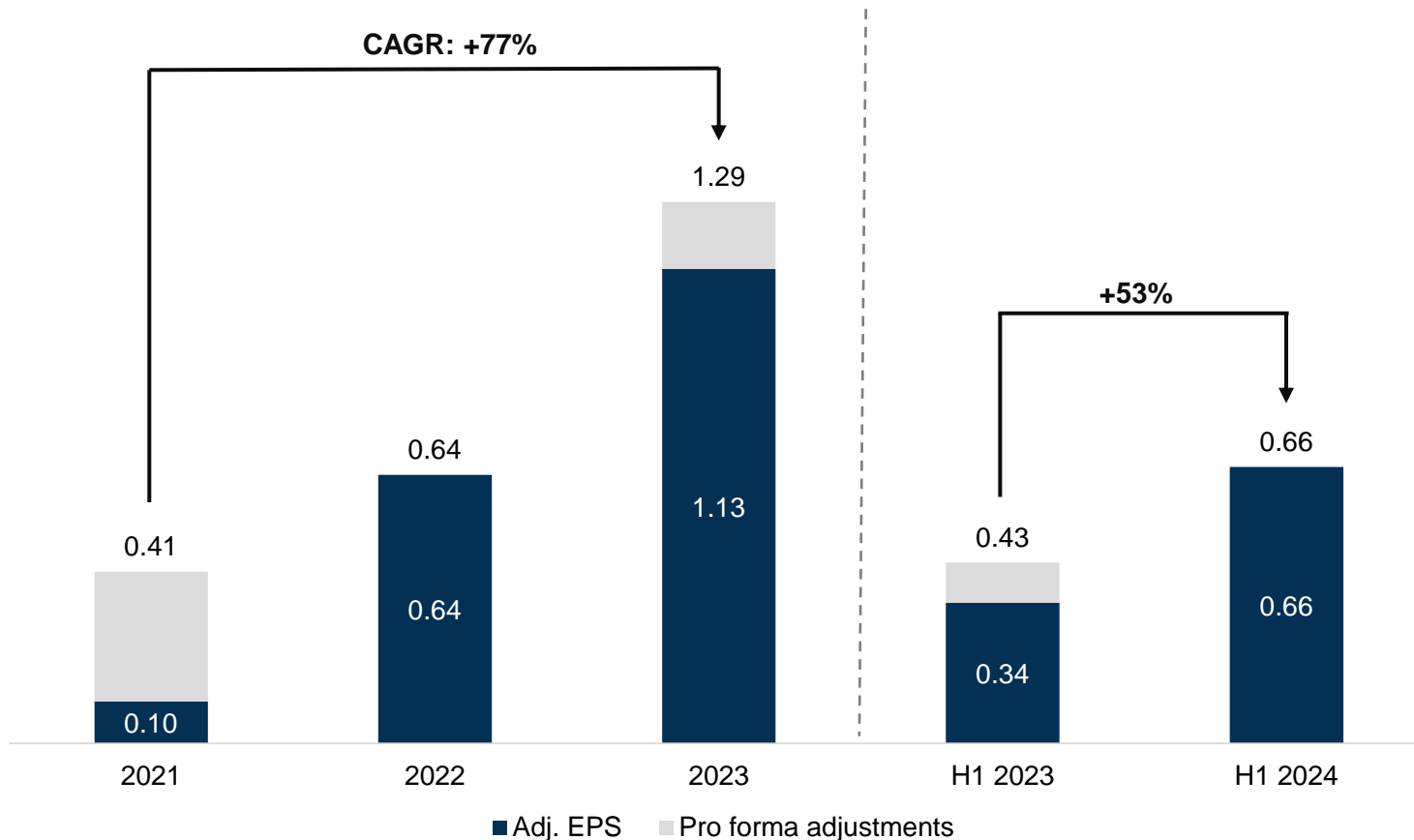


Bikeleasing's working capital peaks in summer, leading to most cash flow being generated in H2

Continuously strong increase of adjusted EPS

Adjusted earnings per share (EPS)

(in €)



Highlights



Strong performance of business segments lead to a doubling of adj. pro forma EPS from €0.64 in 2022 to €1.29 in 2023



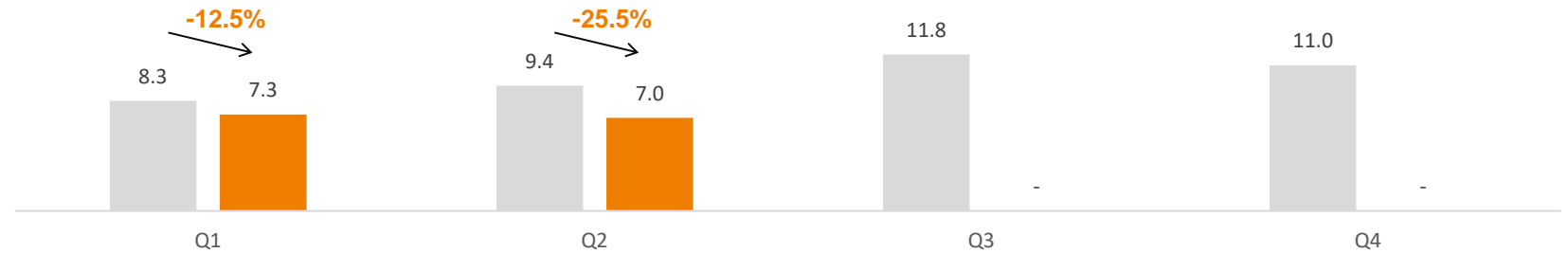
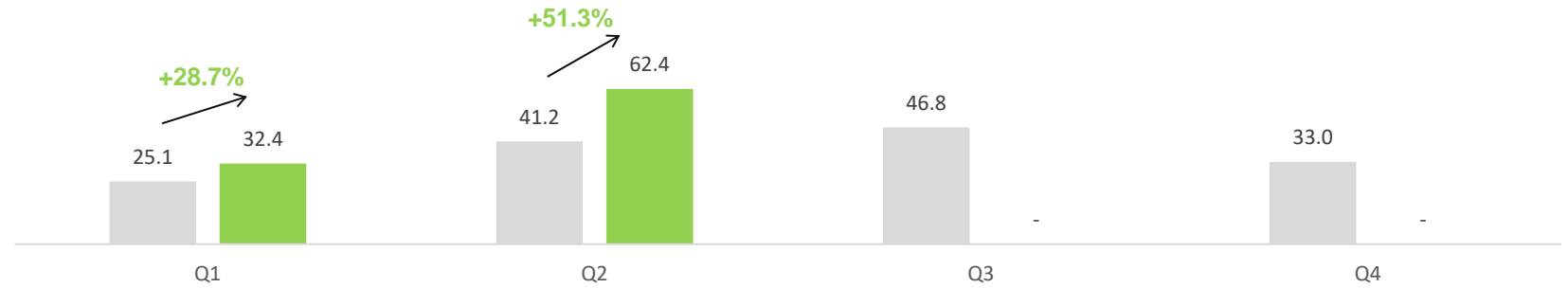
Compound annual growth rate (CAGR) of +77% between 2021 and 2023



Continued strong increase of adj. pro forma EPS of +53% to €0.66 compared to H1 2023 (€0.43), boosted by partial repayment of the subordinated loan

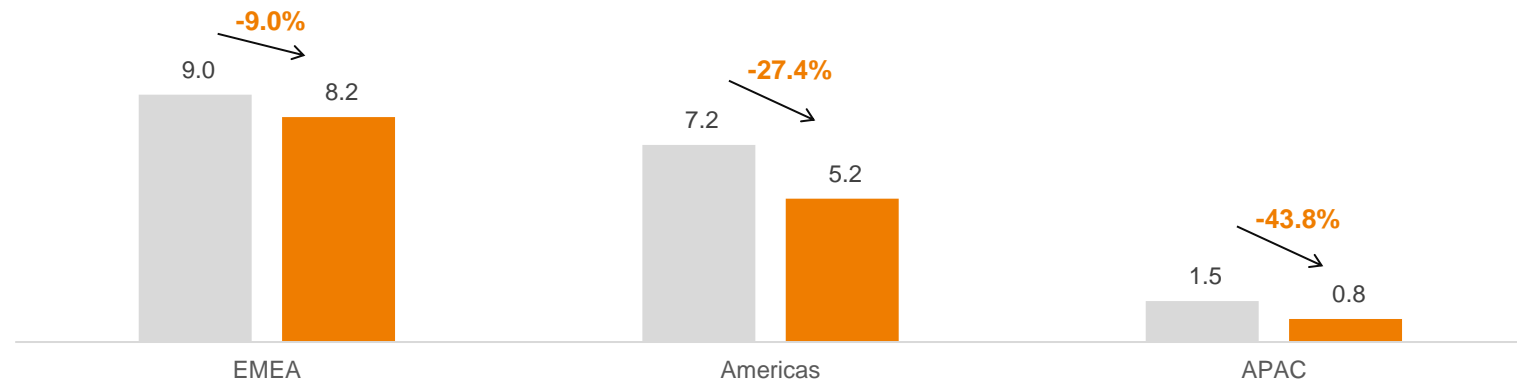
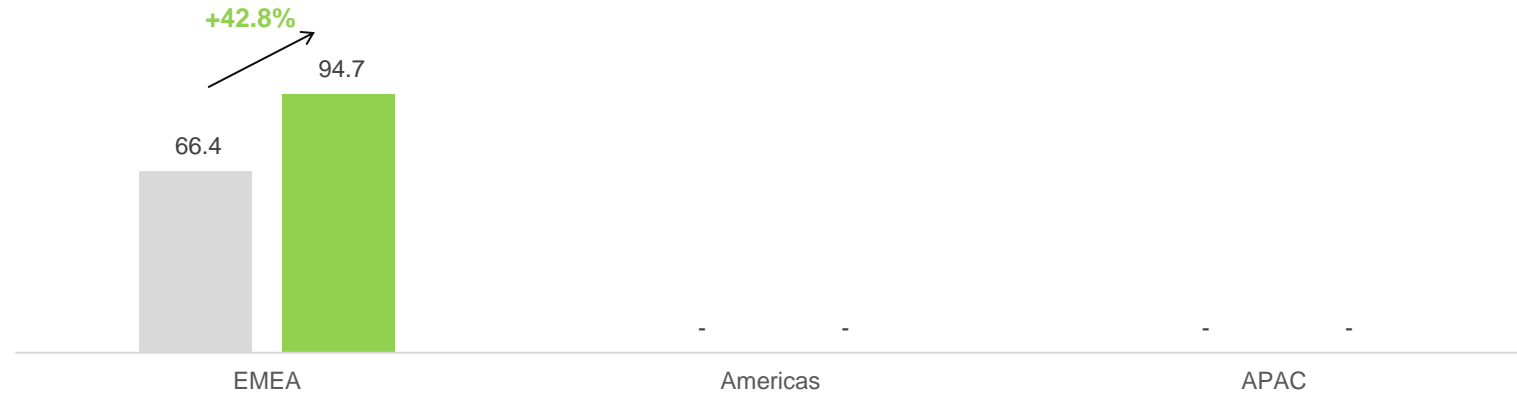
Revenue by quarter

BIKELEASING.DE



Revenue by region

BIKELEASING.DE



KPIs by segment (pro forma)

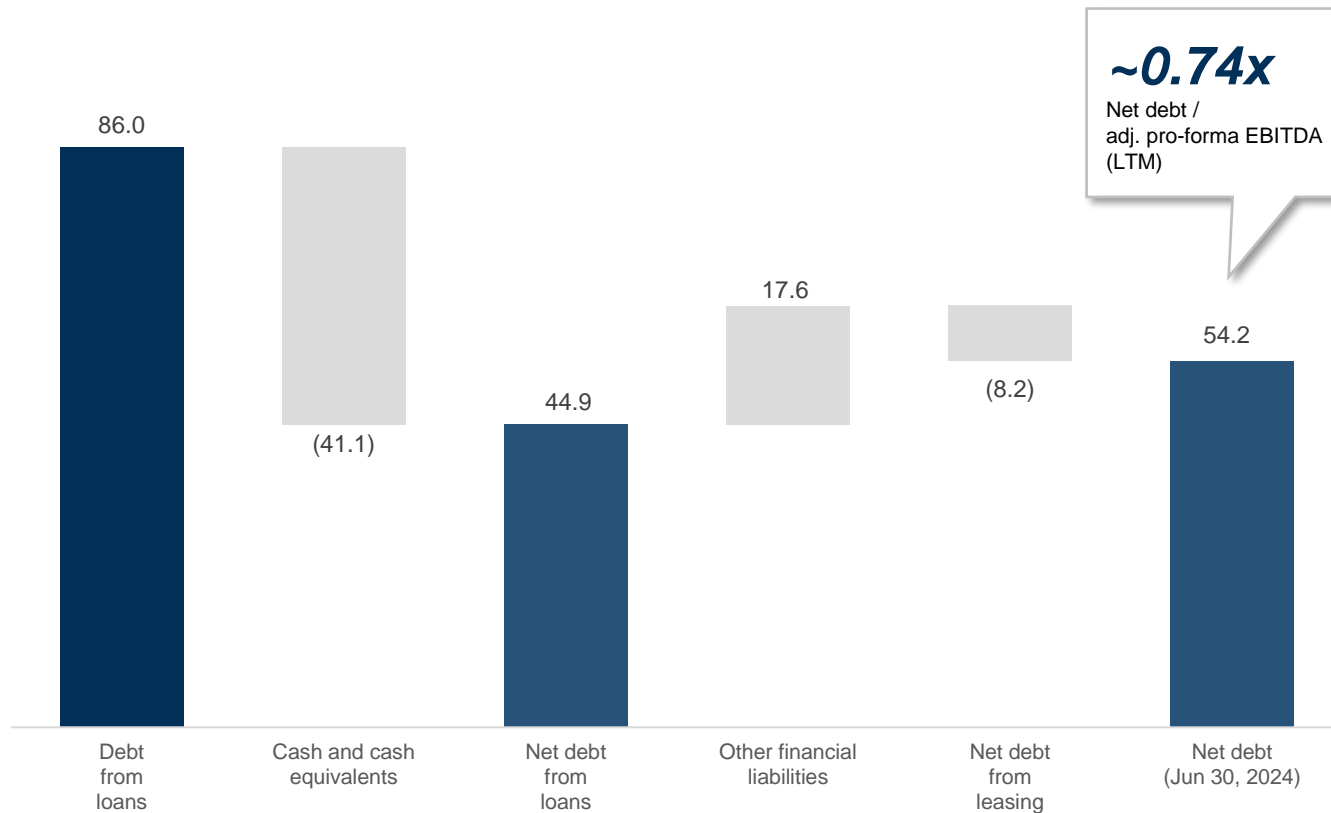
(€ thousand)	HR Benefit & Mobility Platform		Security Technologies		Central Functions and Consolidation		BKHT Group	
	H1 2024	Pro forma H1 2023	H1 2024	H1 2023	H1 2024	H1 2023	H1 2024	Pro forma H1 2023
Revenue	94,732	66,355	14,277	17,716	-	-	109,009	84,071
Revenue growth	42.8%		(19.4%)				29.7%	
Gross Profit	60,862	43,926	10,143	13,066	207	177	71,212	57,169
Gross Profit Margin	64.2%	66.2%	71.0%	73.8%			65.3%	68.0%
Adjusted EBITDA	40,632	31,387	374	3,526	(3,239)	(3,205)	37,767	31,708
Adjusted EBITDA Margin	42.9%	47.3%	2.6%	19.9%			34.6%	37.7%
Adjusted EBIT	39,225	30,064	(412)	2,846	(3,297)	(3,266)	35,516	29,645
Adjusted EBIT Margin	41.4%	45.3%	(2.9%)	16.1%			32.6%	35.3%

Total cash and cash equivalents of €41 million as per end of June 2024

Constant net leverage well below the target level

Net debt calculation as per H1 2024

(€ million)



Highlights



Available financing capacity allows for future growth through new acquisitions



Conservative leverage ratio of ~0.74x adj. pro-forma EBITDA 2023 (target value of ~2.5x)



High balance sheet quality underlining resilience of our business

Bikeleasing – Operational deep dive



Another record H1 for Bikeleasing in terms of revenue and earnings



Highest onboarding rate of new corporate customers ever realized in a H1

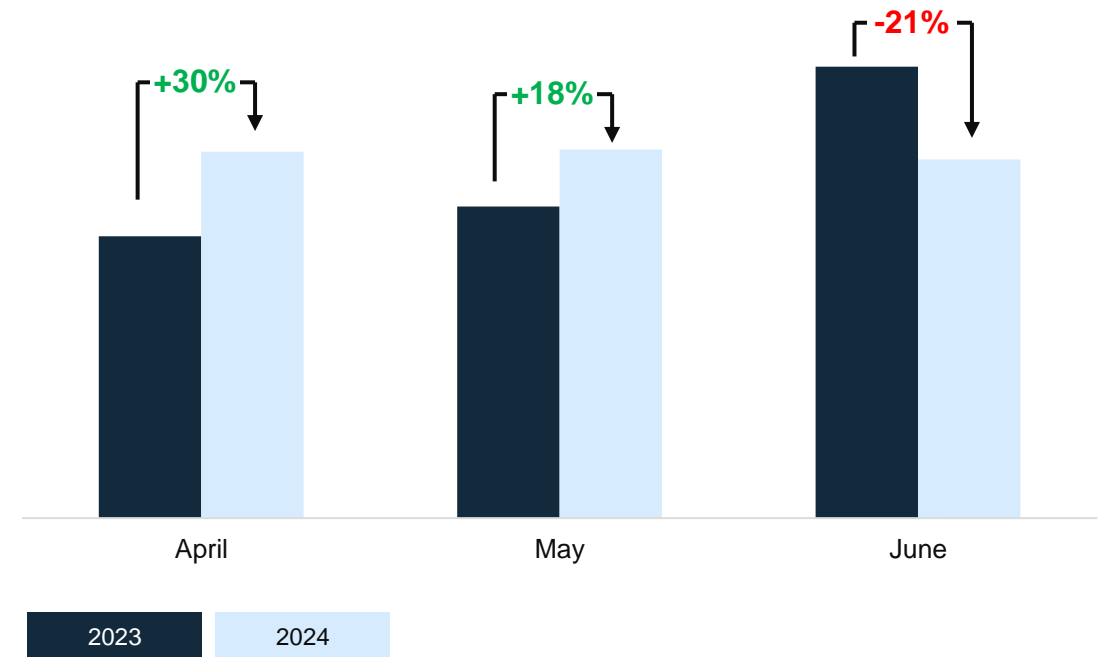
of corporate customers grew to ~67k with ~3.6 million connected employees



of facilitated bikes with ~81k slightly above the previous year (+2%) but negatively impacted by unstable weather in May and June as well as other factors such as general consumer reluctance

BIKELEASING.DE

(# bikes facilitated)



Continued integration of Probonio and Bikeleasing with sales roll-out to commence in H2

Exemplary overview of integration work streams

Workstream	Description	May	June	July	August	3-month status	
Legal	Harmonization of contracts and legal standards between Bikeleasing and Probonio (e.g. governance systems, contract structures or T&Cs)	2 Months					✓ Completed
Accounting	Integration of Probonio in the existing accounting and reporting systems of Bikeleasing	2 Months					✓ Completed
Sales training	Train Bikeleasing's sales team on Probonio, and conversely, Probonio's sales on Bikeleasing as a product	3 Months					✓ Completed
Software integration	Harmonization of software systems between Bikeleasing and Probonio	3 Months		 ongoing
Platform integration	Integration of both technical platforms and the underlying IT infrastructure for a seamless customer experience	3 Months		 ongoing

Sales roll-out

Targeted sales roll-out among Bikeleasing's corporate customers, supported by dedicated marketing campaign, once the other integration workstreams have been completed

- No significant earnings contribution to be expected for 2024 given the progress within the year and one-time integration / roll-out costs
- Based on a first pilot customer survey conducted in Q2, mid single digit million EBITDA contribution expected for 2025

IHSE – Operational deep dive



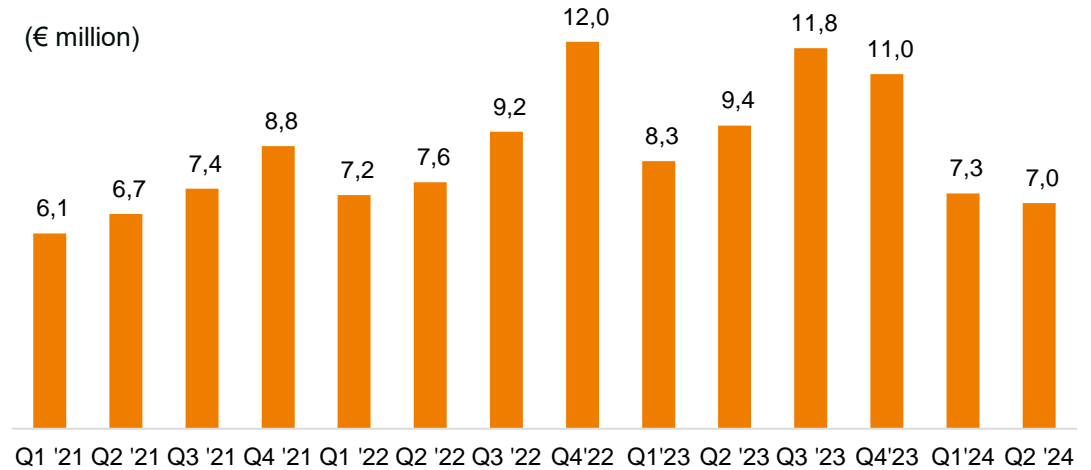
Revenue in H1 is well below last year's and at a similar level to 2021/2022, partially due to planned downtime in Q1 and delays in customer orders for multiple projects, shifting revenue recognition beyond Q2



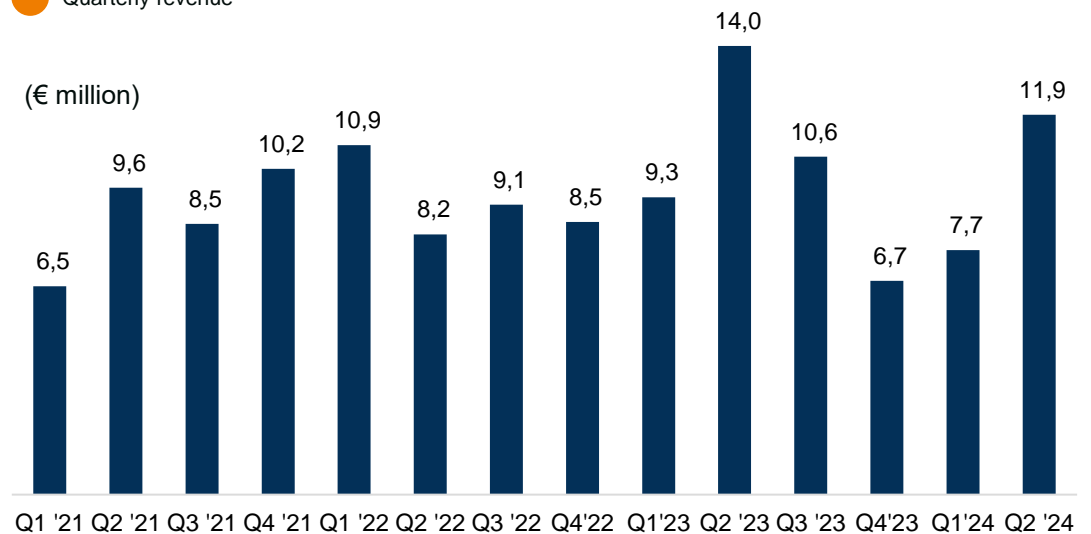
Sales in EMEA slightly declined, while Americas and APAC are picking up and starting to close the gap compared to previous year



Order intake in Q2 was very high, split across multiple customers and projects (unlike Q2 2023 with a single €7.0 million project), leading to a healthy backlog of over €10.0 million



Quarterly revenue



Quarterly order intake

IHSE – Product innovation



IHSE introduces a new video compression codec for its product lines: JPEG XS, the ultimate solution for high-quality, low-latency video compression, offering visually lossless quality and unparalleled efficiency



Its high-quality compression preserves image fidelity, while progressive decoding enables fast streaming. With a wide color gamut and support for resolutions up to 10K, JPEG XS redefines image compression



The new video codec standard ensures unified interoperability while offering customers significant cost and energy savings by enabling the use of 1G networks



Group Forecast FY 2024

*On track to build one of Germany's
leading technology groups.*

Revenue **€220m - €240m**

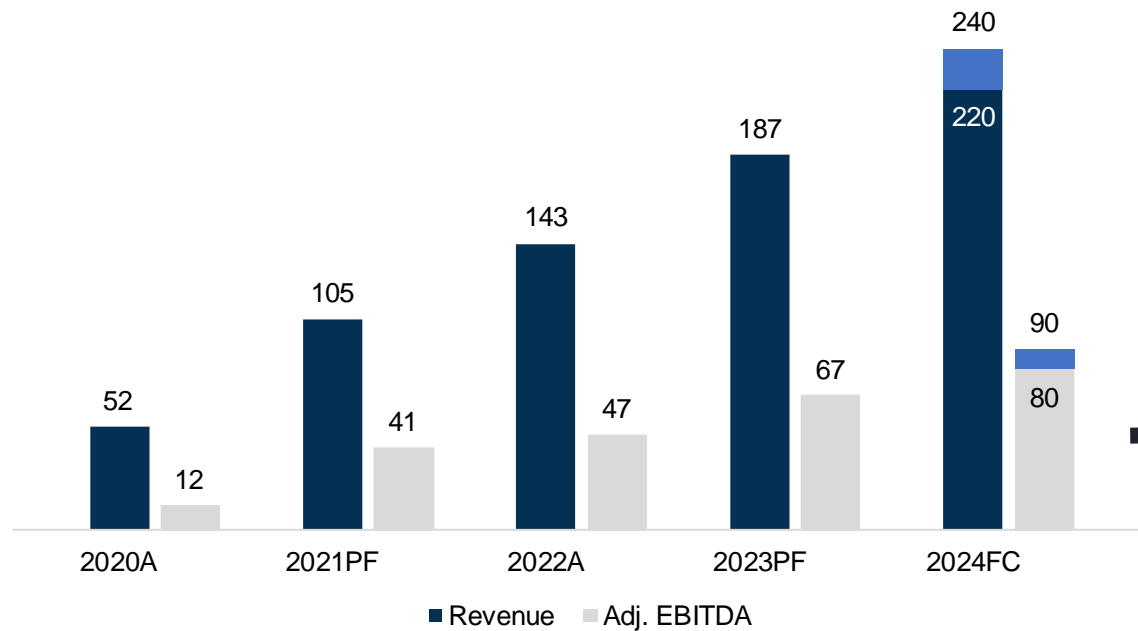
(2023: €187m | +18% to +29%)

Adj. EBITDA **€80m - €90m**

(2023: €62m | +29% to +45%)

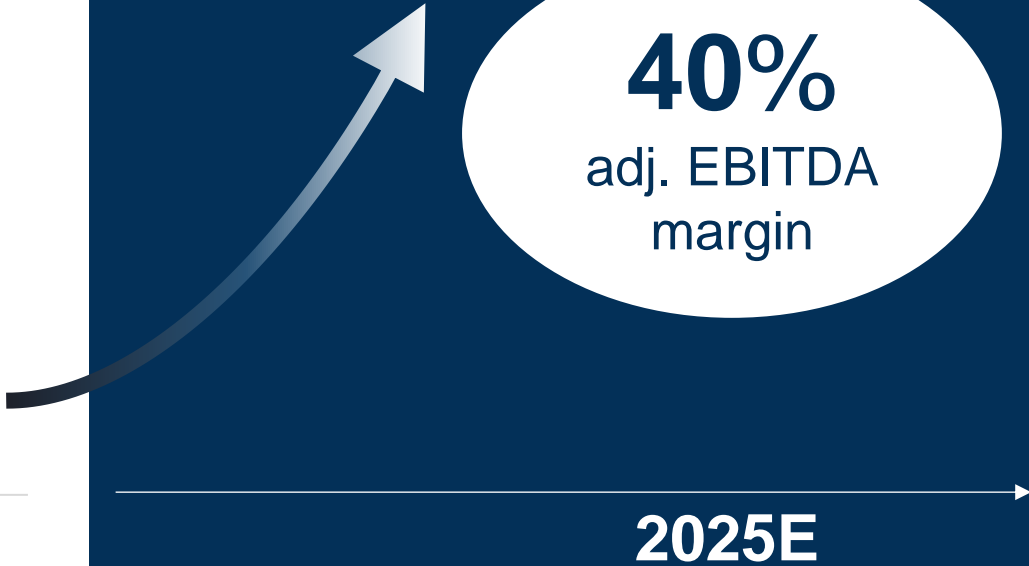
Medium-term Outlook 2025

(€ million)



2025
€290-320m
revenue target

40%
adj. EBITDA
margin



Q&A

**Happy to answer
your questions**

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