

Building a European SaaS Champion

▶ creating trusted companies

+++ AGM 2023 +++ 30 June 2023 +++

Achim Weick, Founder & CEO



Agenda

1. About
2. Financial Year
3. Compliance Story
4. Outlook
5. AGM



About

Our Purpose

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

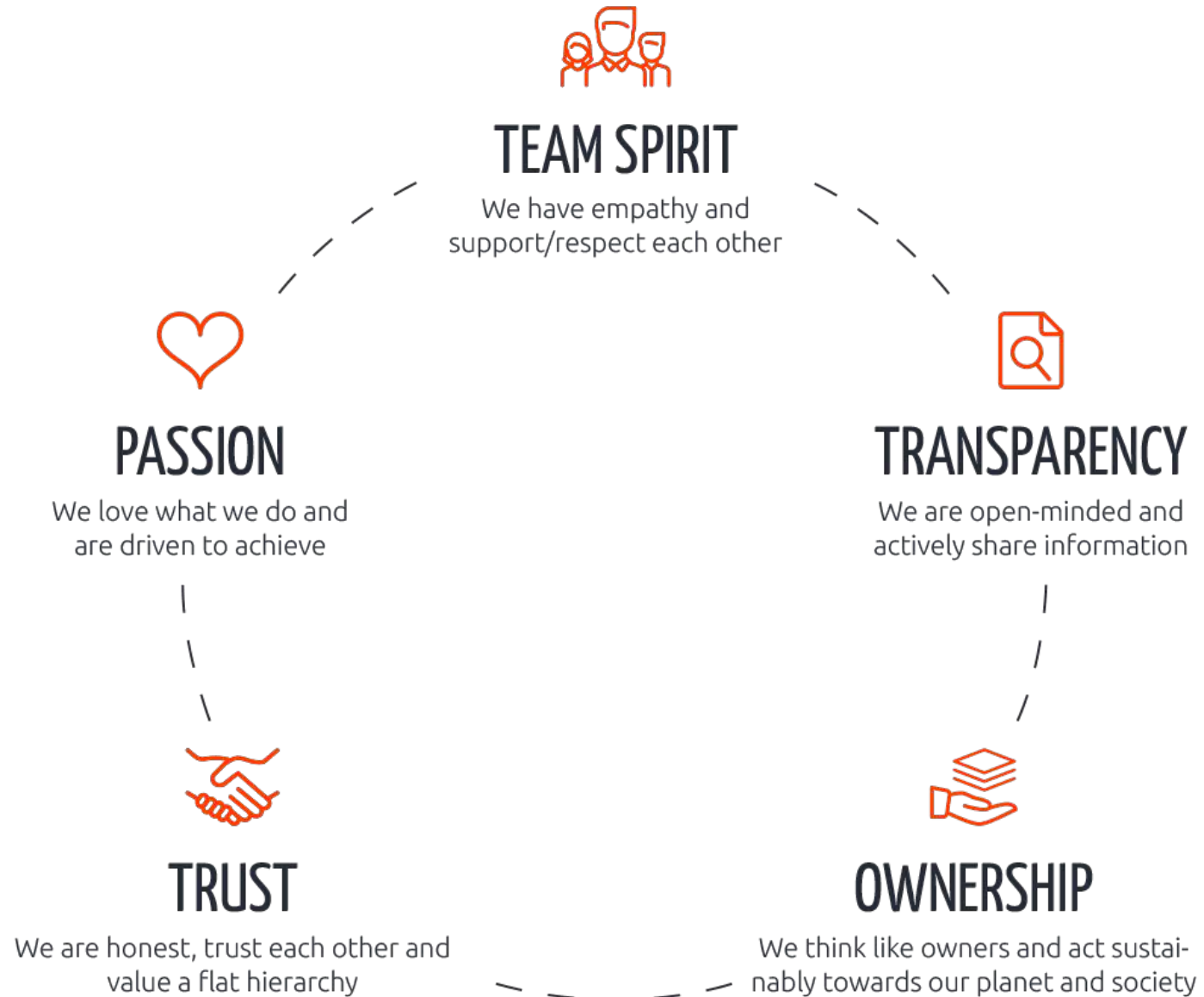
TRUST

Our Mission



creating trusted companies

Our 5 Core Values



Our 10 Work Principles



Put the client first
(company, result)



Be ambitious
and humble



Have integrity and
demand it from others



Confront brutal facts,
yet never lose faith



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



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



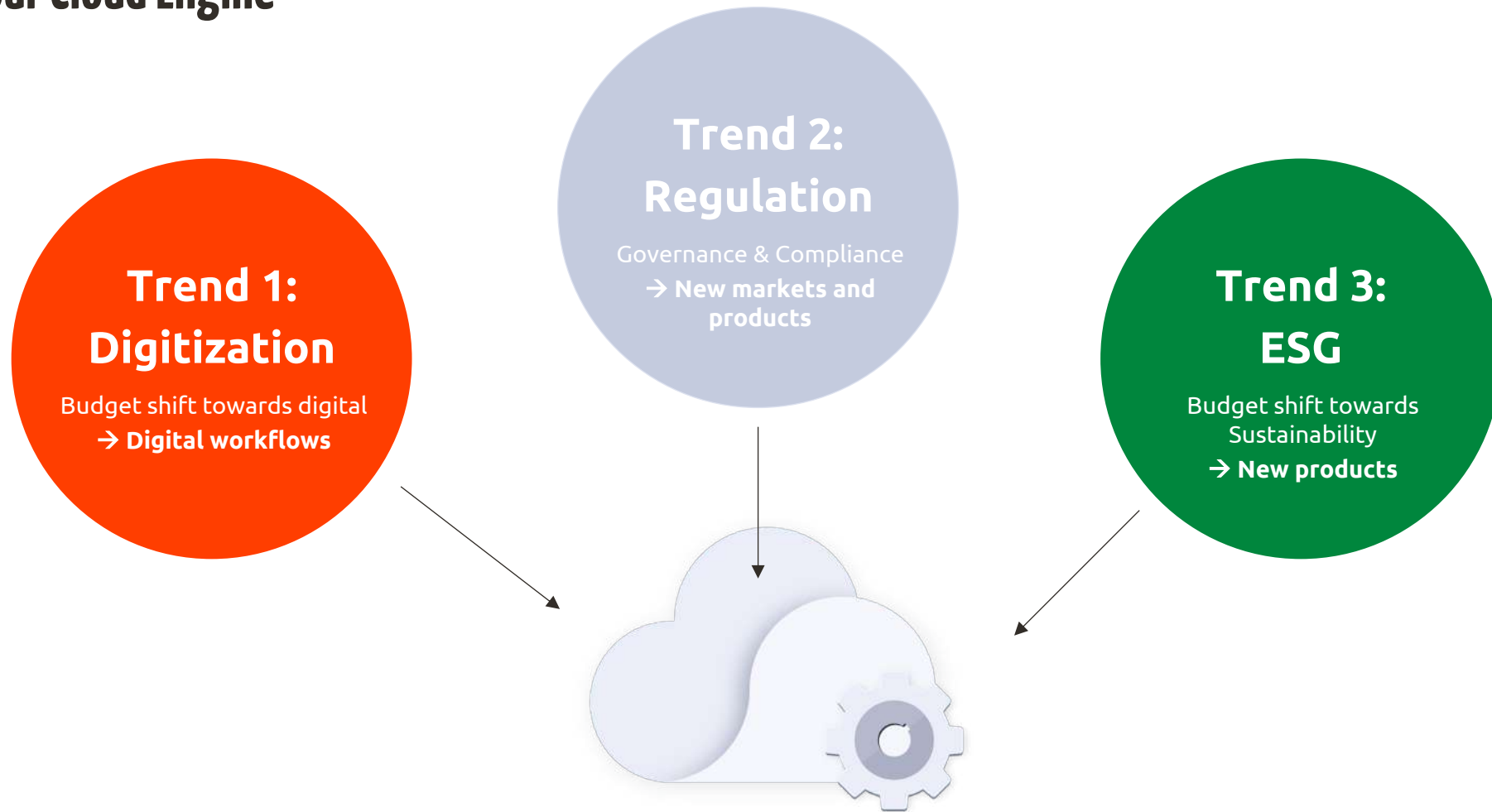
Lead by example

Overview EQS Group

- **ESG Tech**
Corporate Compliance
Investor Relations
Sustainability Reporting
- **Customers**
>5,000 SaaS
>4,000 Filing
- **Employees (FTE)**
>500
- **Founding**
2000 in Munich (Headquarter)
- **Listing**
Frankfurt (Scale)

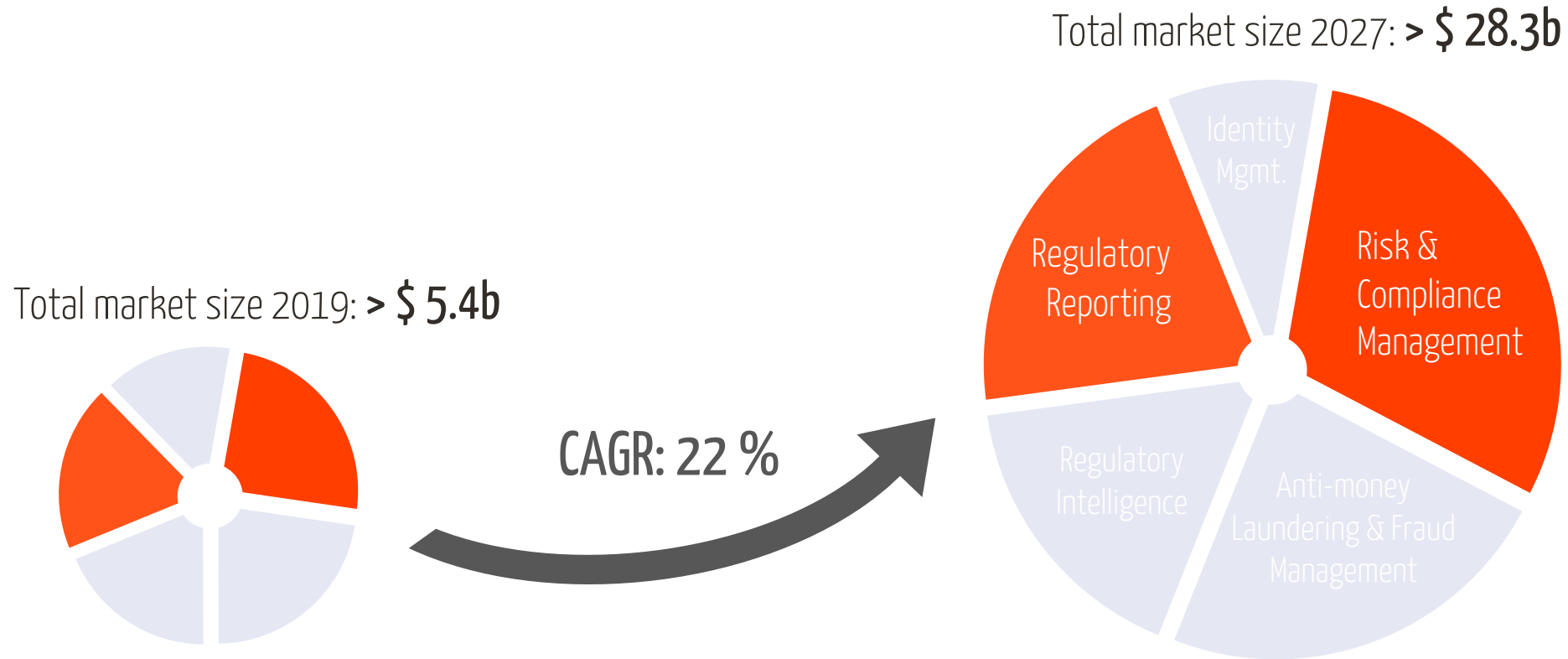


Fuel of our Cloud Engine



Growth of highly profitable cloud revenues

The RegTech Market – Strong Growth from Compliance



Source: Warburg Research, Allied Market Research



Financial Year 2022

Highlights 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 Equivalents	10,655	8,653	23%
Net Debt	28,434	74,368	-62%
Equity-Ratio (%)	59	38	-

All figures in million Euro unless otherwise stated

Use of Own Shares

We have set up the following share participation program for our employees:

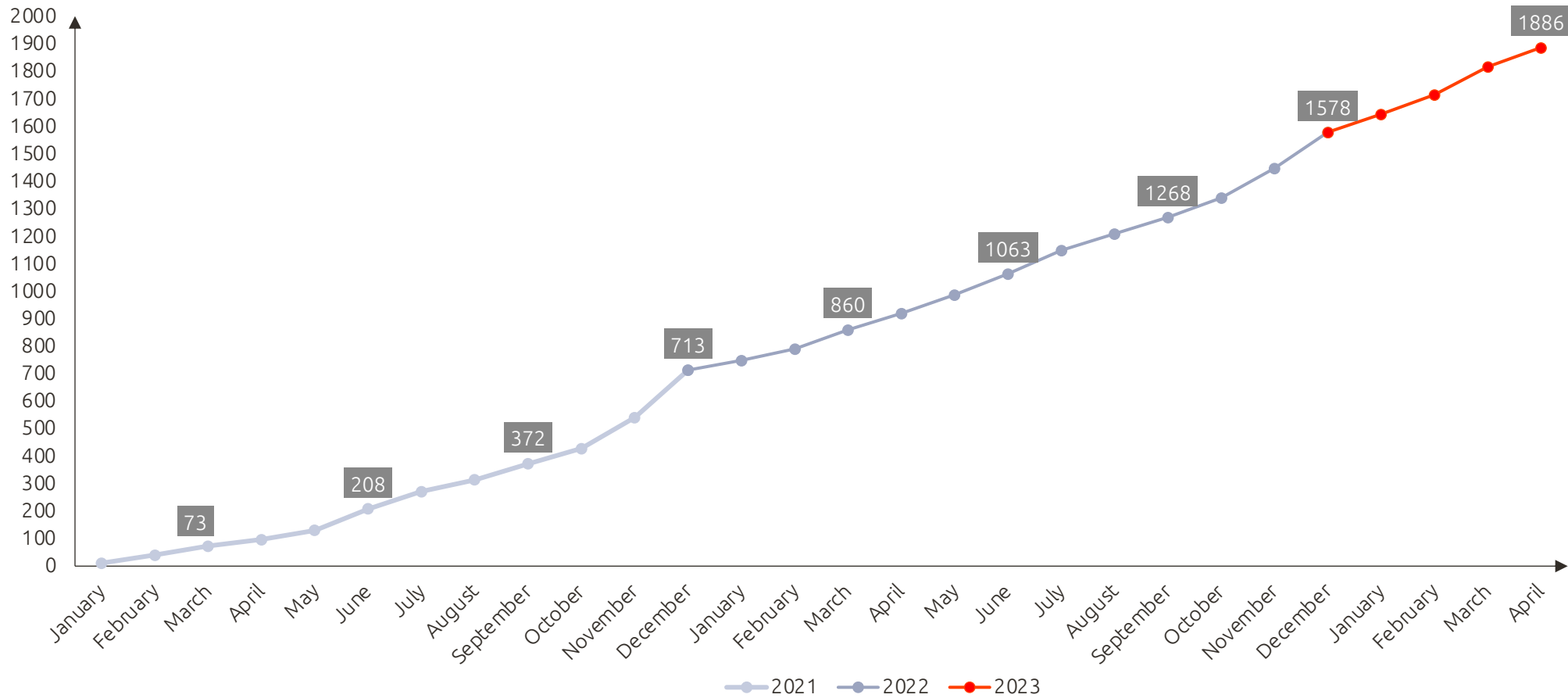
“Employees of EQS Group AG and its subsidiaries who purchase EQS shares as a **personal investment** over a period of 12 months as part of the participation program and who do not sell them during the investment period and a subsequent holding period of 12 or 24 months will receive additional EQS shares in proportion allocated 1:1.”

The bonus shares of the 2021 tranche, a total of 8,879 shares, were allocated in January 2023.

EQS Group currently owns 1.120 own shares.

3 Compliance Story





Over 1,800 New Whistleblowing Customers Won since 2021



The EQS Compliance COCKPIT

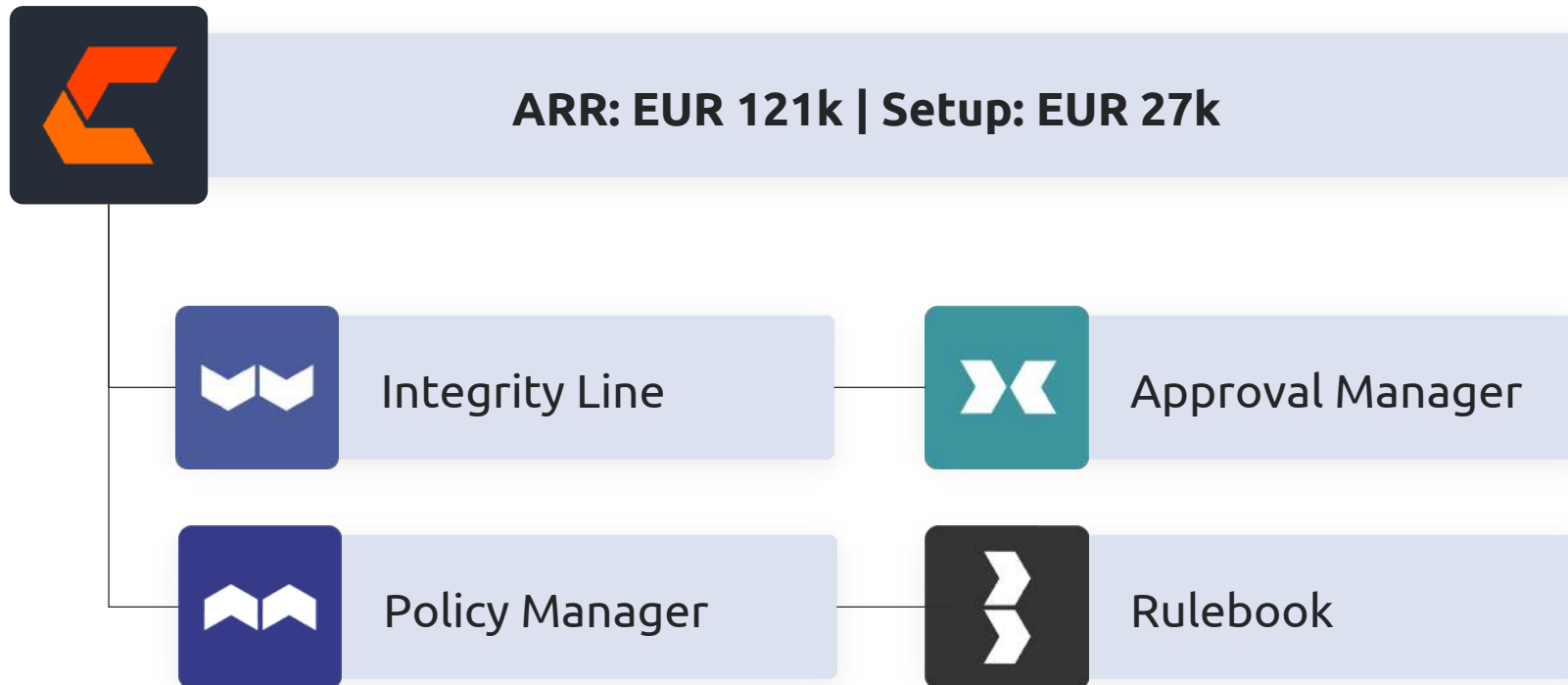


Total Adressable Market in Europe for Compliance COCKPIT > € 1 bn

	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

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



The Growth Journey

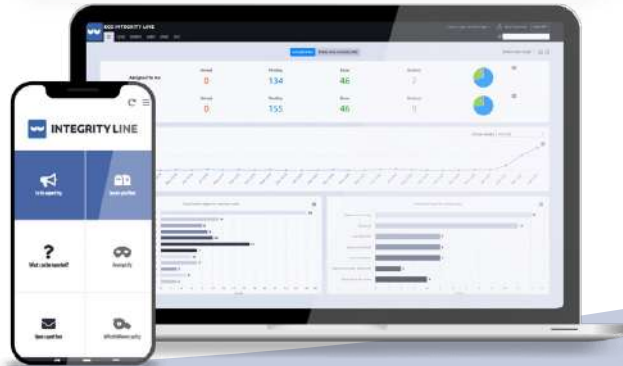
Sustainability
(ESG Solutions)



Full Compliance Program
(COCKPIT)

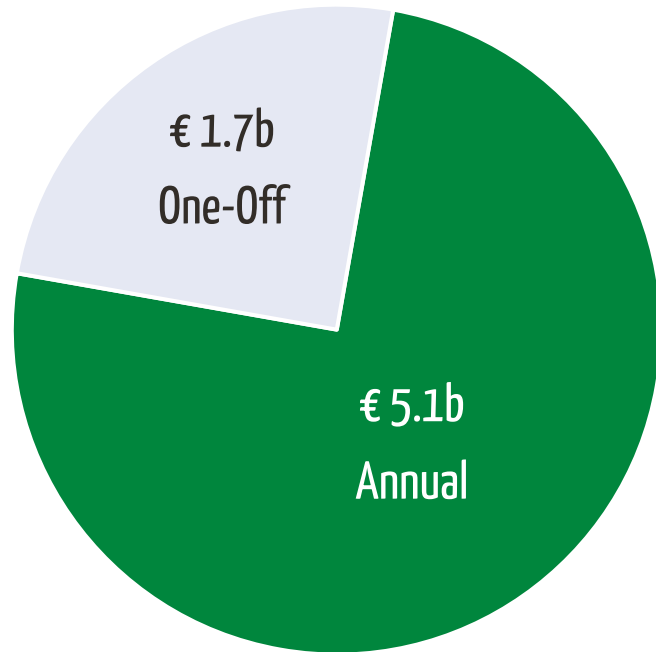


Whistleblowing
(Integrity Line)



Increasing ARR
throughout the journey

ESG Tech – Increasing Spendings to Comply with New EU Legislations



Estimated spendings to comply with CSRD & CSDDD



Corporate Sustainability Reporting Directive (CSRD) & Corporate Sustainability Due Diligence Directive (CSDDD)



~ 49.000 companies in scope



Spendings starting with implementation (CSRD in 2024)

Source: European Commission, Verdantix

5 Outlook

Outlook 2023e

New SaaS Customers
2,000 – 3,000

New ARR
€ 9 – 12 mln.

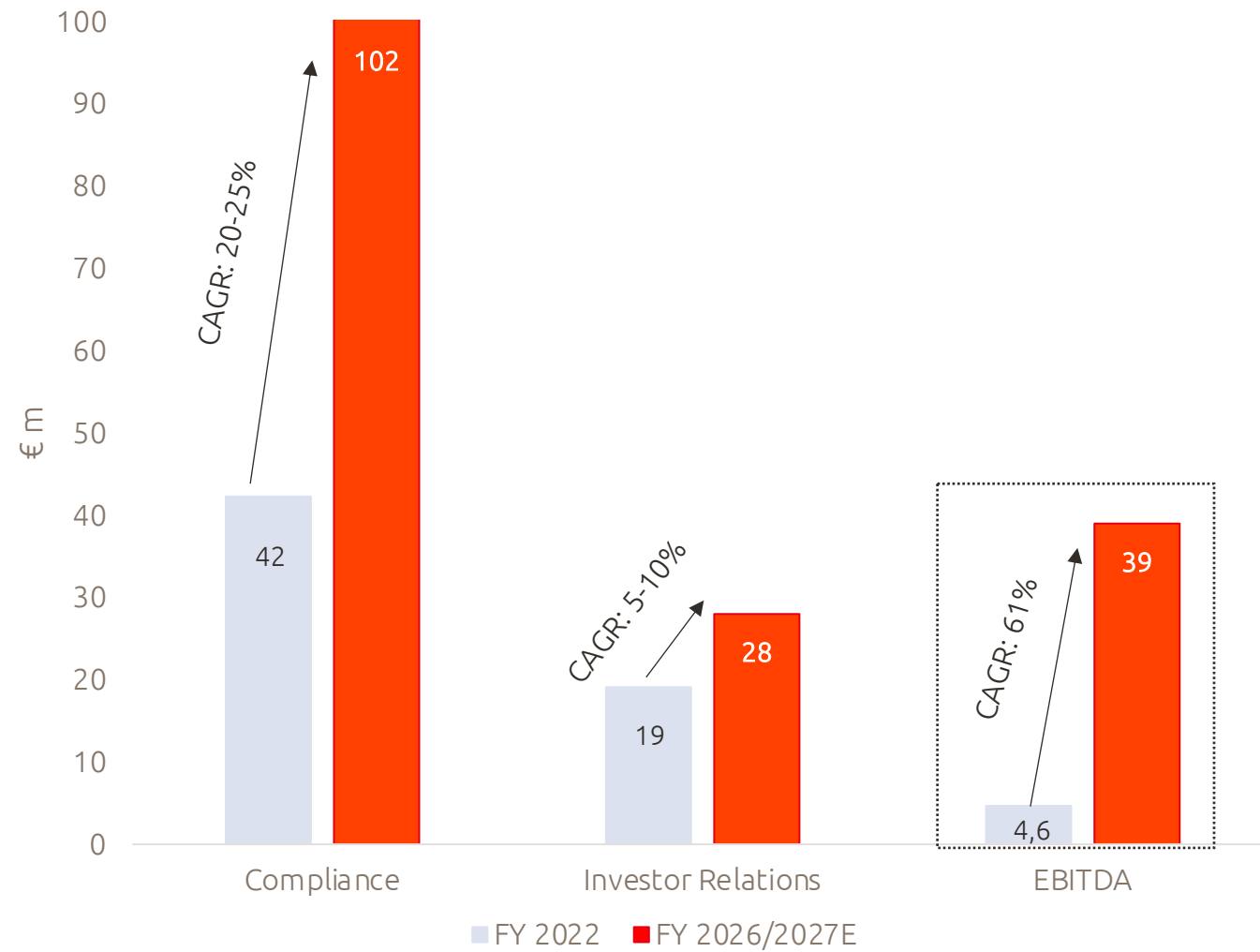
Revenue Growth
15% – 20%

Net Promoter Score
Stable

Employee Satisfaction
Constant Level

EBITDA
€ 9 – 11 mln.

Midterm Outlook



Our Goal 2025

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

AGM

Agenda AGM 2023

- 1 Presentation of Annual Financial Statement
- 2 Discharge of the Management Board
- 3 Discharge of the Supervisory Board
- 4 Election of the Auditor
- 5 Election of the Supervisory Board
- 6 Cancellation and Creation of Authorized Capital
- 7 Amendment of Section 16 of the Articles of Association (Virtual General Meeting)

AMG Point 6 | Cancellation and Creation of Authorised Capital

- › The existing authorized capital of 10 percent pursuant to §4 (3) of the Articles of Association has not been utilized since the last Annual General Meeting.
- › To grant the Management and Supervisory Boards adequate flexibility in corporate financing, a new authorized capital would be created in § 4(3) of the Articles of Association, the current authorized capital 2022/I in § 4(3) of the Articles of Association would be cancelled, and the scope of the authorization would be increased to 25 percent of the share capital.
- With the Supervisory Board's approval, the Management Board is authorized to increase the company's share capital by 29 June 2028 by issuing new registered shares against cash contributions, one or more times, by EUR 2,506,053.00 or less in total (authorized capital 2023/I).

AMG Point 7 | Amendment of Section 16 of the Articles of Association (Virtual General Meeting)



Digital First – we are a pioneer for digital IR in Germany



Contributes to the transformation to a CO2-neutral economy



All fundamental shareholder rights are fully respected



Lower cost for the company and shareholders



Enables all shareholders to participate