

Building a European SaaS Champion by creating trusted companies

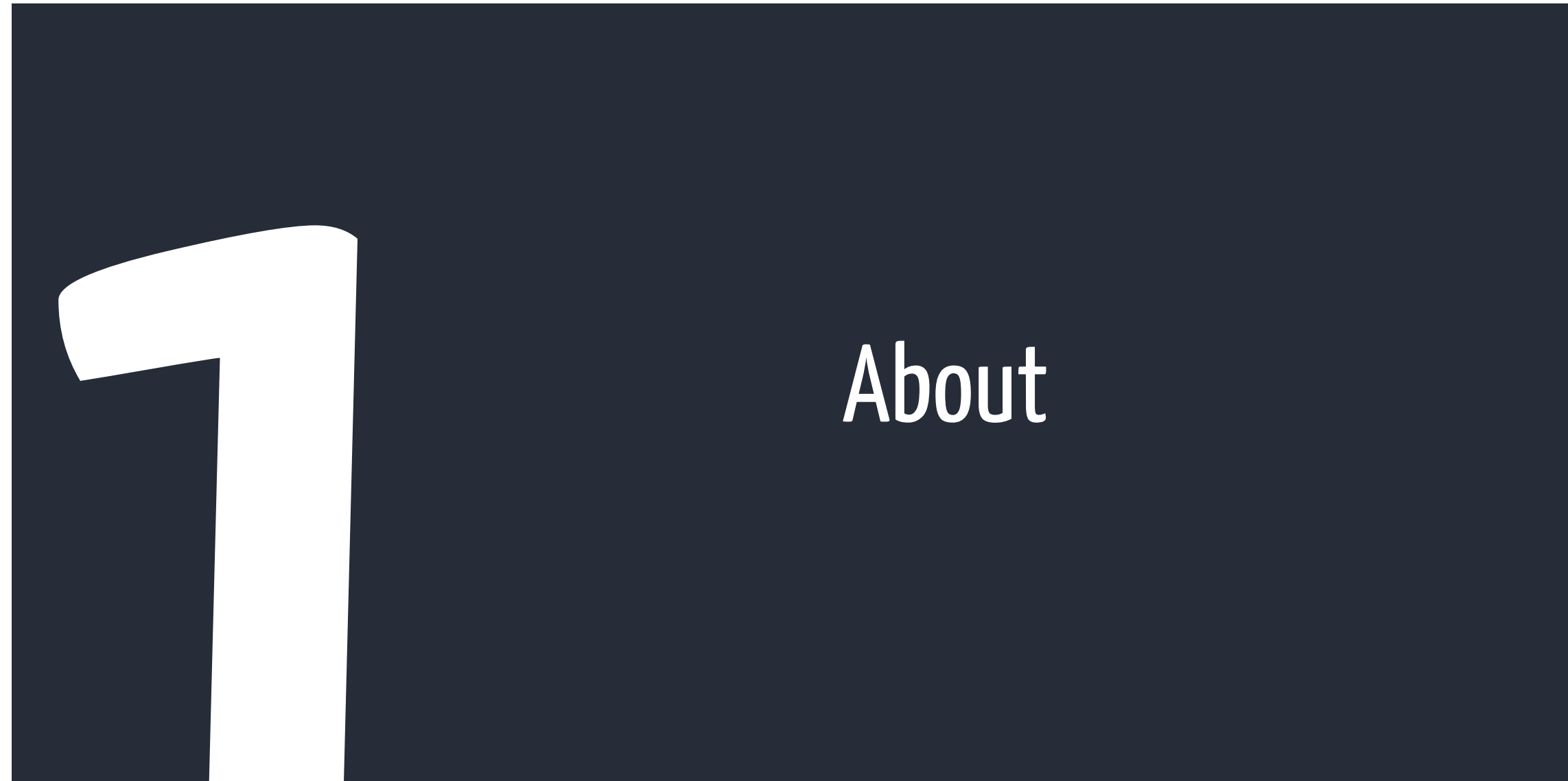
+++ AGM 2022 +++ 28 June 2022 +++

Achim Weick, Founder & CEO



Agenda

1. About
2. Financial Year
3. Outlook
4. AGM



Our Belief

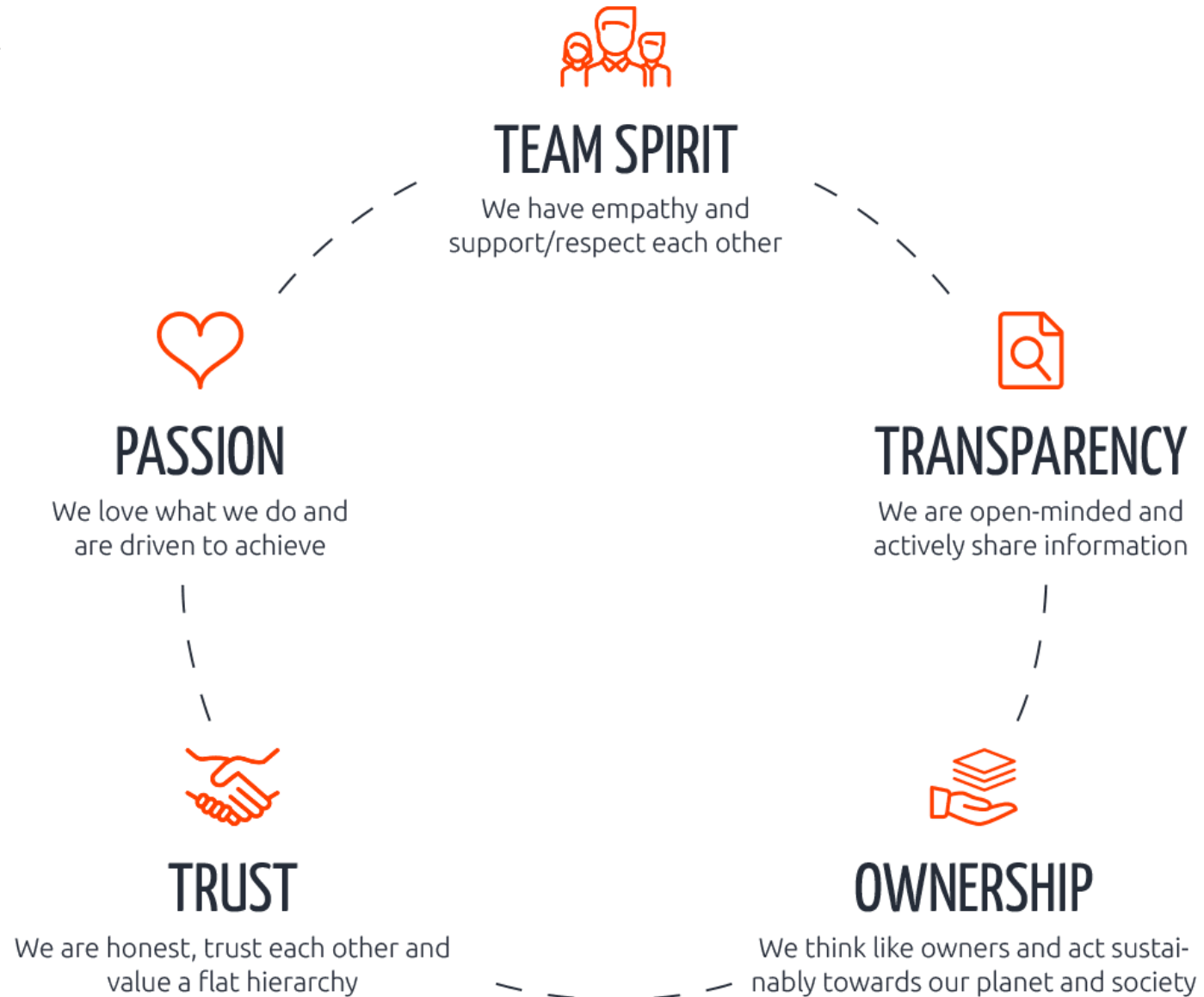
We at EQS believe that
Integrity and Transparency
create the most important
corporate capital:

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



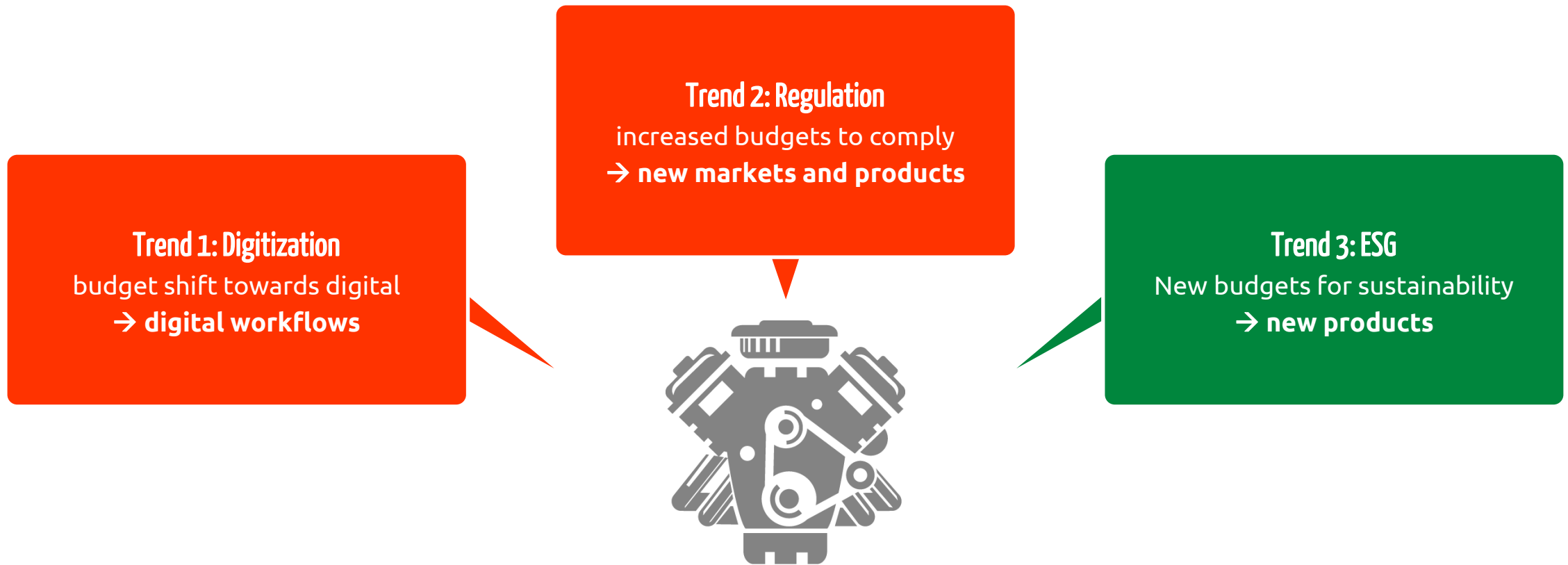
Lead by example

Overview EQS Group

- **ESG Tech**
Corporate Compliance
Investor Relations
Sustainability Reporting
- **Customers**
>4,400 SaaS
>4,200 Filing
- **Employees (FTE)**
>550
- **Founding**
2000 in Munich (Headquarter)
- **Listing**
Frankfurt (Scale)

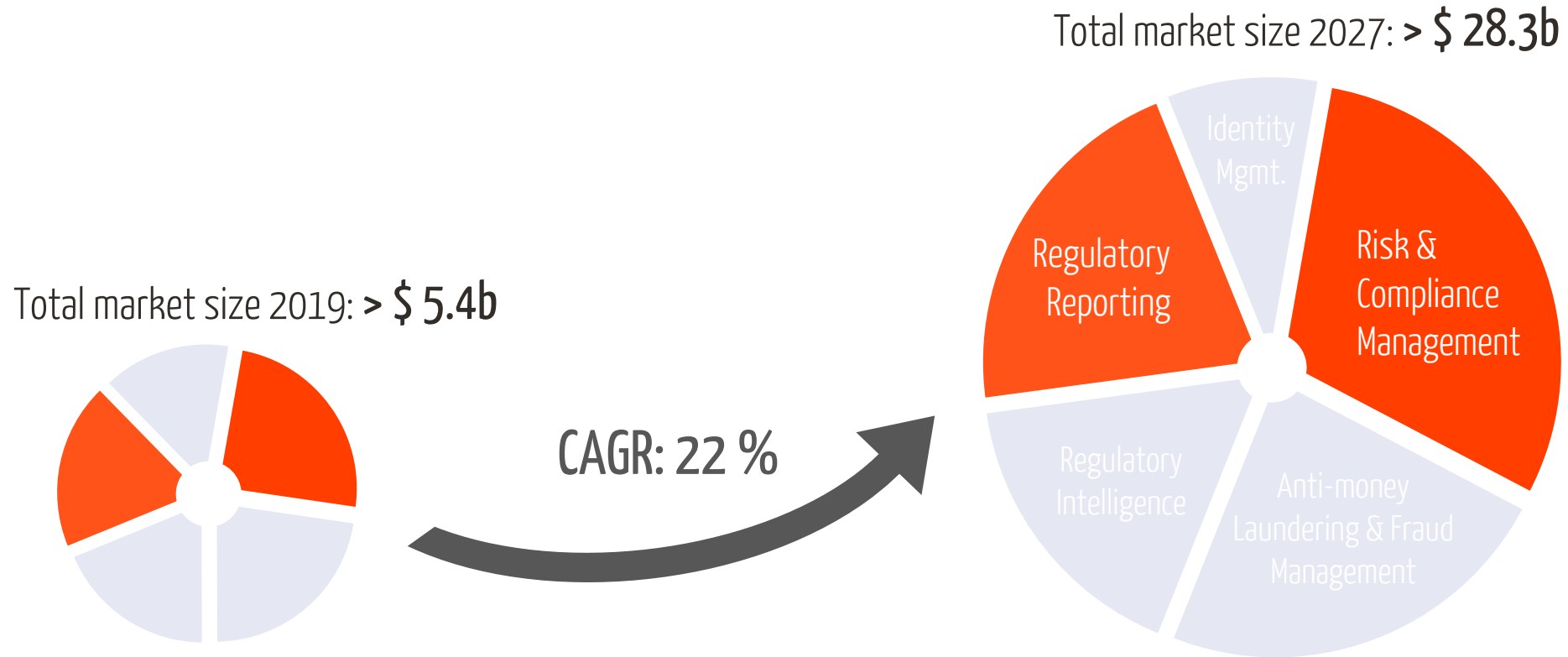


Fuel of our Cloud Engine



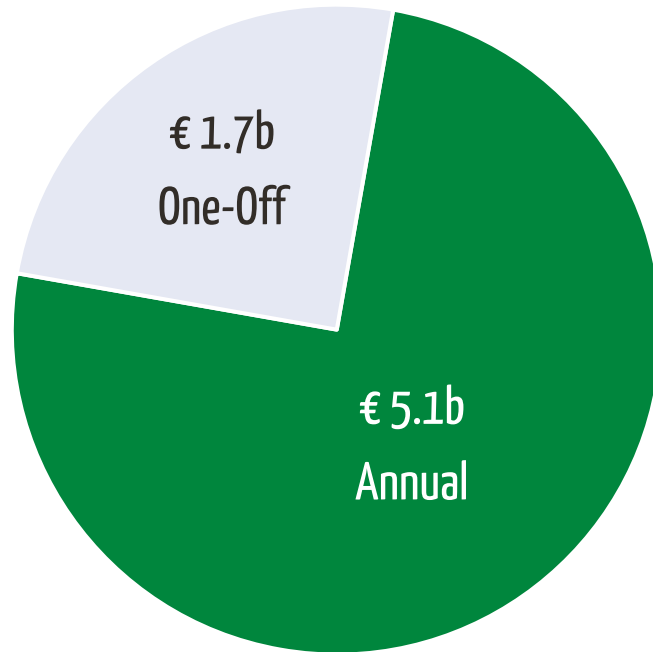
→ Growth of highly profitable cloud revenues

The RegTech Market – Strong Growth from Compliance



Source: Warburg Research, Allied Market Research

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)



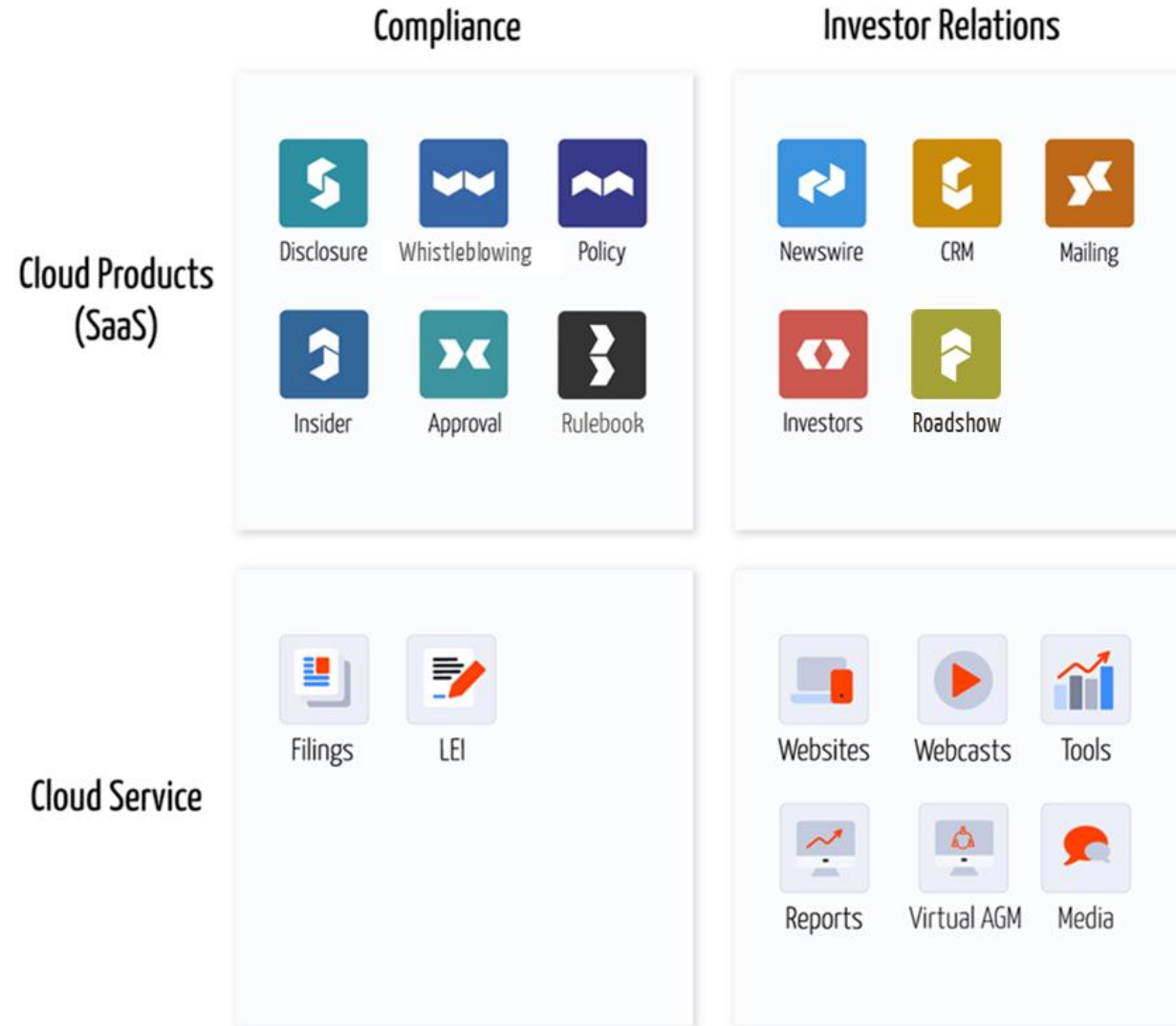
~ 49.000 companies in scope



Spendings starting with implementation (CSRD in 2024)

Source: European Commission, Verdantix

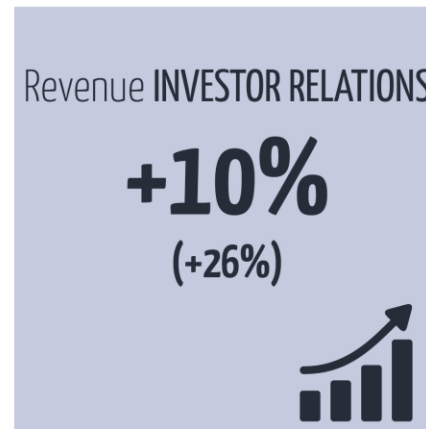
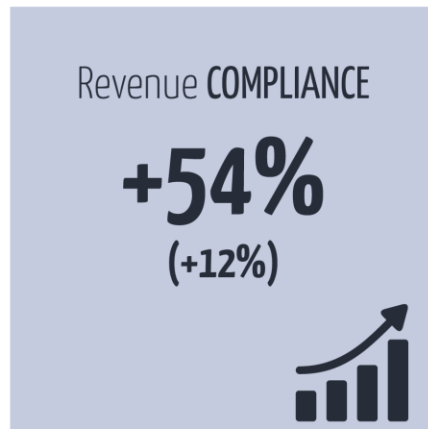
Product Portfolio





Financial Year

Highlights FY 2021



*Before purchase price allocation effects

Key Figures FY 2021

Key figures	FY 2021	FY 2020	+/-
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

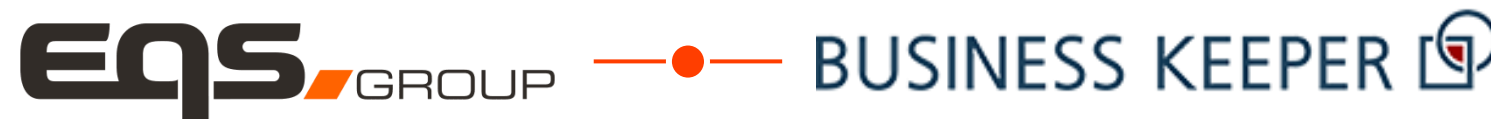
* EBITDA adjusted for additional expenses into Marketing and Sales and purchase price allocation

** 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

Acquisition of Business Keeper

- EQS became the leading European Cloud-provider for whistleblowing solutions
- Combined 1,200 SaaS-customers and € 20m ARR (2021) for whistleblowing software
- New forecast 2025: € 130m (before € 100m) revenue and an EBITDA margin of at least 30%
- Net purchase price € 95m based on a valuation of 8x - 9x ARR (2021)
- BK FY 2020: revenues € 8.9m (FY2019: € 8.2m) and EBITDA € 0.5m (FY2019: € 1.8m)

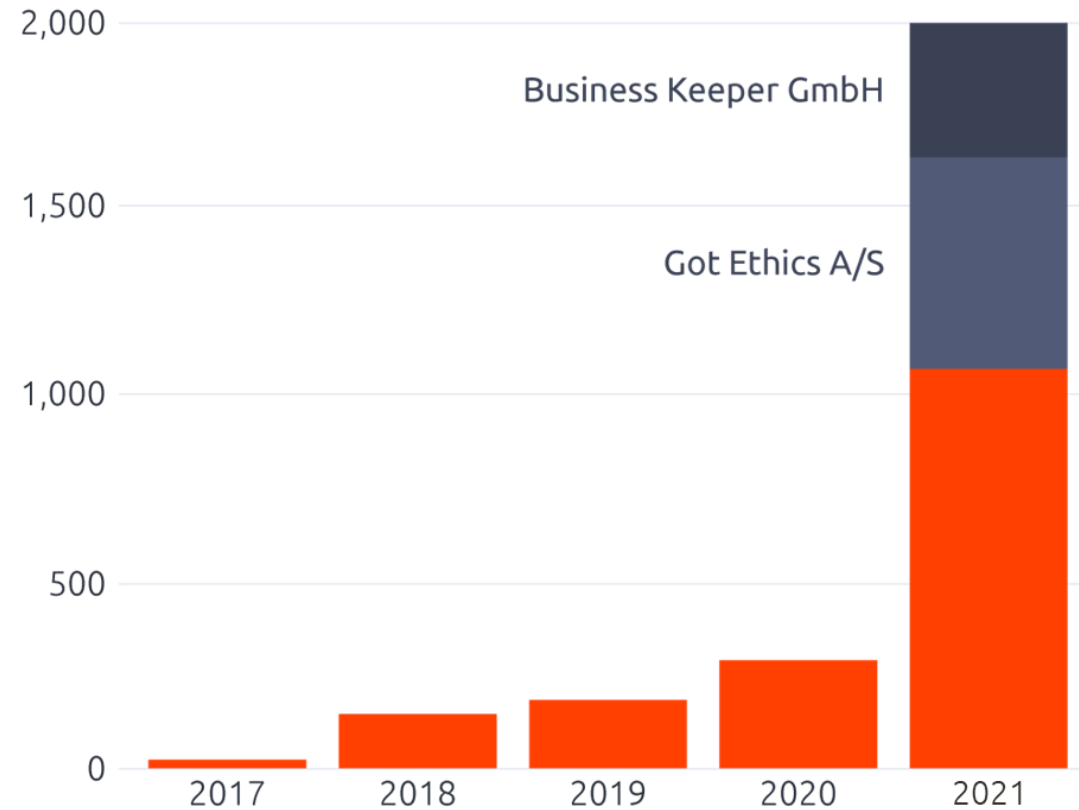


New Market Position – EQS Group as EU Market Leader for Digital Whistleblowing

				
Headquarter	Germany	Netherlands	USA	USA
Revenue 2021 (total)	€ 50m	~ € 5.0 m	~ \$ 500m	> \$ 100m
M & A	Integrity Line (CH) Got Ethics (DK) Business Keeper (GER)	-	WhistleB (SWE) Expolink (UK)	Convercent (USA)
Subsidiaries in Europe	12	1	3	4
EU Customers*	>1,500	~ 400	~ 500	~ 100
Nr. of DAX Customers	22	2	-	-
Compliance Suite	✓✓	✓	✓✓✓	✓✓

*As of 28 June 2022

In 4 Years to the Pole Position in Europe



Customers in Whistleblowing

Three Capital Increases since Last AGM

We carried out a 7.5% (June 2021), a 2.2% (December 2021) and a 15.7% (March 2022) capital increase:

- › Issue of 2,141,961 new no-par value registered shares against cash contribution through use of the authorized capital. Eligible from January 1, 2021. Increase in share capital to EUR 10,024,212
- › Exclusion of subscription rights in 2021 capital increases
- › March 2022 capital increase with subscription rights
- › Placement price in June 2021 of € 38.00 per share
- › Placement price in March 2022 of € 33.00 per share

Main reasons:

- › Financing investments in the compliance market, including acquisitions
- › Acquisition of Business Keeper GmbH on June 11, 2021

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 after the end of the holding period.”

The bonus shares of the 2020 tranche, a total of 10,361 shares, were allocated in January 2022.

EQS Group currently owns 639 own shares.



Outlook 2022e

New SaaS Customers

2,500 – 3,500



New ARR

€ 11 – 16 mln.



Revenue Growth

30% – 40%



Net Promoter Score

Stable



Employee Satisfaction

Constant Level



EBITDA

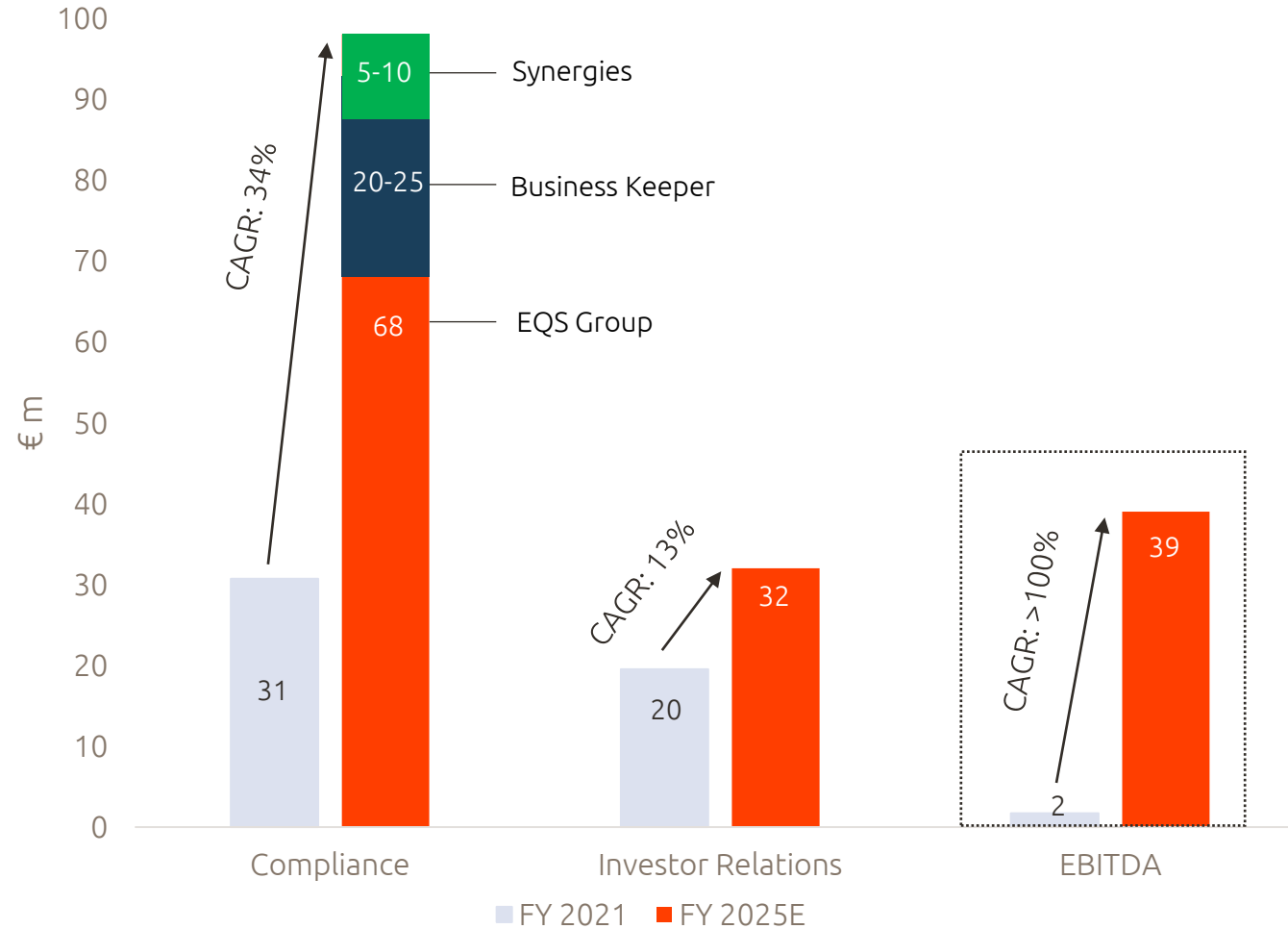
€ 6 – 10 mln.



The EQS Compliance COCKPIT



Outlook 2025e



Our Goal 2025

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

AGM

Agenda AGM 2022 – Part I

1 Presentation of Annual Financial Statement

- › No resolution required

2 Appropriation

- › Proposal: Carry forward on a new account

3 Discharge of the Management Board

4 Discharge of the Supervisory Board

5 Election of the Auditor

- › Proposal: Continue with BDO AG Wirtschaftsprüfungsgesellschaft

Agenda AGM 2022 – Part II

- 6** Expansion of Supervisory Board
 - › Proposal: Expand to five members
- 7** Election of Supervisory Board
 - 7-A** Re-Election of Prof. Dr. Kerstin Lopatta
 - 7-B** Election of Catharina van Delden

AGM Point 7-A | Supervisory Board – Prof. Dr. Kerstin Lopatta

Current Academic Positions:

- Chair Professor of Financial Accounting, Auditing and Sustainability, University of Hamburg
- Adjunct Professor at the Faculty of Law, Economics and Finance, University of Luxembourg

Education:

- PhD (Dr. rer. pol.), Goethe University, Frankfurt am Main

Supervisory Board

- Member at EQS since 2021 and up for election until AGM 2025
- Member of Supervisory Board of freenet AG, Büdelsdorf



Born: 1969 | Nationality: German

AGM Point 7-B | Supervisory Board – Catharina van Delden

Current Working Positions:

- Co-Founder and Advisory Board Member, innosabi GmbH, Munich
- Advisory Board Member, Laya Technologies GmbH, Munich
- Advisory Board Member, cavago Pte. Ltd., Singapore
- Advisory Board Member South, Deutsche Bank AG, Munich

Education:

- Executive MBA in Innovation and Business Creation, TU Munich

Supervisory Board

- Not yet a member at EQS and up for election until AGM 2023
- Member of Supervisory Board of Sto SE & Co. KGaA, Stühlingen



Born: 1984 | Nationality: German

Agenda AGM 2022 – Part III

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Cancellation and Creation of Authorized Capital

- › Objective: Renewal after partial use of the authorized capital 2021

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Adjustment of Corporate Purpose

- › Proposal: Rewording to adapt to company's strategy and new business fields

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Resolution of Remuneration of the Supervisory Board

- › Objective: Annual remuneration of € 32,500.00 plus attendance fees and additional remuneration based on respective role