

# WELCOME

## 2021/22 | H1 revenue

Videoconference | October 28, 2021



# 2021/22 H1 REVENUE



**Pascal Imbert**

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CEO



## Organic growth of +15% in H1 2021/22

Revenue	2021/22	2020/21	Total variation	Change at constant scope <sup>1</sup> and on a constant forex basis
<i>In €m - unaudited consolidated data</i>				
Q1	115.2	94.4	+22%	+21%
Q2	102.6	92.4	+11%	+9%
<b>H1</b>	<b>217.8</b>	<b>186.8</b>	<b>+17%</b>	<b>+15%</b>

<sup>(1)</sup> Excluding Everest Group *consulting*, which has been integrated into Wavestone's accounts since 05/01/2021.

/ Revenue of €217.8m in H1 2021/22: +17%, equivalent to +15% organic growth

- > growth in Q1 benefited from a very favorable baseline and a positive working day impact (+3%)
- > no working day impact in Q2

## Consultant utilization rate remains high and average daily rate rising

	H1 2021/22 (6 months)	2020/21 fiscal year (12 months)	
Consultant utilization rate	78%	71%	▶ consultant utilization rate high over H1 – above the normative level of 75%
Average daily rate	€847	€842	▶ firm sales prices, with a positive impact of +€5 from the integration of Everest Group <i>consulting</i>
Order book	3.9 months	4.1 months	▶ very good visibility on future projects, despite the reduced order-book size compared with June 30, 2021

## Recruitment plan in line with the annual objective

- / 3,476 employees at September 30, 2021
  - > vs. 3,453 at March 31, 2021
- / Staff turnover rate of 15% at the end of September (on a rolling 12-month basis)
  - > compared with 13% at the end of June 2021, and 11% over the previous fiscal year
  - > tending toward an annual staff turnover rate of 15% to 20% – higher than the target set at the start of the year (15%)
- / Accelerating the pace of recruitment
  - > expect to exceed the target of 800 gross hires over the 2021/22 fiscal year





# Acquisition of why innovation! in Singapore

## / Consulting firm specializing in the agile transformation of organizations

- › supports clients in the finance, transport, industrial, retail, and health sectors
- › ~20 consultants operating in Singapore and Hong Kong

## / Strengthening of Wavestone's position in the Asia-Pacific

- › follows the opening of a Hong Kong office in 2016
- › portfolios of complementary offerings will generate more value for clients in the region

## / Details of the purchase

- › acquisition of 100% of the share capital of why innovation!
- › purchase price: S\$5.2m (~€3.3m) in enterprise value
- › up to an additional S\$2.7m (~€1.7m), depending on performance over the next 18 months
- › financed entirely in cash from Wavestone's own funds

- **Average annual revenue of S\$5m (~€3.2m)** over the last three fiscal years
- **Average EBITA margin of 15%** over the last three fiscal years
- Registered office: **Singapore**
- Consolidation from **November 1, 2021**

# Wavestone recognized again for its extra-financial performance



Gaia Research: 2<sup>nd</sup> in the category for companies with revenue between €150m and €500m

- > Wavestone featured in the Gaia Index for the 12<sup>th</sup> consecutive year



Ecovadis: Platinum rating

- > Wavestone in the Top 1%



**HUMPACT**

Humpact: 1<sup>st</sup> place in the Technology Sector

- > ...and 6<sup>th</sup> place overall, of over 200 companies evaluated

## A CSR policy structured around five key themes

Our clients

Our employees

Diversity and inclusion

Being a citizen company

Environmental responsibility

# Confidence in the 2021/22 objectives strengthened

/ Revenue objective: €460m

/ EBIT margin objective: 13%

*These objectives, set at constant scope and exchange rates, include Everest Group consulting, but not why innovation!*

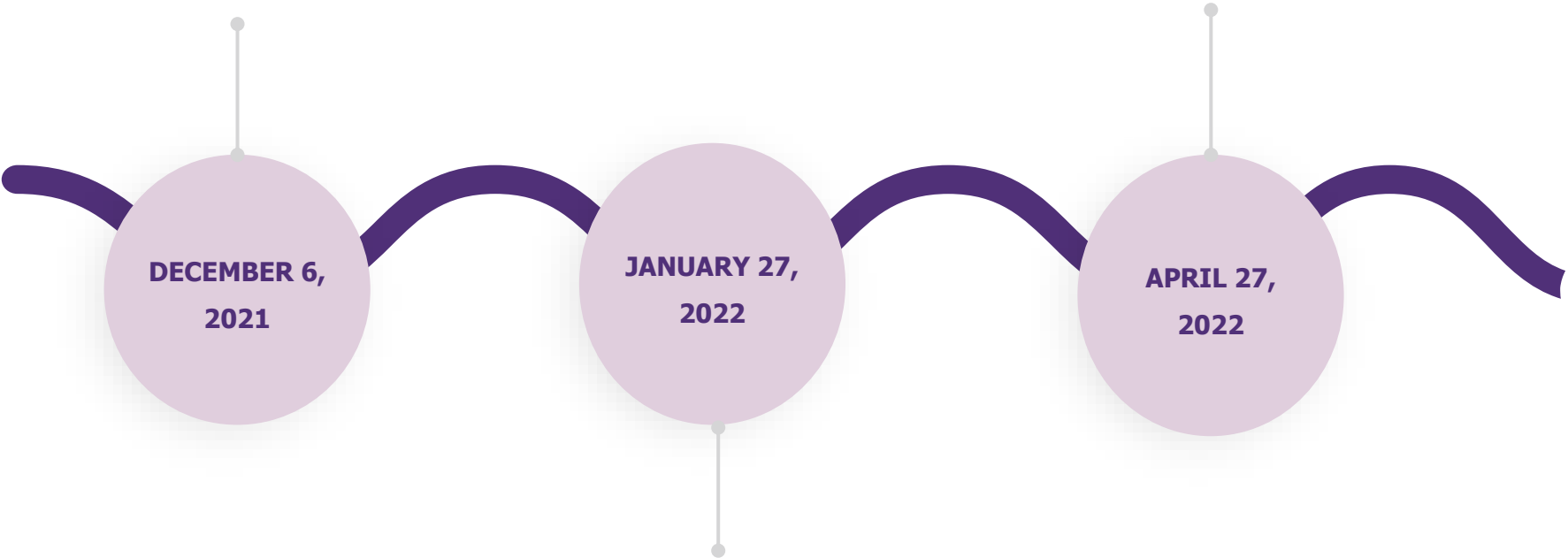
Update to annual objectives and presentation of the new strategic plan on  
December 6, 2021



# Financial agenda

1 **2021/22 H1 results** (after stock market closing; followed by an investors' meeting)

3 **2021/22 annual revenue** (after stock market closing; followed by a videoconference)



2 **Q3 2021/22 revenue** (after stock market closing; followed by a videoconference)

# GOOD EVENING

**Join us on December 6, 2021**

**for the presentation of the H1 2021/22 results  
and the new strategic plan**

