

WELCOME

Q1 2023/24 Revenue

Videoconference | July 26, 2023



Buoyant start to the 2023/24 fiscal year: Q1 revenue up +17%

Revenue	2023/24	2022/23	Change at constant scope ¹ and on a constant forex basis	Change
<i>In €m - unaudited consolidated data</i>				
Q1	143.3	122.0	+11%	+17%

⁽¹⁾ Excluding PEN Partnership, consolidated since August 1, 2022; and Coeus Consulting, consolidated since October 1, 2022

/ Q1 2023/24 consolidated revenue of €143.3m

- > a solid increase of +17%

/ Organic growth of +11%

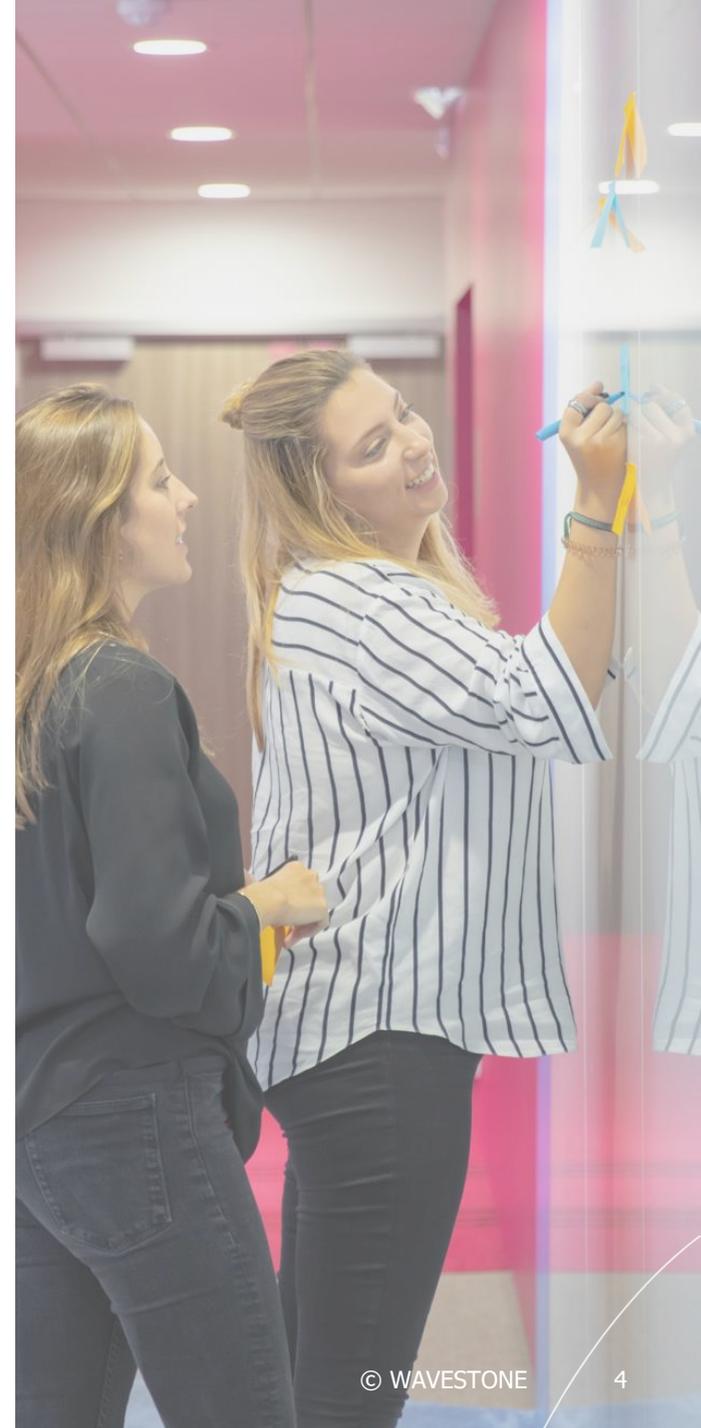
- > despite a very unfavorable working day impact over the quarter (-2.9%)
- > slightly ahead of the firm's business plan and supported by the increase in the firm's headcount at the end of the 2022/23 fiscal year

Recovery in the consultant utilization rate in Q1 at 73%; sales prices up by +1%

	Q1 2023/24 (3 months)	2022/23 fiscal year (12 months)	
Consultant utilization rate	73%	73%	▶ compared with 71% over Q4 2022/23
Average daily rate	€896	€890	▶ sales prices up +0.7% compared with average sales price for the whole of the 2022/23 fiscal year growth of +1.0% at constant exchange rates (€899)
Order book	4.2 months	4.0 months	▶ slight increase in order book to 4.2 months at the end of June 2023, compared with 4.0 months at March 31, 2023

Staff turnover rate returns to its normative level and slowdown in recruitment activity

- / Slowdown in recruitment activity over the year
 - > due to a more uncertain business environment and lower staff turnover rate
- / Staff turnover rate of 15% at June 30, 2023 (on a rolling 12-month basis)
 - > compared with 16% at March 31, 2023
- / 4,348 employees at June 30, 2023
 - > compared with 4,406 at March 31, 2023 – the end of the 2022/23 fiscal year
 - > downturn typical of this time of year

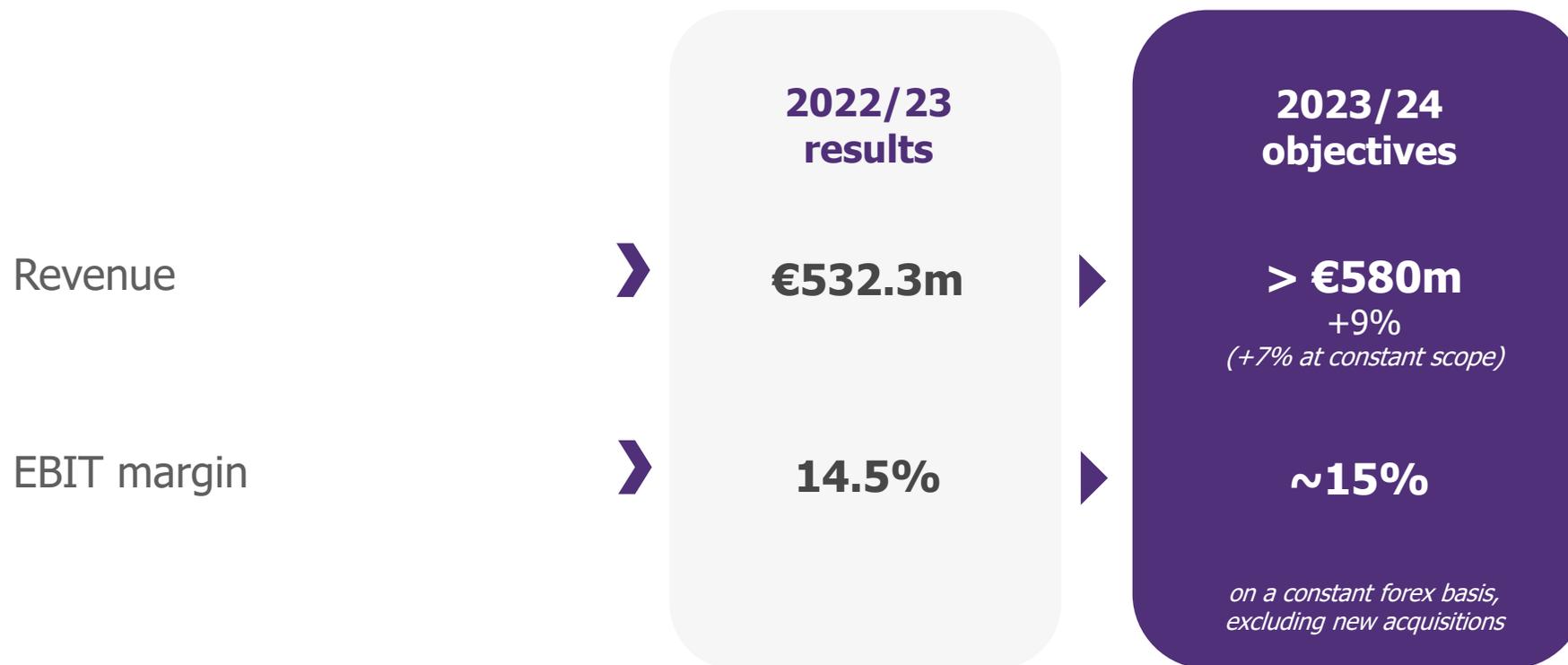


Start to the fiscal year that exceeded expectations; prudent approach maintained for the rest of the year

- / Q1 2023/24 slightly ahead of business plan, despite working day impact
 - > recovery in the consultant utilization rate after a significant drop in the previous quarter
 - > prices remained solid
- / More marked volatility and a wait-and-see approach from decision makers
 - > maintenance of intense business development activity
 - > confirmation of a more cautious recruitment plan
- / Continued pursuit of the external growth policy
 - > priority to targeted acquisitions in the UK and US, without ruling out tactical purchases in other geographies

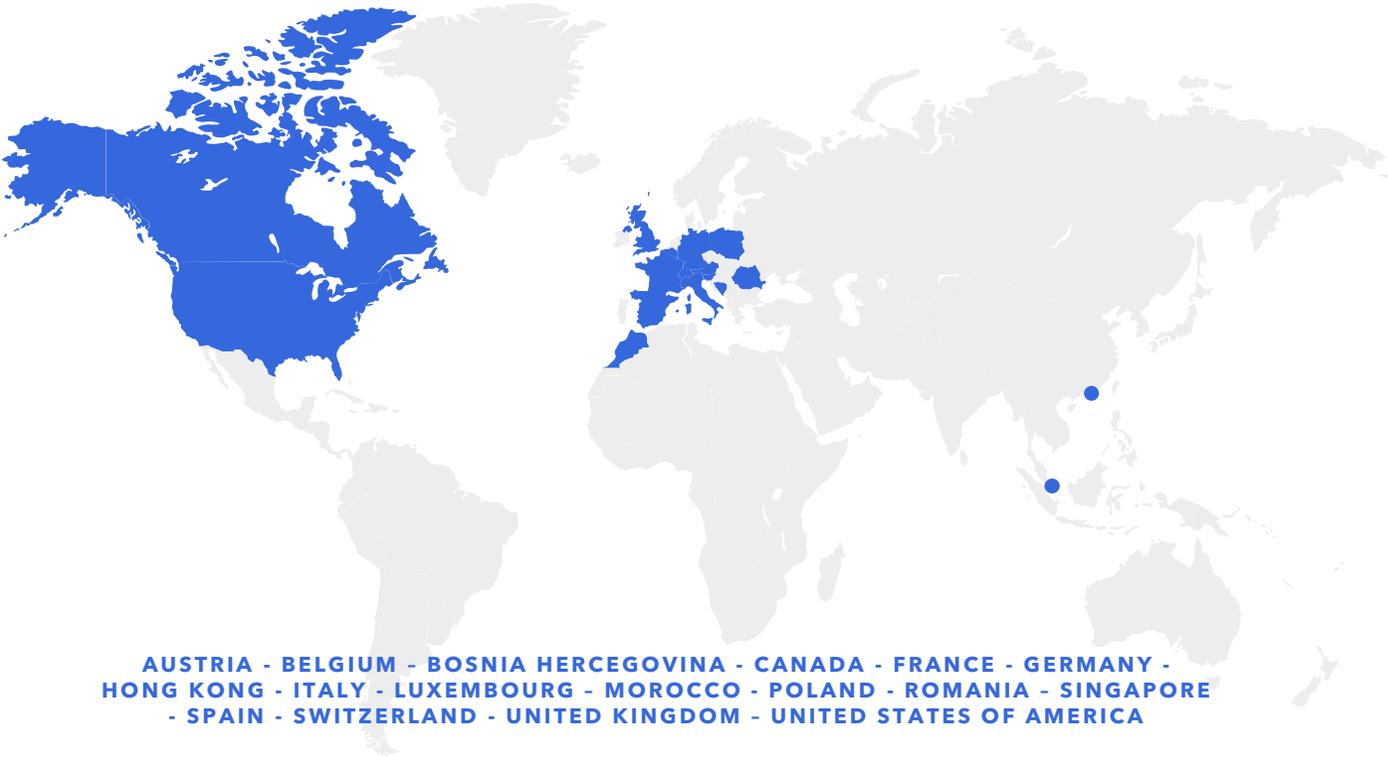


2023/24 objectives



Reminder: profitability for H1 2023/24 will be penalized by an unfavorable working day impact (-2.4%)

Create a European global consulting champion

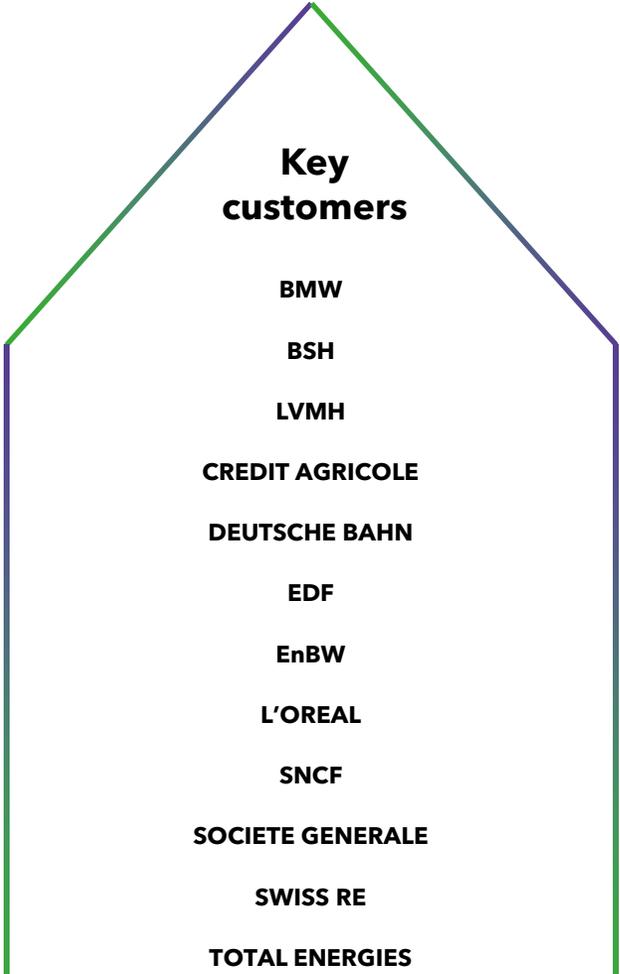


€818m
consolidated¹
sales

5,500+
cumulated
FTEs

17
countries
in presence

18
Global 500 clients
among the TOP 30



¹ based on the combined IFRS 12-month figures at March 31, 2023 for Wavestone (audited) and December 31, 2022 for Q_PERIOR (unaudited)

A clear roadmap to growth and sustained profitability



¹ excluding new acquisitions
² combined organic and inorganic

A wide-angle photograph of a city skyline at sunset. The sky is filled with soft, colorful clouds in shades of orange, pink, and purple. The city buildings are illuminated with warm lights, and their reflections are visible on the water in the foreground. The water is a deep blue with gentle ripples.

**Q1 2023/24 REVENUE
QUESTION AND ANSWER
SESSION**



GOOD EVENING

Join us on October 30, 2023

(after stock market closing),
for the publication of the H1 2023/24 revenue

