

WELCOME

Q3 2021/22 | Revenue

Videoconference | January 27, 2022



Q3 2021/22 | REVENUE



Pascal Imbert

CEO



Laurent Stoupy

CFO



Revenue growth of 9% in Q3 2021/22

Revenue <i>In €m - unaudited consolidated data</i>	2021/22	2020/21	Total variation	<i>Change at constant scope ¹ and on a constant forex basis</i>
Q1	115.2	94.4	+22%	+21%
Q2	102.6	92.4	+11%	+9%
Q3	122.3	111.8	+9%	+7%
H1	340.2	298.5	+14%	+12%

⁽¹⁾ excluding Everest Group *consulting*, consolidated since 05/01/2021 and why innovation!, consolidated since 11/01/2021.

- / Revenue totaled €340.2 over the nine-month period: up 14% – equivalent to 12% organic growth
 - > working day impact of +1.0% over the period

Consultant utilization rate and prices in line with annual ambitions

	2021/22 (9 months)	2020/21 fiscal year (12 months)	
Consultant utilization rate	77%	71%	▶ high consultant utilization rate over the nine-month period – above the 75% normative level
Average daily rate	€849	€842	▶ strongly-positioned sales prices; slightly higher than the previous year ▶ increase of +€6 linked to the integration of Everest Group <i>consulting</i> and why innovation!
Order book	4.1 months	4.1 months	▶ sustained levels of order intake at the end of 2021; business momentum remaining excellent

Recruitment momentum maintained

- / Staff turnover rate 17% at the end of December (on a rolling 12-month basis)
 - > vs. 15% at September 30, 2021, and 11% over the previous fiscal year
 - > rate expected to be in the middle of the range 15% to 20% for the 2021/22 fiscal year
- / Recruitment plan in line with the objective strengthened in December
 - > over 900 gross hires now being targeted over the 2021/22 fiscal year, compared with 800 initially
- / 3,624 employees at December 31, 2021
 - > compared with 3,476 at September 30, 2021; and 3,453 at March 31, 2021



Acquisition of NewVantage Partners in the US

/ A niche consultancy specializing in data strategy

- › advises blue-chip clients, including several Fortune-200 companies

/ Consolidating Wavestone's position in the US

- › recognized expertise in data strategy, a key topic in the Impact strategic plan

/ Details of the purchase

- › acquisition of 100% of the share capital of NewVantage Partners
- › acquisition price: total in the range \$2.7m to \$3.9m (~€2.4m to €3.5m), depending on the company's results over the next 12 months
- › financed entirely in cash from Wavestone's own funds



- Registered office: **Boston, USA**
- **Revenue of \$2.6m** (~€ 2.3m) in 2021
- consolidated on **January 1, 2022**

2021/22 annual objectives confirmed

- / Slight reduction in consultant utilization rate expected in Q4
 - > cumulative impact of many new starters since September 2021
 - > increased levels of sick leave in recent weeks, linked to the continuing Covid-19 situation
- / Confidence in achieving the annual objectives strengthened at the beginning of December
 - > performance indicators solid over the fiscal year
 - > future project visibility and business-development results remain excellent moving into Q4



A wide-angle photograph of the Chicago skyline at sunset. The sky is a mix of orange, pink, and blue, with scattered clouds. The city's skyscrapers are illuminated with warm lights, and their reflections are visible on the calm water in the foreground. The overall mood is serene and urban.

**Q3 2021/22 | REVENUE
QUESTION AND ANSWER
SESSION**



Financial agenda

1 **2021/22 annual revenue** (after stock market closing; followed by a videoconference)

3 **Annual General Meeting**



2 **2021/22 annual results** (after stock market closing; followed by an investors' meeting)

GOOD EVENING

Join us on April 28, 2022

for the publication of the 2021/22 annual revenue

