WELCOME

Q3 2021/22 | Revenue

Videoconference | January 27, 2022



Q3 2021/22 | REVENUE



Pascal Imbert

CEO



Laurent Stoupy

CFO



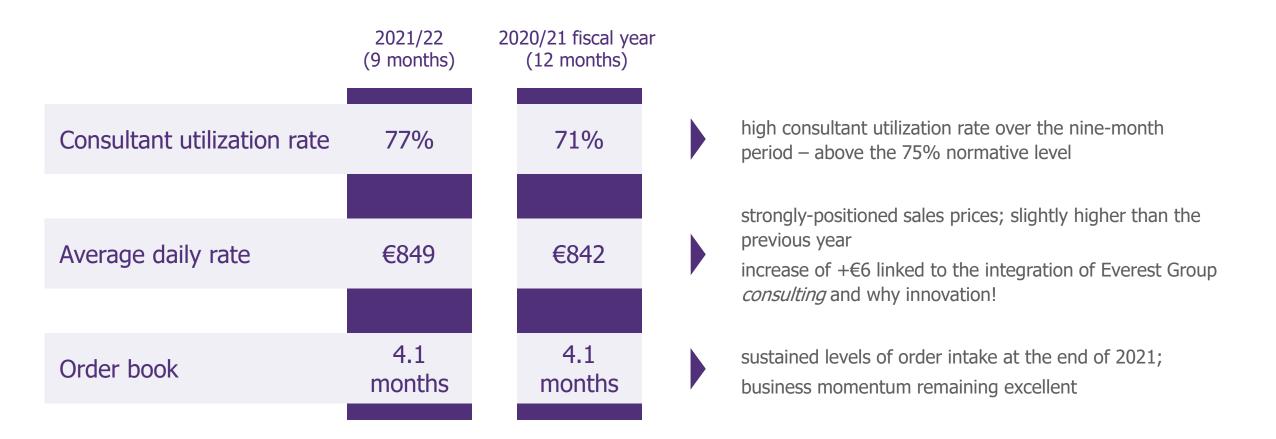
Revenue growth of 9% in Q3 2021/22

Revenue In €m - unaudited consolidated data	2021/22	2020/21	Total variation	Change at constant scope 1 and on a constant forex basis
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



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



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





QUESTION AND ANSWER SESSION



Financial agenda

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

Annual General Meeting



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

