

### Disclaimer

This presentation includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this presentation, other than statements of historical facts, are forward-looking statements. The words "believe," "estimate," "expect," "may," "will" and similar expressions are intended to identify forward-looking statements. Such forward-looking statements include, but are not limited to, the statements regarding the impact of the COVID-19 pandemic and associated global economic uncertainty on demand for our technology services, our business strategy and our plans and objectives for future operations, our addressable market, potential technological disruptions, and client demand for our services. Forward-looking statements involve known and unknown risks, uncertainties and other factors that could cause actual results to differ materially from the results anticipated by these forward-looking statements, including, but not limited to: our business, results of operations and financial condition may be negatively impacted by the COVID-19 pandemic and the precautions taken in response to the pandemic or if general economic conditions in Europe, the United States or the global economy worsen; our ability to manage our rapid growth or achieve anticipated growth; our ability to retain existing clients and attract new clients, including our ability to increase revenue from existing clients and diversify our revenue concentration; our ability to attract and retain highly-skilled IT professionals at cost-effective rates; our ability to penetrate new industry verticals and geographies and grow our revenue in current industry verticals and geographies; our ability to maintain favourable pricing and utilisation rates; our ability to successfully identify acquisition targets, consummate acquisitions and successfully integrate acquired businesses and personnel; the effects of increased competition as well as innovations by new and existing competitors in our market; o

Except as required by law, we assume no duty to update any of these forward-looking statements after the date of this presentation to conform these statements to actual results or revised expectations. You should, therefore, not rely on these forward-looking statements as representing our views as of any date subsequent to the date of this presentation. Moreover, except as required by law, neither we nor any other person assumes responsibility for the accuracy and completeness of the forward-looking statements contained in this presentation.

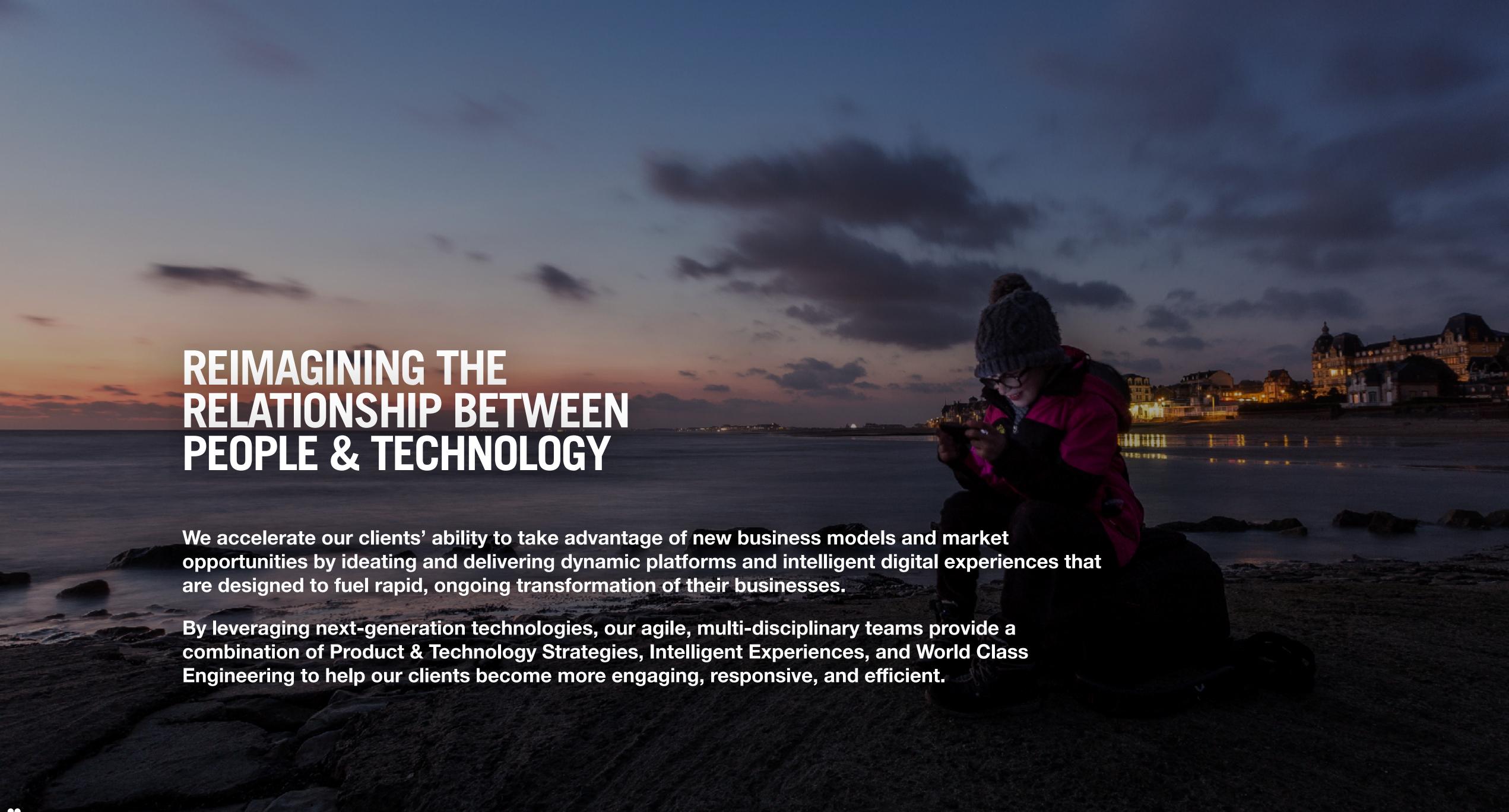
This presentation also contains estimates and other statistical data made by independent parties and by us relating to market size and growth and other data about our industry. This data involves a number of assumptions and limitations, and you are cautioned not to give undue weight to such estimates. Neither we nor any other person makes any representation as to the accuracy or completeness of such data or undertakes any obligation to update such data after the date of this presentation. In addition, projections, assumptions and estimates of our future performance and the future performance of the markets in which we operate are necessarily subject to a high degree of uncertainty and risk.

By attending or receiving this presentation you acknowledge that you will be solely responsible for your own assessment of the market and our market position and that you will conduct your own analysis and be solely responsible for forming your own view of the potential future performance of our business.

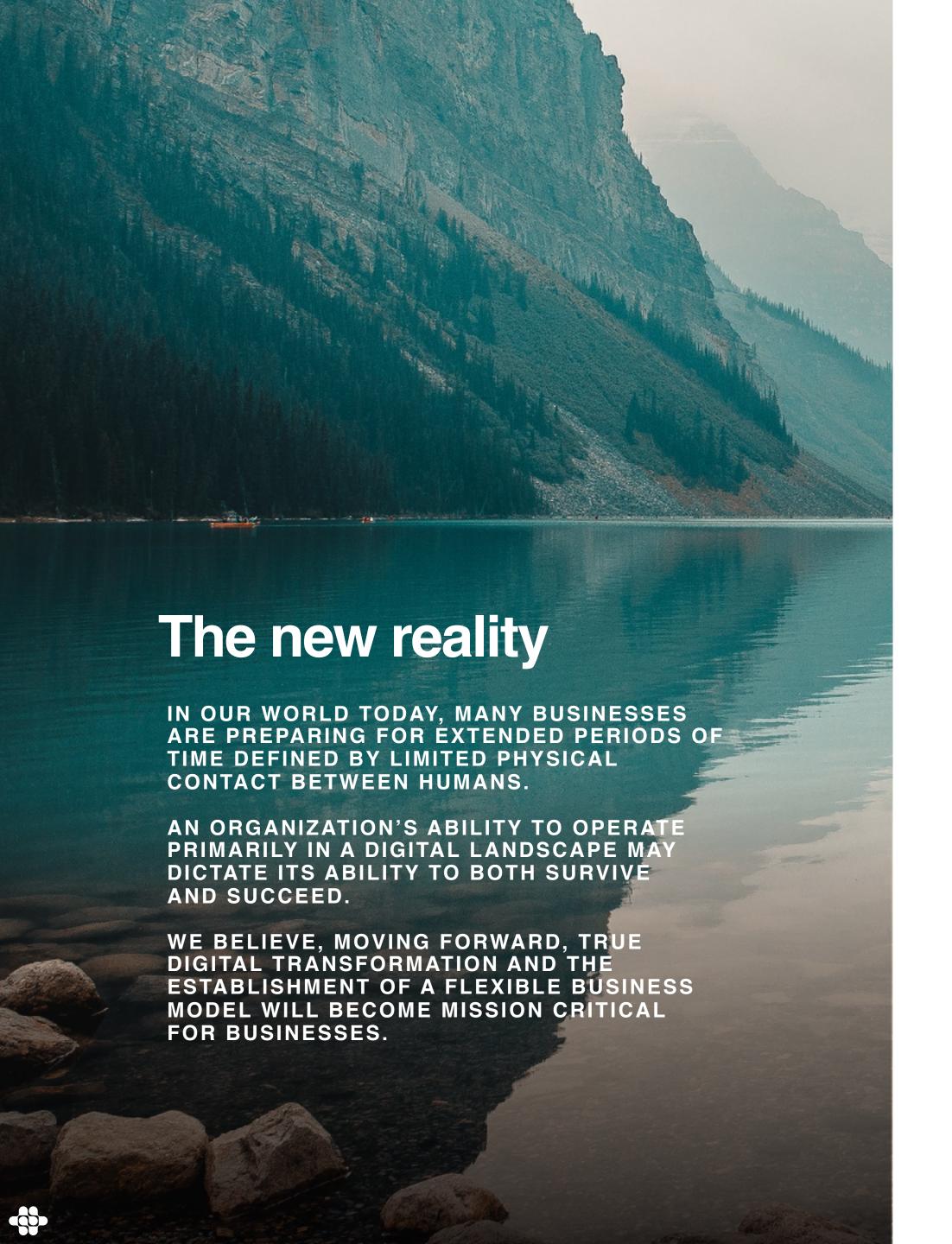
This presentation includes non-IFRS financial measures which have certain limitations and should not be considered in isolation, or as alternatives to or substitutes for, financial measures determined in accordance with IFRS. The non-IFRS measures as defined by us may not be comparable to similar non-IFRS measures presented by other companies. Our presentation of such measures, which may include adjustments to exclude unusual or non-recurring items, should not be construed as an inference that our future results will be unaffected by these or other unusual or non-recurring items. See the IFRS to Non-IFRS Reconciliation section for a reconciliation of these non-IFRS financial measures to the most directly comparable IFRS financial measures.











### We enable change

WE ARE A LEADING NEXT-GEN TECHNOLOGY SERVICES PROVIDER AND HELP ACCELERATE DISRUPTION BY DELIVERING RAPID EVOLUTION TO ENTERPRISES.

OUR PEOPLE SYNTHESIZE CREATIVITY, TECHNOLOGY, AND DELIVERY AT SCALE IN MULTI-DISCIPLINARY TEAMS, ENABLING US TO SUPPORT OUR CLIENTS FROM IDEATION TO PRODUCTION.

FROM PROOF OF CONCEPT, TO PROTOTYPE, TO PRODUCTION, WE USE OUR ENGINEERING EXPERTISE TO DELIVER ENTERPRISE PRODUCTS AND PLATFORMS CAPABLE OF HANDLING MILLIONS OF TRANSACTIONS PER DAY.

IN THIS NEW REALITY, WE'LL BUILD THE EXPERIENCES, TECHNICAL SCAFFOLDING, AND INFRASTRUCTURE DESIGNED TO ENABLE AN ENTIRELY NEW SET OF INTERACTIONS BETWEEN PEOPLE AND TECHNOLOGY.

### LARGE AND FAST GROWING MARKET OPPORTUNITY



STRONG GROWTH AND FINANCIAL PERFORMANCE

DELIVER RAPID
EVOLUTION BY
COMBINING NEXT-GEN
TECHNOLOGIES WITH
DEEP INDUSTRY
EXPERTISE

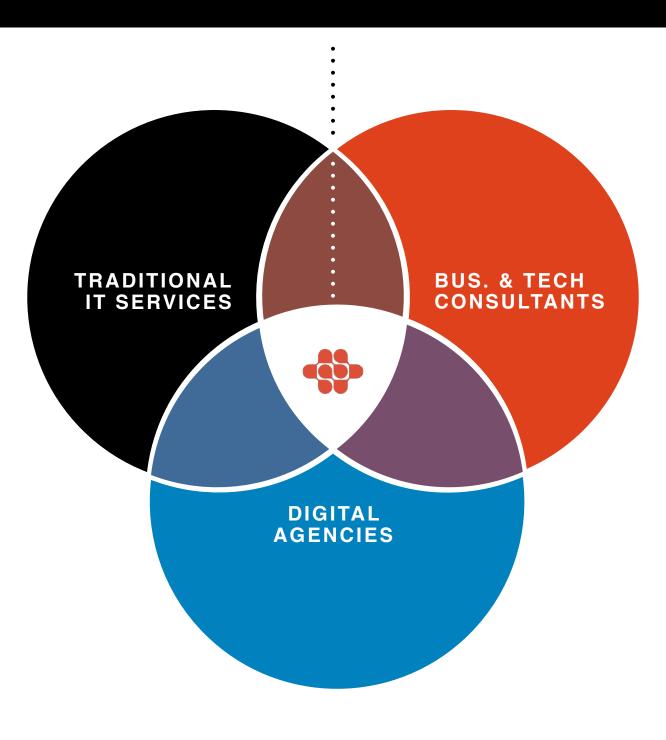
IDEATION TO PRODUCTION CAPABILITIES,
DISTRIBUTED AGILE AT SCALE,
DOMAIN EXPERTISE AND NEAR-SHORE
DELIVERY



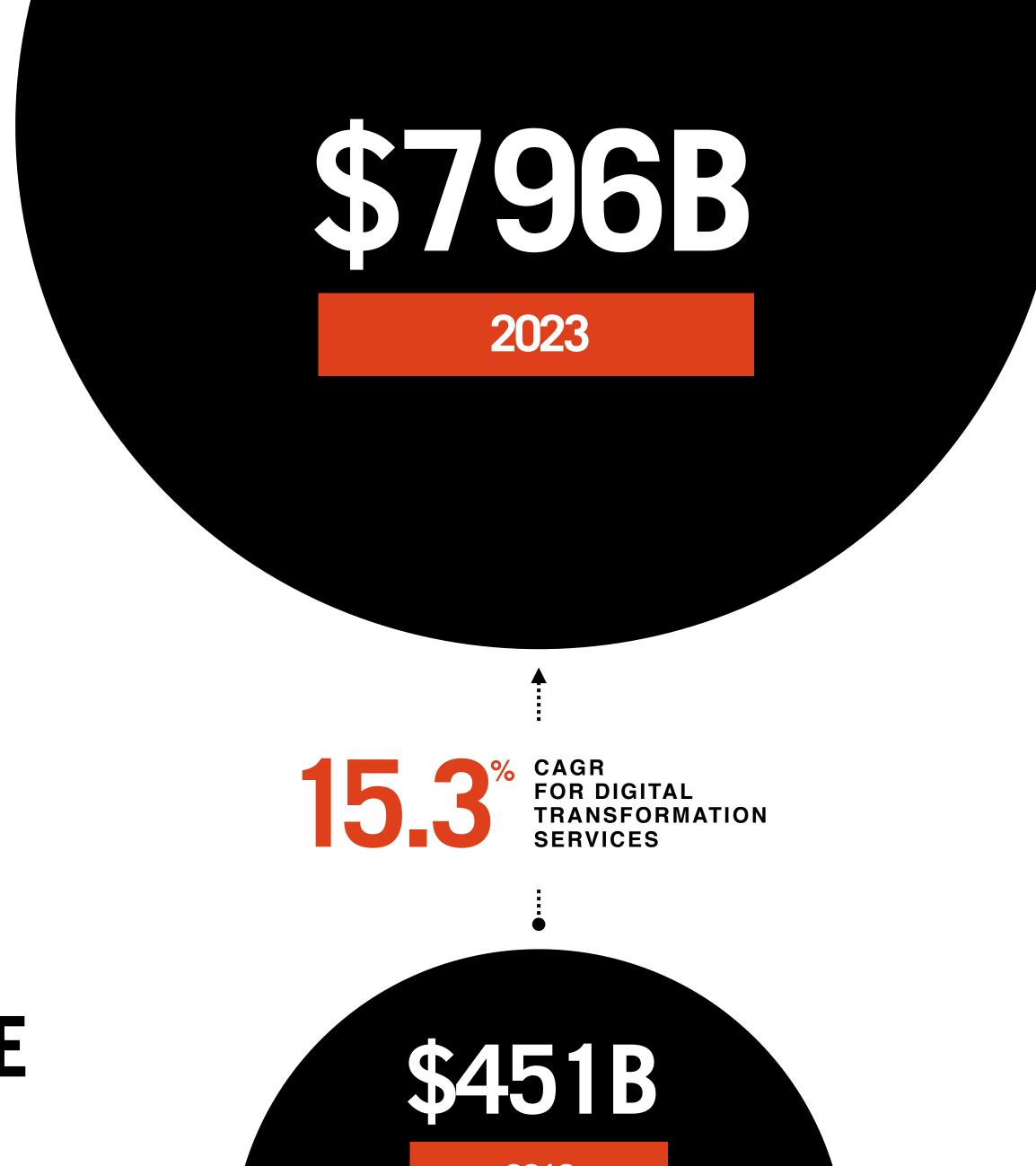
ENGINEERING ENTERPRISE AGILE AUTOMATION

# WE ARE A PURE PLAY NEXT-GEN TECHNOLOGY COMPANY

NEXT-GEN TECH STRATEGY USER EXPERIENCE







WE SERVE A LARGE ADDRESSABLE MARKET





GLOBAL EMPLOYEES

7,199

**AS OF SEP 30, 2020** 

### • NEARSHORE DELIVERY

**European Union:** 

Romania, Bulgaria and Slovenia

**Central European:** 

North Macedonia, Moldova, Serbia. Bosnia & Herzegovina

Latin America:

Western Europe

Latin America

North America

Argentina, Colombia, Uruguay & Venezuela

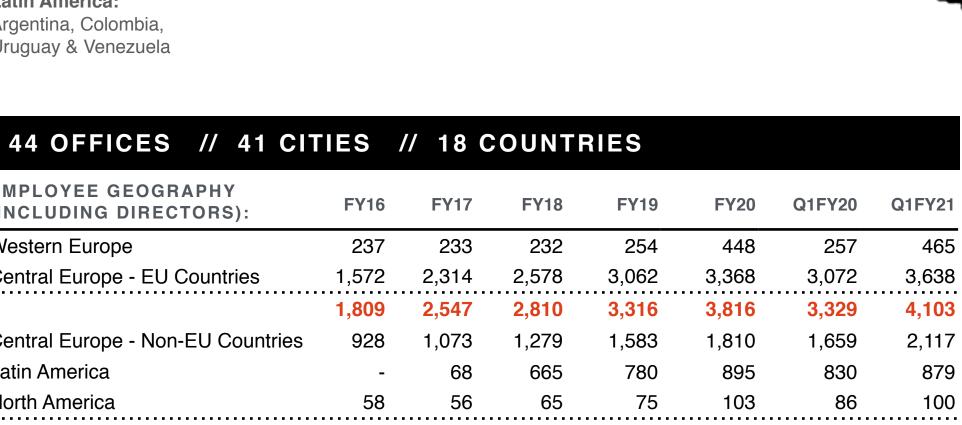
**EMPLOYEE GEOGRAPHY** 

(INCLUDING DIRECTORS):

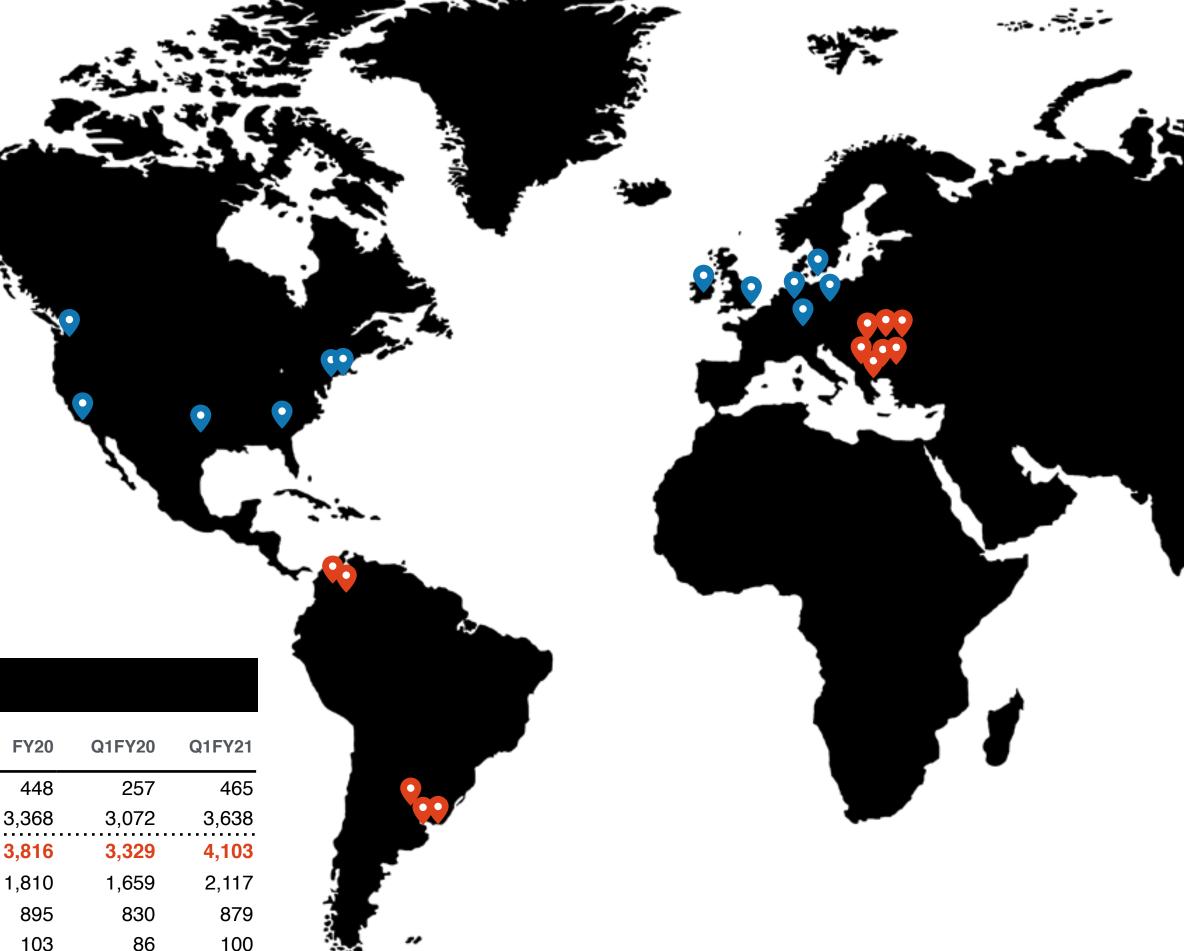
Central Europe - EU Countries

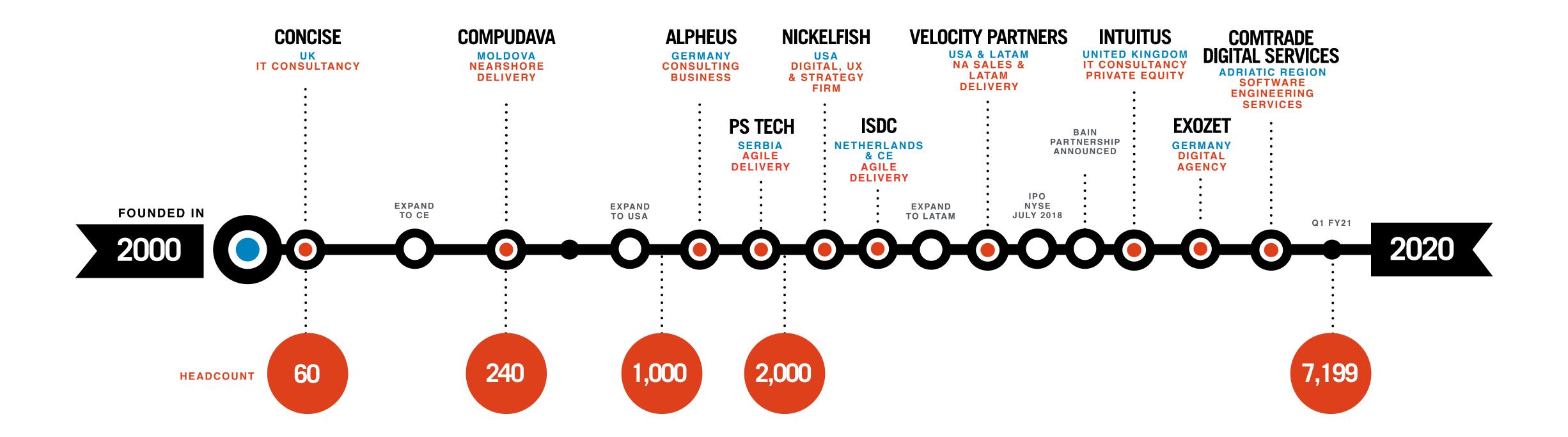
Central Europe - Non-EU Countries

**Q** CLOSE TO CLIENT Austria Denmark Germany Ireland **Netherlands United Kingdom United States** 



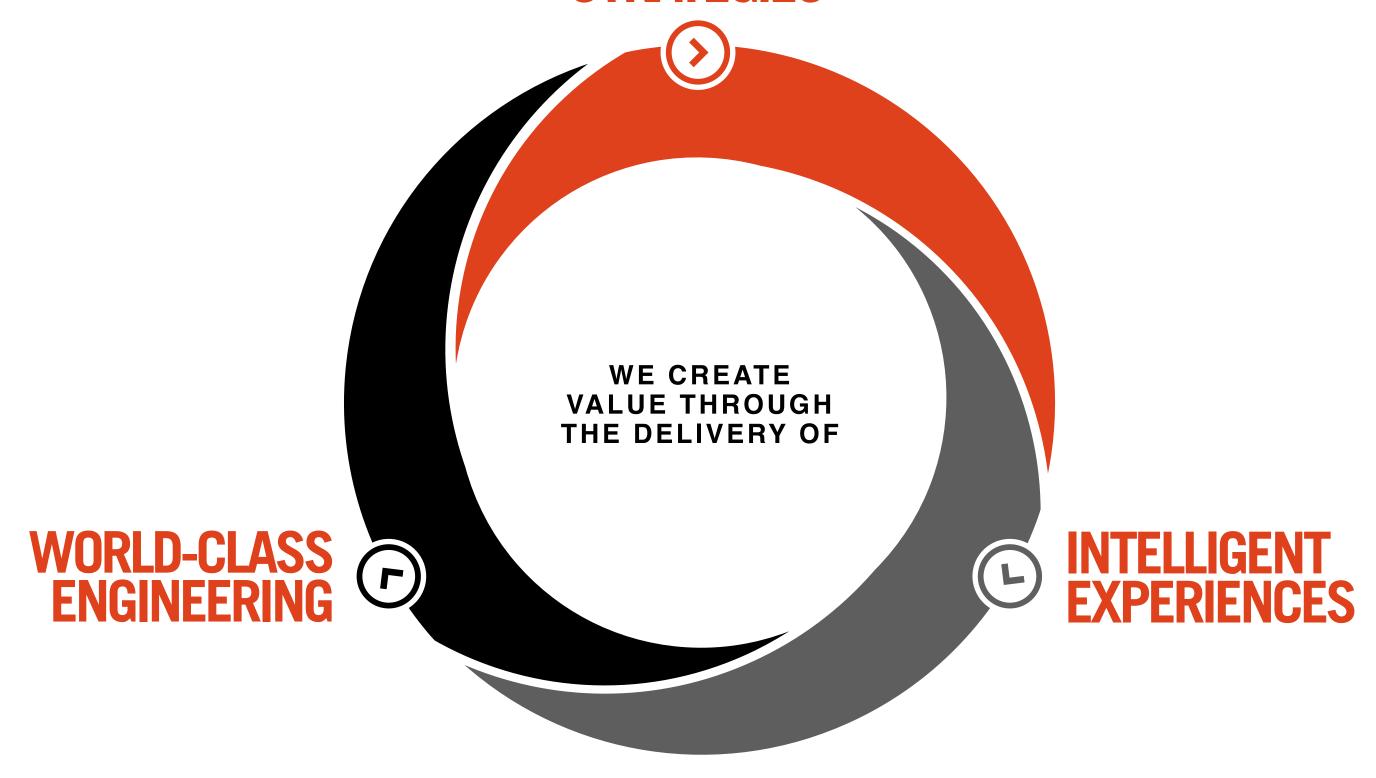
2,795 3,744 4,819 5,754 6,624 5,904 7,199





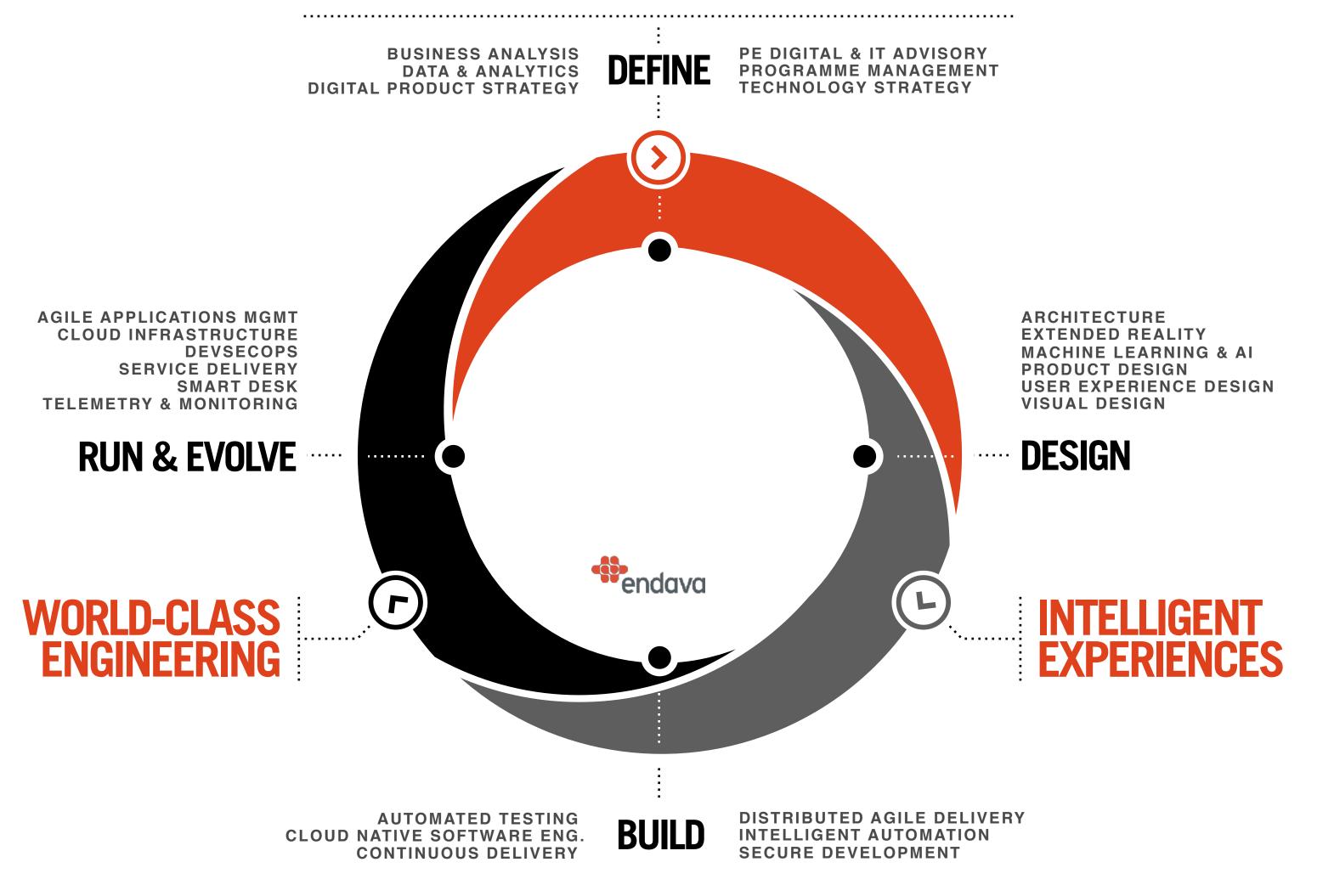


# PRODUCT & TECHNOLOGY STRATEGIES

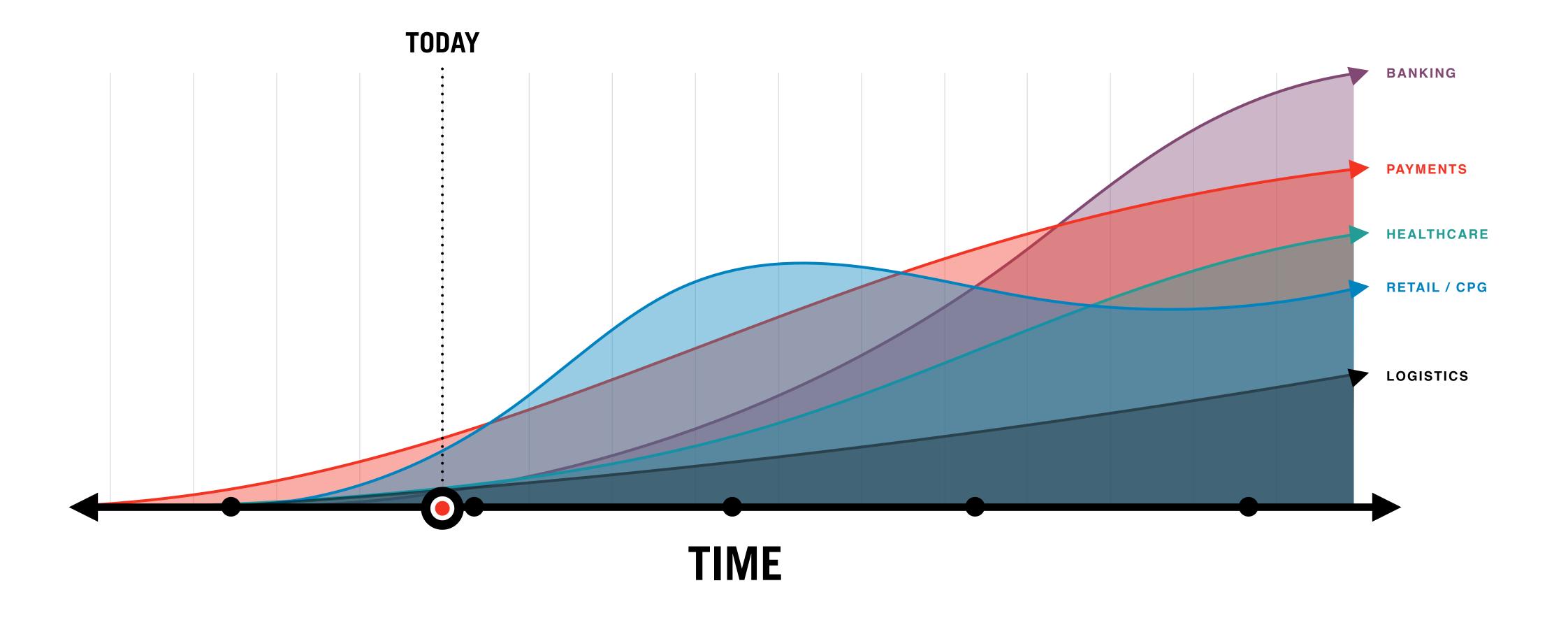




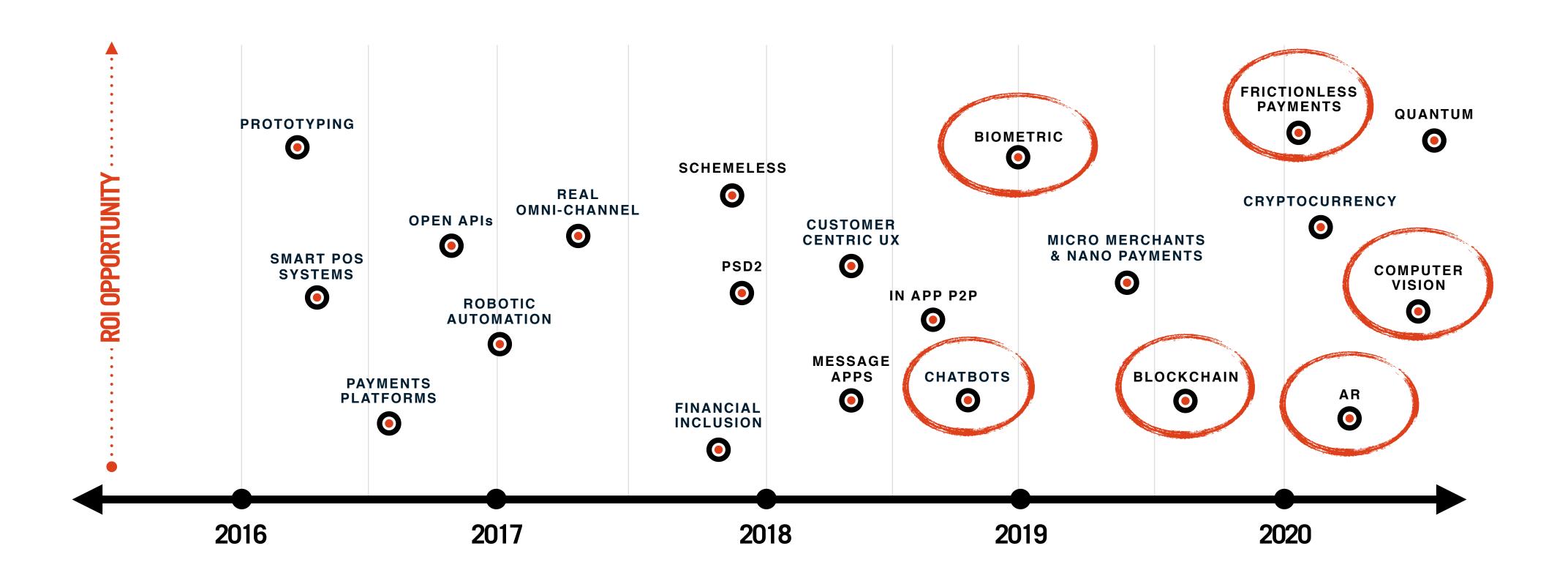
### PRODUCT & TECHNOLOGY STRATEGIES



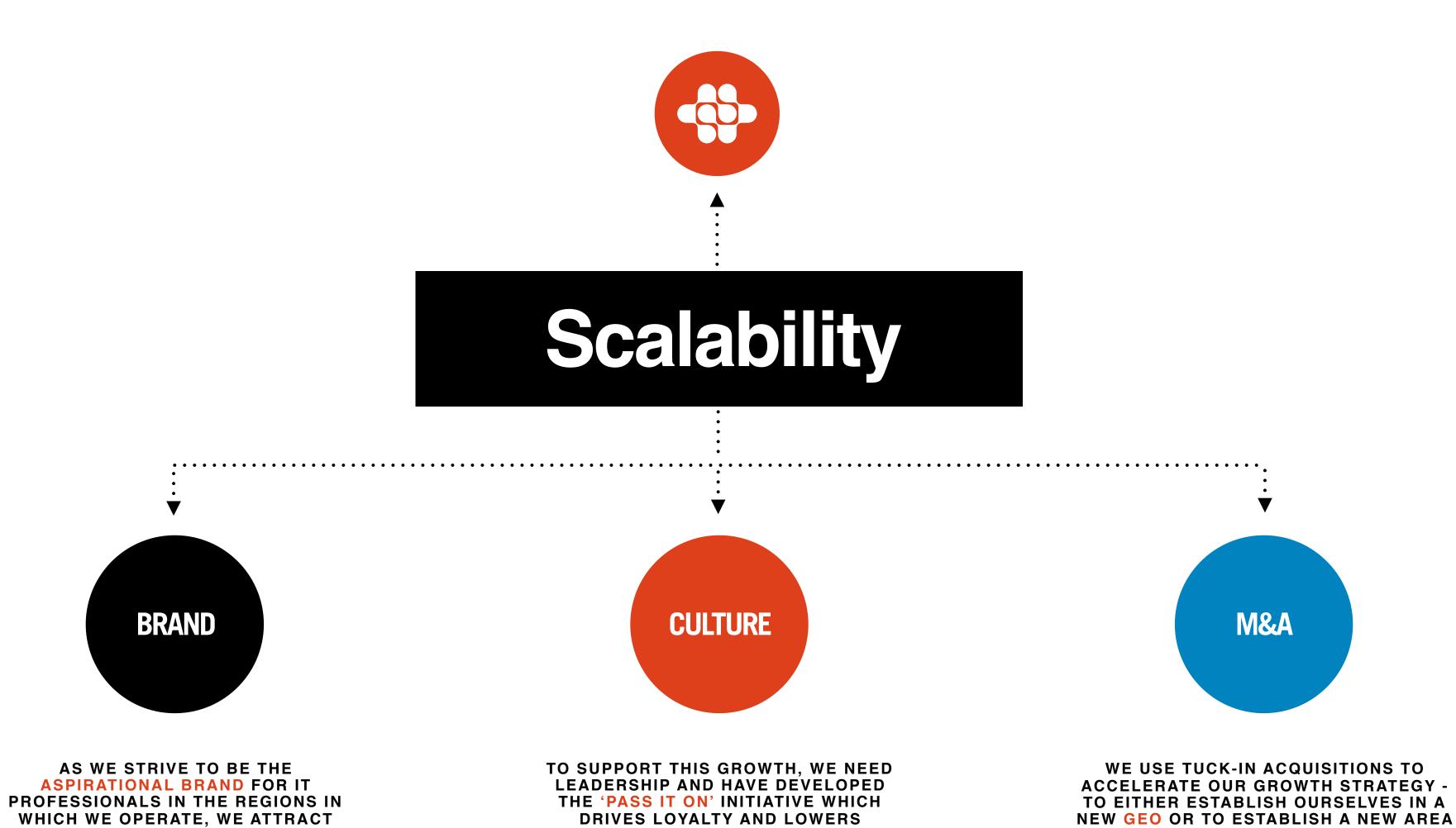












ATTRITION.

OF EXPERTISE AND MARKET GROWTH.



HIGH QUALITY TALENT.

## COVID-19 Response

### **Priorities**

ENSURING THE HEALTH & WELL-BEING OF OUR EMPLOYEES AND THEIR FAMILIES

WORKING WITH OUR CLIENTS TO ADAPT TO THE CURRENT ENVIRONMENT

RETAINING OUR PEOPLE AND THEIR INCOMES THROUGH THIS CRISIS PERIOD

### Where we stand

CURRENTLY CLOSE TO 100% OF OUR EMPLOYEES ARE WORKING FROM HOME.

THE CITIES IN WHICH WE OPERATE HAVE EXCELLENT CONNECTIVITY AND INFRASTRUCTURE.

WE CONTINUE TO ONBOARD NEW EMPLOYEES AND RECRUITS VIRTUALLY.



2

Q1 FY2021

## Financials



# Financial Highlights

MASTER SERVICE AGREEMENTS WITH CLIENTS

PRIMARILY T&M BASED PRICING

LONG-TERM CLIENT RELATIONSHIPS

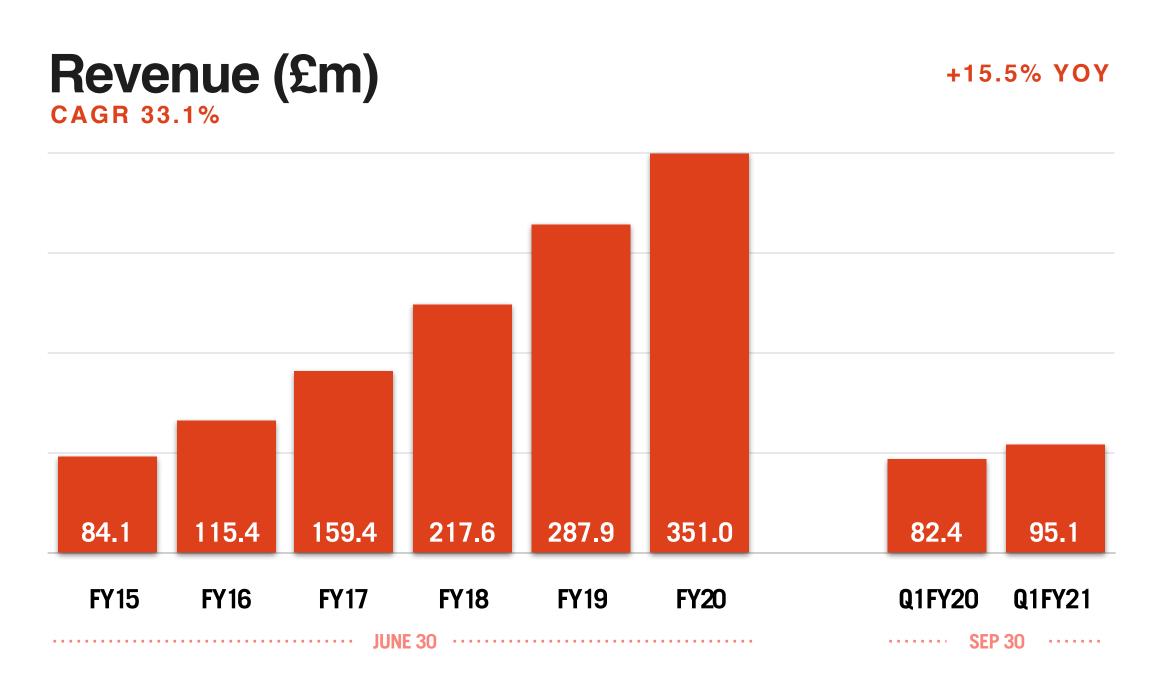
STRONG REVENUE GROWTH

**HEALTHY MARGINS** 

LOW CAPEX REQUIREMENTS

POSITIVE ADJUSTED FREE CASH FLOW





OVER LAST 5 YEARS, 89.4% OF REVENUE (ON AVERAGE) EACH FISCAL YEAR WAS GENERATED FROM CLIENTS IN THE PREVIOUS YEAR.

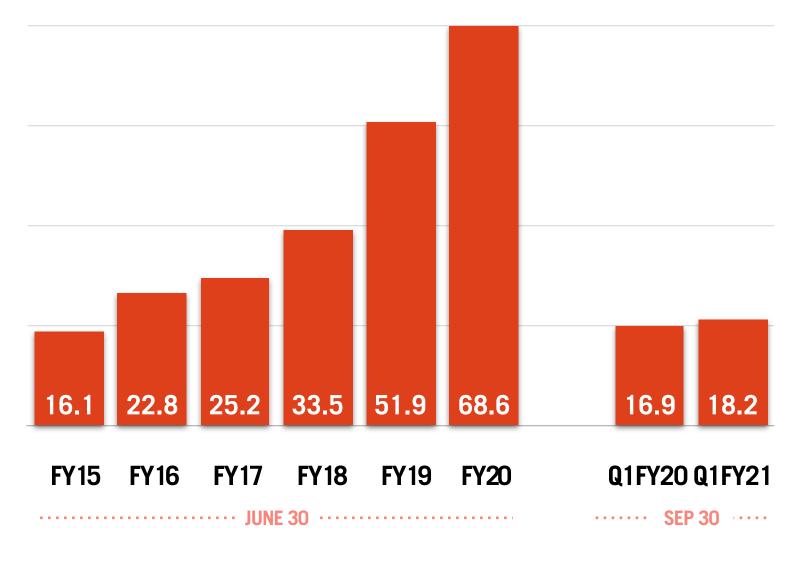
### Profit Before Tax (£m)



MARGIN 18.1% --- 18.0% --- 13.6% ---- 11.3% -- 10.5% -- 7.2% MARGIN 21.2% --- 9.2%

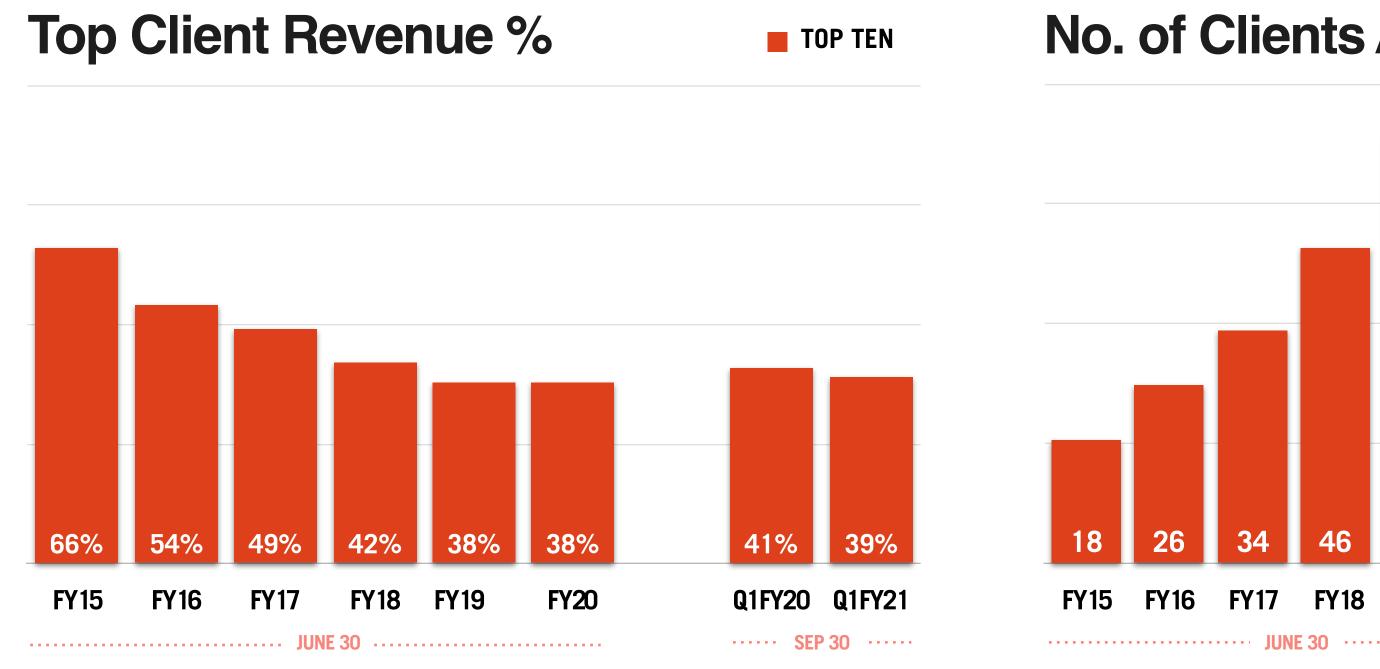
# Adjusted Profit Before Tax (£m)\*

**CAGR 34%** 

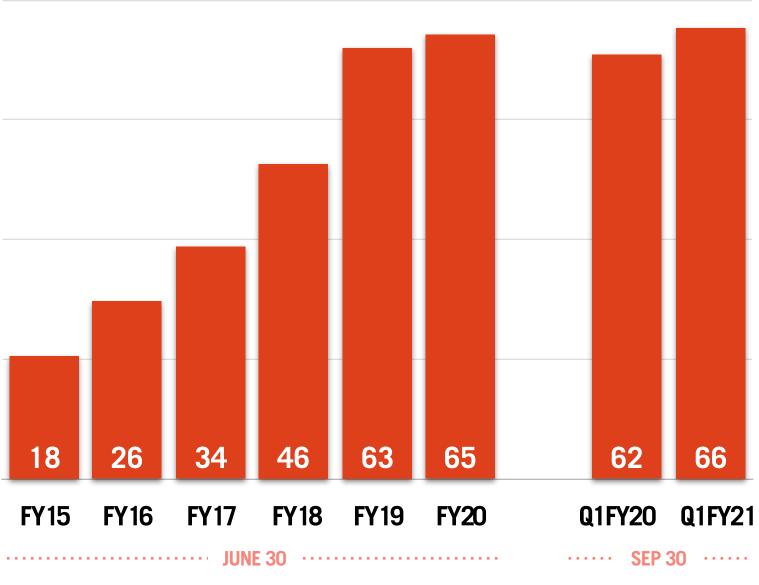


19.2% - 19.7% - 15.8% - 15.4% - 18.0% - 19.5% - 20.5% - 19.2%



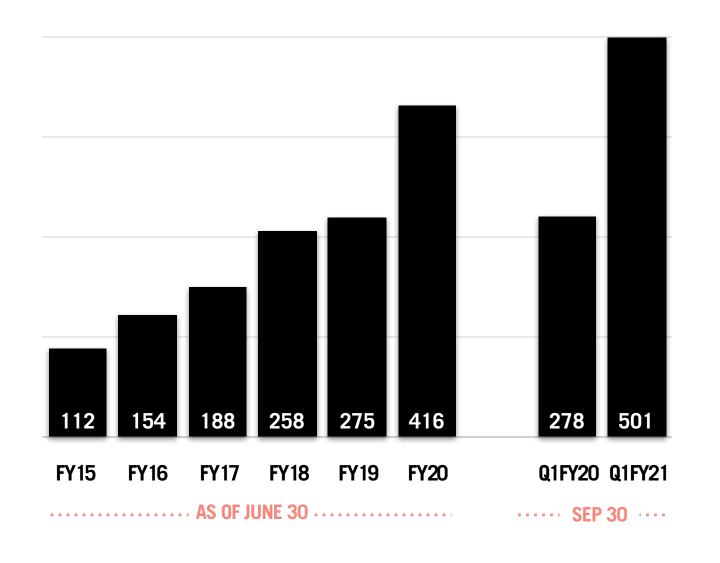


### No. of Clients / Revenue > £1m\*

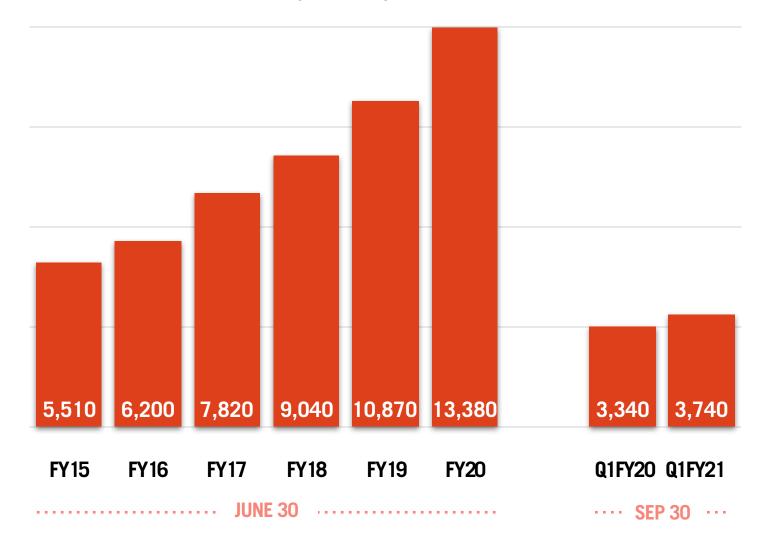




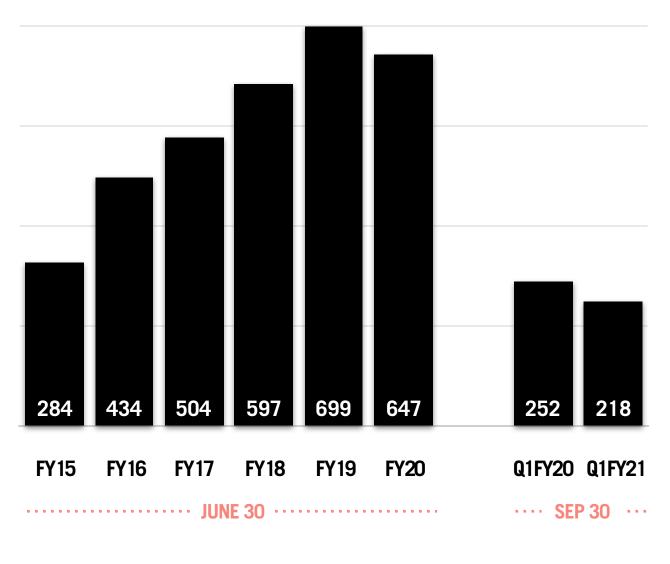
### **Total No. of Clients**



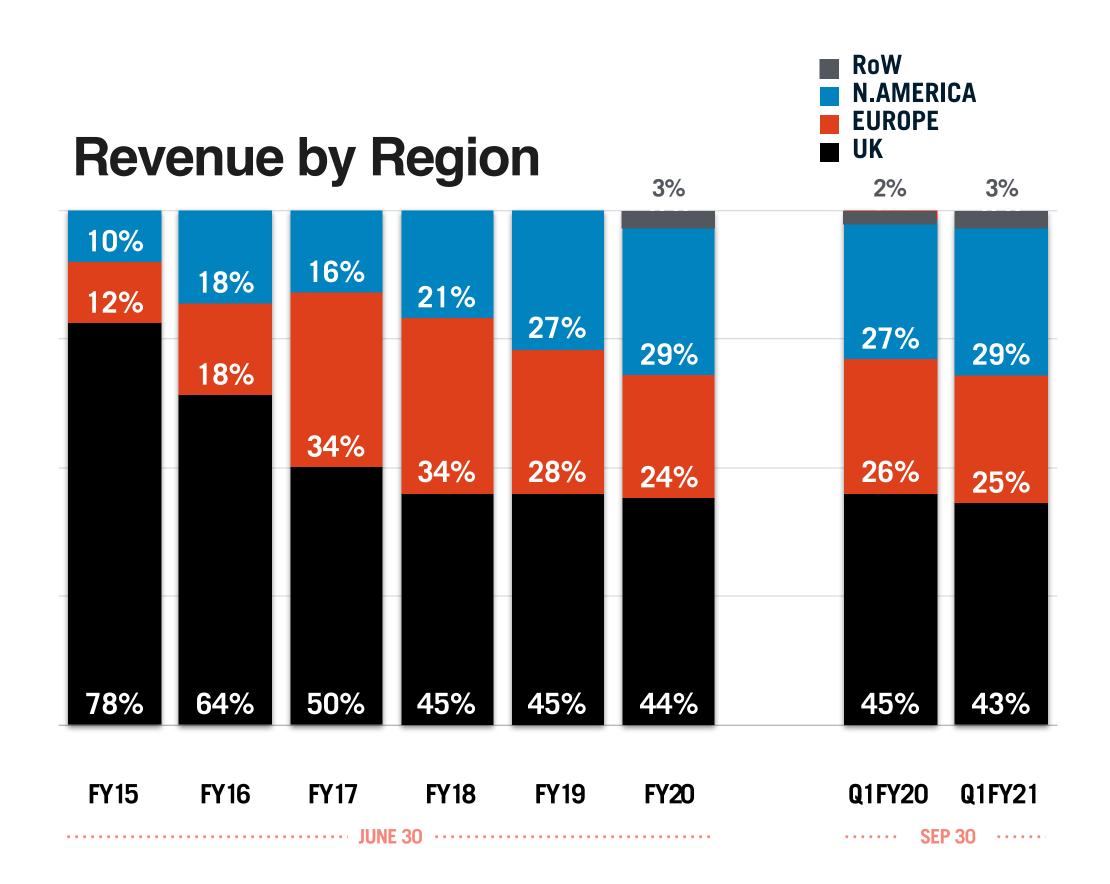
## Average Spend: TOP TEN CLIENTS (£000s)

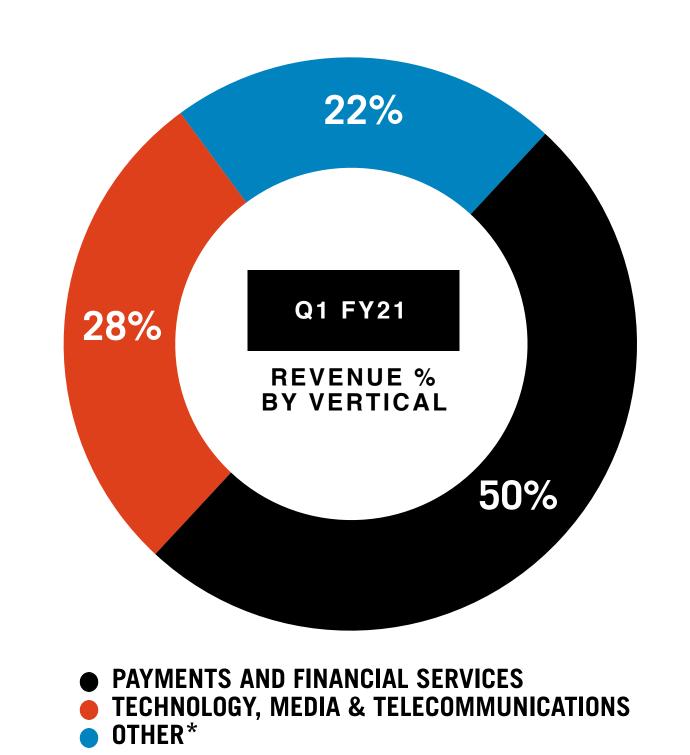


### Average Spend: REMAINING CLIENTS (£000s)



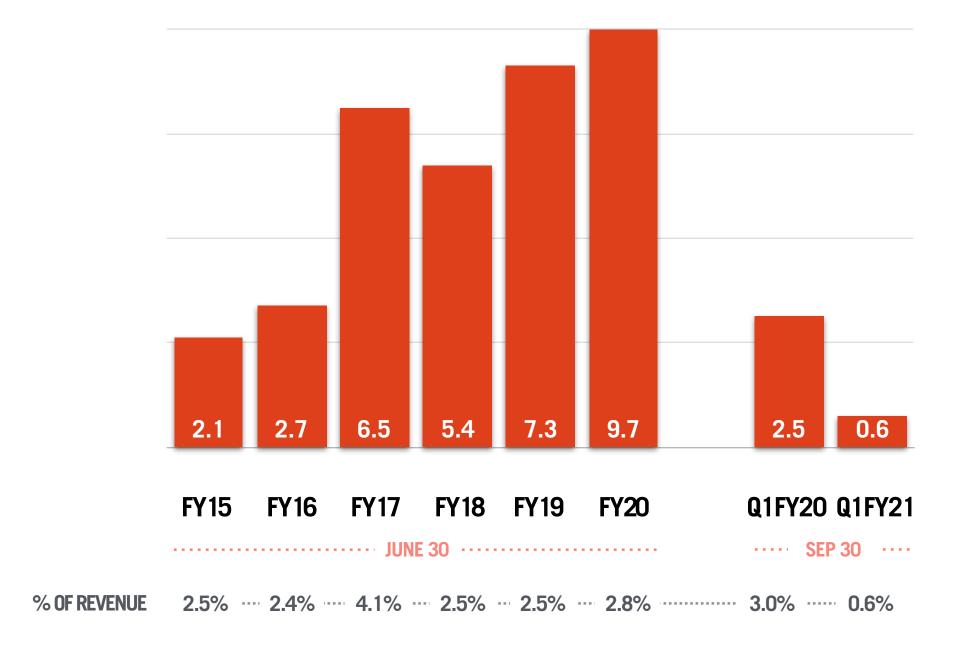




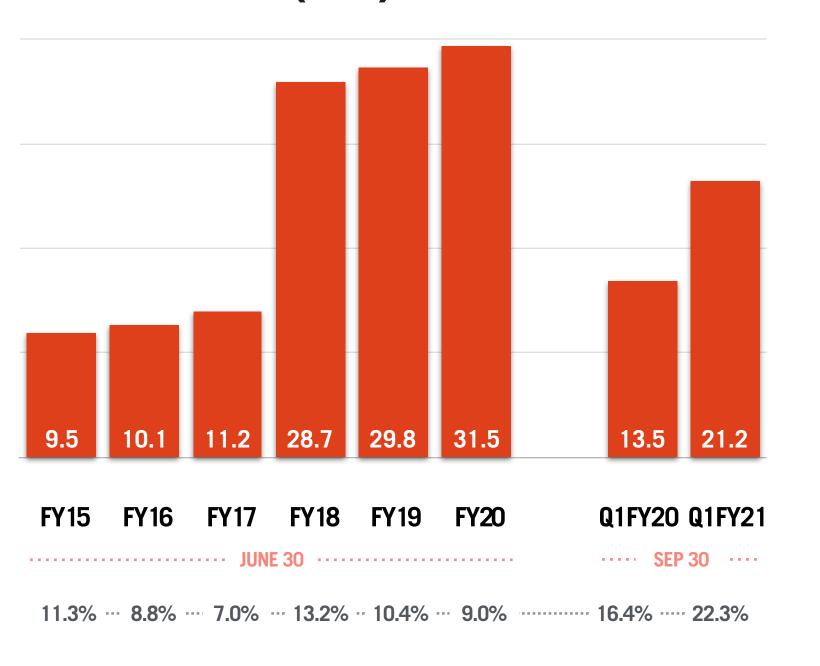




### Capital Expenditures (£m)



## Adjusted Free Cash Flow (£m)\*





**MARGIN** 

3

Q1 FY2021

Appendix



#### SUPPLEMENTAL NON-IFRS FINANCIAL INFORMATION

	YEAR ENDED JUNE 30,					71	THREE MONTHS ENDED SEPTEMBER 30		
	2015	2016	2017	2018	2019	2020	2019	2020	
Reconciliation of Revenue Growth at Constant Currency to Revenue Growth as Reported under IFRS									
Revenue Growth as Reported under IFRS	31.6 %	37.2 %	38.1 %	36.5 %	32.3 %	21.9 %	24.0 %	15.5 %	
Foreign exchange rates impact	1.0 %	(0.6)%	(9.6)%	0.7 %	(1.2)%	(0.9)%	(2.5)%	1.4 %	
Revenue Growth at Constant Currency Including Worldpay Captive	32.6 %	36.6 %	28.5 %	37.2 %	31.1 %	21. %	21.5 %	16.9 %	
Impact of Worldpay Captive	-	-	-	-	-	3.2 %	0.4 %	3.2 %	
Pro-forma Revenue Growth Rate at Constant Currency Adjusted for the Sale of the Worldpay Captive	32.6 %	36.6 %	28.5 %	37.2 %	31.1 %	24.2 %	21.9 %	20.1 %	
Reconciliation of Adjusted Profit Before Tax and Adjusted Profit for the Period									
£ In 000s									
Profit before Tax	15,206	20,831	21,700	24,650	30,100	25,256	17,470	8,725	
Adjustments:									
Share based compensation expense	180	768	854	1,505	12,022	15,663	3,323	5,931	
Discretionary EBT bonus	-	-	-	-	-	27,874		-	
Amortization of acquired intangible assets	-	1,165	1,715	2,653	3,472	4,075	896	1,166	
Foreign currency exchange (gains) losses, net	754	(4)	967	17	(2,945)	(2,054)	(2,553)	2,412	
Initial public offering expensses incurred	-	-	-	4,537	1,055	-		-	
Secondary offering expenses incurred	-	-	-	-	1,009	-		-	
Stamp duty on transfer of shares	-	-	-	-	10	-	-	-	
Sarbanes-Oxley compliance readiness expenses incurred	-	-	-	106	1,440	-		-	
Fair value movement of contingent consideration		-			5,805	-		-	
Net gain on disposal of subsidiary	-	-	-	-	-	(2,215)	(2,215)	-	
Total Adjustments	934	1,929	3,536	8,818	21,868	43,343	(549)	9,509	
Adjusted Profit Before Tax	16,140	22,760	25,236	33,468	51,968	68,599	16,921	18,234	
Margin % (Adjusted Profit Before Tax as a percentage of Revenue)	19.2 %	19.7 %	15.8 %	15.4 %	1B.0 %	19.5 %	20.5 %	19.2 %	
Profit for the Period	13,547	16,706	16,832	18,975	24,007	21,410	14,512	6,708	
Adjustments:									
Adjustments to profit before tax	934	1,929	3,536	8,818	21,868	43,343	(549)	9,509	
Tax impact of adjustments	(203)	(217)	(586)	(976)	(3,969)	(8,787)	(393)	(1,550)	
Adjusted Profit for the Period	14,278	18,418	19,792	26,817	41,906	55,966	13,570	14,667	
Reconciliation of Net Cash from Operating Activities to Adjusted Free Cash Flow									
Net Cash from Operating Activities	11,107	10,897	14,740	33,984	35,348	40,243	15,409	21,470	
Adjustments:									
Grant received	468	1,948	2,924	147	1,784	888	564	309	
Net purchase of non-current assets (tangible and intangible)	(2,083)	(2,730)	(6,478)	(5,404)	(7,326)	(9,685)	(2,493)	(576)	
Adjusted Free Cash Flow	9,492	10,115	11,186	28,727	29,806	3 <b>1,446</b>	13,480	21,203	
Margin % (Adjusted Free Cash Flow as a percentage of Revenue)	11.3 %	8.8 %	7.0 %	13.2 %	10.4 %	9.0 %	16.4 %	22.3 %	



