



The Accelerator of the Project Economy

Q1 2024 revenue

May 21st, 2024

Disclaimer

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Certain numerical figures and data presented in this document (including financial data presented in millions or thousands and certain percentages) have been subject to rounding adjustments and, as a result, the corresponding totals in this document may vary slightly from the actual arithmetic totals of such information.

Variation in constant currencies represent figures based on constant exchange rates using as a base those used in the prior year. As a result, such figures may vary slightly from actual results based on current exchange rates.

This document includes certain unaudited measures and ratios of the Group’s financial or non-financial performance (the “non-IFRS measures”), such as “recurring revenue”, “non-recurring revenue”, “gross margin”, “Adjusted EBITDA”, “Adjusted EBITDA margin”, “Adjusted Free Cash Flow”, “cash conversion rate”, “churn rate” and “Net Retention Rate” (or “NRR”). Non-IFRS financial information may exclude certain items contained in the nearest IFRS financial measure or include certain non-IFRS components. Readers should not consider items which are not recognized measurements under IFRS as alternatives to the applicable measurements under IFRS. These measures have limitations as analytical tools and readers should not treat them as substitutes for IFRS measures. In particular, readers should not consider such measurements of the Group’s financial performance or liquidity as an alternative to profit for the period, operating income or other performance measures derived in accordance with IFRS or as an alternative to cash flow from (used in) operating activities as a measurement of the Group’s liquidity. Other companies with activities similar to or different from those of the Group could calculate non-IFRS measures differently from the calculations adopted by the Group.

Non-IFRS measures included in this document are defined as follows:

- Adjusted EBITDA is calculated as Current operating profit including share of profit of equity-accounted investees, plus amortization and depreciation as well as impairment of intangible assets and property, plant and equipment, plus either non-recurring items or non-operating.*
- Adjusted EBITDA margin is the ratio of Adjusted EBITDA to total revenue.*
- Adjusted FCF (Free Cash Flow) is calculated as cash flows from operating activities, plus IPO costs paid, if any, less other financial income and expenses classified as operating activities in the cash-flow statement, and less net cash relating to capital expenditures.*
- Cash Conversion Rate is defined as Adjusted FCF divided by Adjusted EBITDA.*

Today's presenters



Loïc Sautour
CEO



Stéphanie Pardo
CFO

Planisware, a leading global B2B provider of SaaS in the rapidly growing Project Economy



€156m
FY 2023
total
revenue

86%
FY 2023
recurring
revenue



82%
FY 2023
International
revenue¹⁻²

44%
FY 2023
revenue in
North America



20%
FY 2023
revenue
growth in cc

33%
FY 2023
Adj. EBITDA
margin



545
Blue-chip global customers



121%
FY 2023 NRR³⁻⁴

1.8%
FY 2023 churn
rate⁵



10 Years
Average top 20 customer tenure



14
Offices worldwide



c. 700
Talented Planiswarriors⁶



81%
Great Place to Work[®]
Trust Index[©] score⁷

Notes: 1: Outside of France. 2: Revenue with customers. 3: The Net Retention Rate (NRR) is the percentage of recurring revenue generated in a given year compared to the prior year by customers existing in the prior year, excluding terminated contracts. 4: In constant currency. 5: Defined as percentage of recurring revenue generated in year N-1, by customers terminating in year N, compared to recurring revenues generated by clients existing at the start of year N, in constant currency. 6: as of end of 2023. 7: For the Group, in 2023.

Q1 2024 highlights

Successful IPO on Euronext Paris



Long-standing and international shareholder base



Increased market visibility and brand awareness



Start of a new phase in Planisware's development

Strong start of the year



Total revenue € 40.9 million



+19.6% total revenue growth in cc¹



SaaS Model² +31.0% revenue growth in cc¹

Land, Expand, Retain strategy at work



Significant number of new clients



High level of up-sell and cross-sell



Churn avoidance with numerous contract renewals

Dynamic commercial momentum



Successful Exchange24 user conference in the USA



Strong demand for AI/ML powered predictive modules



Industry third party recognition confirmed by Forrester

Notes:

1: Revenue evolution in constant currencies, i.e. at Q1 2023 average exchange rates

2: SaaS Model: SaaS & Hosting and Evolutive support and Subscription support

Successful IPO on Euronext Paris

- **Largest tech IPO** on Euronext Paris since 2021
- Four **tier-1 cornerstone investors** and **strong international demand** from **high quality institutional investors**



- Success of the transaction with a **final size of €278m** (including full exercise of the over-allotment option)
- **Strong participation** of employee in the concurrent offering for c. € 5.9 million (at 16 €/share)

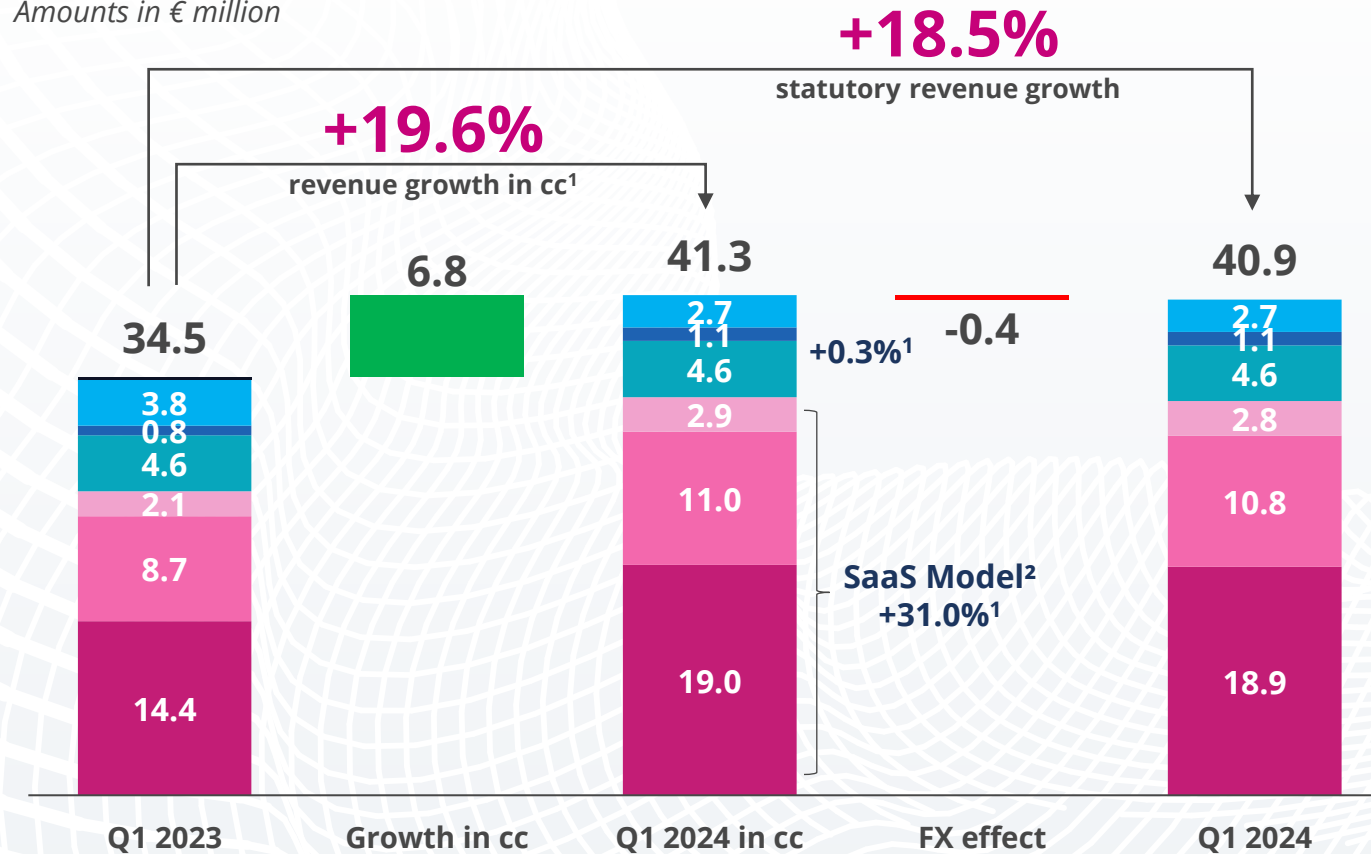
➤ **Start of a new phase of development**

➤ **Increased visibility and brand awareness**

➤ **First effects already visible on commercial momentum**

Strong start of the year

Amounts in € million



Revenue growth in cc¹ led by SaaS Model² at +31.0% with:

- SaaS & Hosting: +32.5%
- Evolutive support: +26.7%
- Subscriptions support: +38.2%

Flat **Maintenance** revenue reflecting **shift to SaaS**

Perpetual license growth led by North America

Implementation impacted by high base effect and delays in starts of projects

FX effect related to EUR appreciation vs. USD and JPY

Recurring revenue

- SaaS & Hosting
- Evolutive support
- Subscription support
- Maintenance

SaaS Model

Non-recurring revenue

- Implementation & others non-recurring
- Perpetual license

Notes:

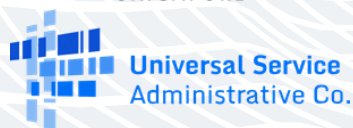
- 1: Revenue evolution in constant currencies, i.e. at Q1 2023 average exchange rates
- 2: SaaS Model: SaaS & Hosting and Evolutive support and Subscription support

Land, Expand, Retain: Planisware's go-to-market at work

Selection of latest notable commercial wins in Q1 2024

Land

Significant number of new clients



Expand

High level of up-sell and cross-sell



Retain

Churn avoidance with contract renewals



Exchange24: getting always closer to our clients

Exchange24 North America

Annual user conference held in Philadelphia - Pennsylvania, on April 23-25, 2024

Landmark event to share valuable insights, celebrate successes, and set the stage for future innovations

Focus on four emerging trends in Strategic Portfolio Management:

- 1 | The Future of Work - Innovating for a Connected Future
- 2 | Making Fast and Accurate Decisions
- 3 | Embracing Sustainability
- 4 | From AI Hype to AI Adoption



500+ attendees



25+ sessions with industry leaders



98% of Planisware's NAM customers



3 Excellence Awards out of 12 candidates

Industry recognition: leadership confirmed



Gartner® Magic Quadrant for Adaptive Project Management and Reporting, Q3 2023

► **Leader** in Strategic Portfolio Management Market Report for the second year in a row

2023 Gartner® Peer Insights™ Customers' Choice for Strategic Portfolio Management

► **Recognized as a 2023 Gartner® Peer Insights™ Customers' Choice** for Strategic Portfolio Management



Info-Tech's 2023 Project Portfolio Management (PPM) Emotional Footprint Report

► **#1 Champion** in the Project Portfolio Management Emotional Footprint Report



2023-2024 IDC MarketScape for Worldwide Strategic Portfolio Management and IT PPM

► **Positioned in the Leaders Category**



Sources: Gartner, Forrester, IDC, Infotech.

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2024 objectives confirmed

Topline growth

c. 19.5% total revenue growth in constant currencies¹

Adj. EBITDA margin²

Adjusted EBITDA margin² of approximately 33%

Adj. Free Cash Flow³

Cash Conversion Rate³ of c. 80%

Notes:

1: Variation in constant currencies represent figures based on constant exchange rates using as a base those used in the prior year.

2: Adjusted EBITDA margin is the ratio of Adjusted EBITDA to total revenue. Adjusted EBITDA is calculated as Current operating profit including share of profit of equity-accounted investees, plus amortization and depreciation, minus non-recurring items and non-operating items.

3: Adjusted Free Cash Flow (FCF) is calculated as cash flows from operating activities, plus IPO costs paid, if any, less other financial income and expenses classified as operating activities in the cash-flow statement, and less net cash relating to capital expenditures. Management considers Adjusted Free Cash Flow to be a liquidity measure that provides useful information to stakeholders. Cash Conversion Rate is the ration of Adjusted FCF to Adjusted EBITDA.

Solid foundation for the next phase of growth



Global Category Leader SaaS Platform

Multi-specialist and mission critical solutions

Future-proof, scalable and next gen tech stack

Global and sticky blue-chip clients

Accelerator of the Project Economy

Megatrends fueling a double-digit-growing market

Large and underpenetrated TAM

4 specialized pillars addressing all industry verticals

Unrivaled Financial Profile

Highly recurring business model

Profitable growth consistently delivered

Proven "Land-Expand-Retain" Strategy

Visionary Leadership

Impeccable track-record of execution

Clear roadmap with multiple value-creation levers

Here to stay

Source: Company.



Planisware

The Accelerator of the Project Economy

Planisware at a glance



€156m
FY 2023
total
revenue

86%
FY 2023
recurring
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82%
FY 2023
International
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545
Blue-chip global customers



121%
FY 2023 NRR⁽³⁾⁽⁴⁾

1.8%
FY 2023 churn
rate⁽⁵⁾



10 Years
Average top 20 customer tenure



12
Offices worldwide



c. 700
Talented Planiswarriors⁽⁶⁾

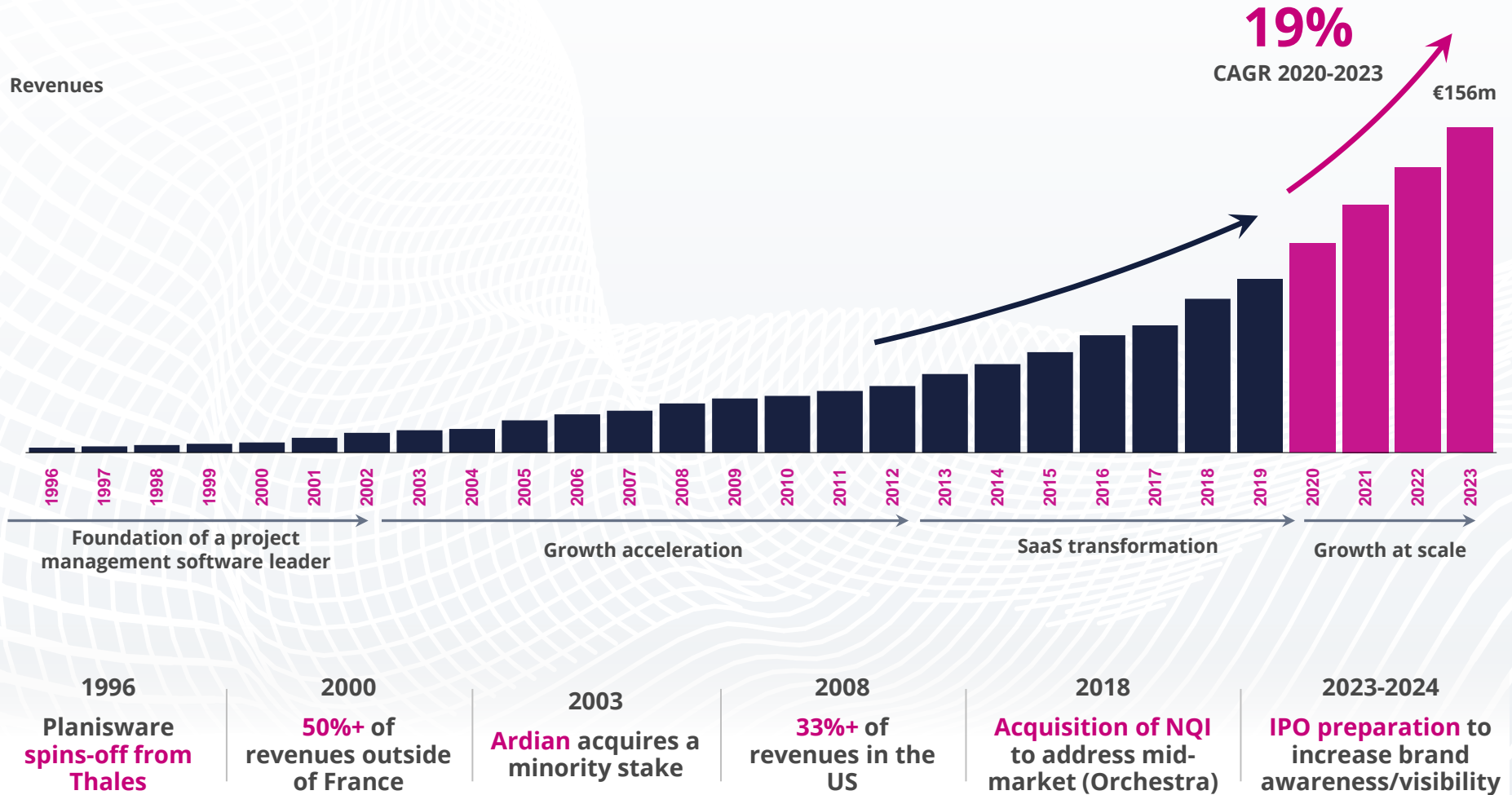


81%
Great Place to Work[®]
Trust Index[©] score⁽⁷⁾

Source: Company.

Notes: (1) Outside of France. (2) Revenue with customers. (3) The Net Retention Rate (NRR) is the percentage of recurring revenue generated in a given year compared to the prior year by customers existing in the prior year, excluding terminated contracts. (4) In constant currency. (5) Defined as percentage of recurring revenue generated in year N-1, by customers terminating in year N, compared to recurring revenues generated by clients existing at the start of year N, in constant currency. (6) as of end of 2023. (7) For the Group, in 2023.

Planisware's history of consistent and sustainable growth



Source: Company.

The Project Economy is the growth engine of our time

Mega trends

are fuelling the
“**projectification**”
of the global
economy

200-250m
FTEs

In North America and Europe
working on **project-based work**

Digitalization



Automation &
Productivity



Energy Transition



Innovation



Sources: Company, Harvard Business Review, Antonio Nieto-Rodriguez (2021).

The problem: only 35% of projects succeed

Organizations are **wasting** enormous amounts of



Poor Resource Visibility



No Planning Support



Multiple Sources of Truth



Missed Deadlines



Poor Strategic Alignment



Missed Opportunities



Cost Overruns



Lack of Analytics



Inadequate Prioritization



Lack of Shared Vision



Time

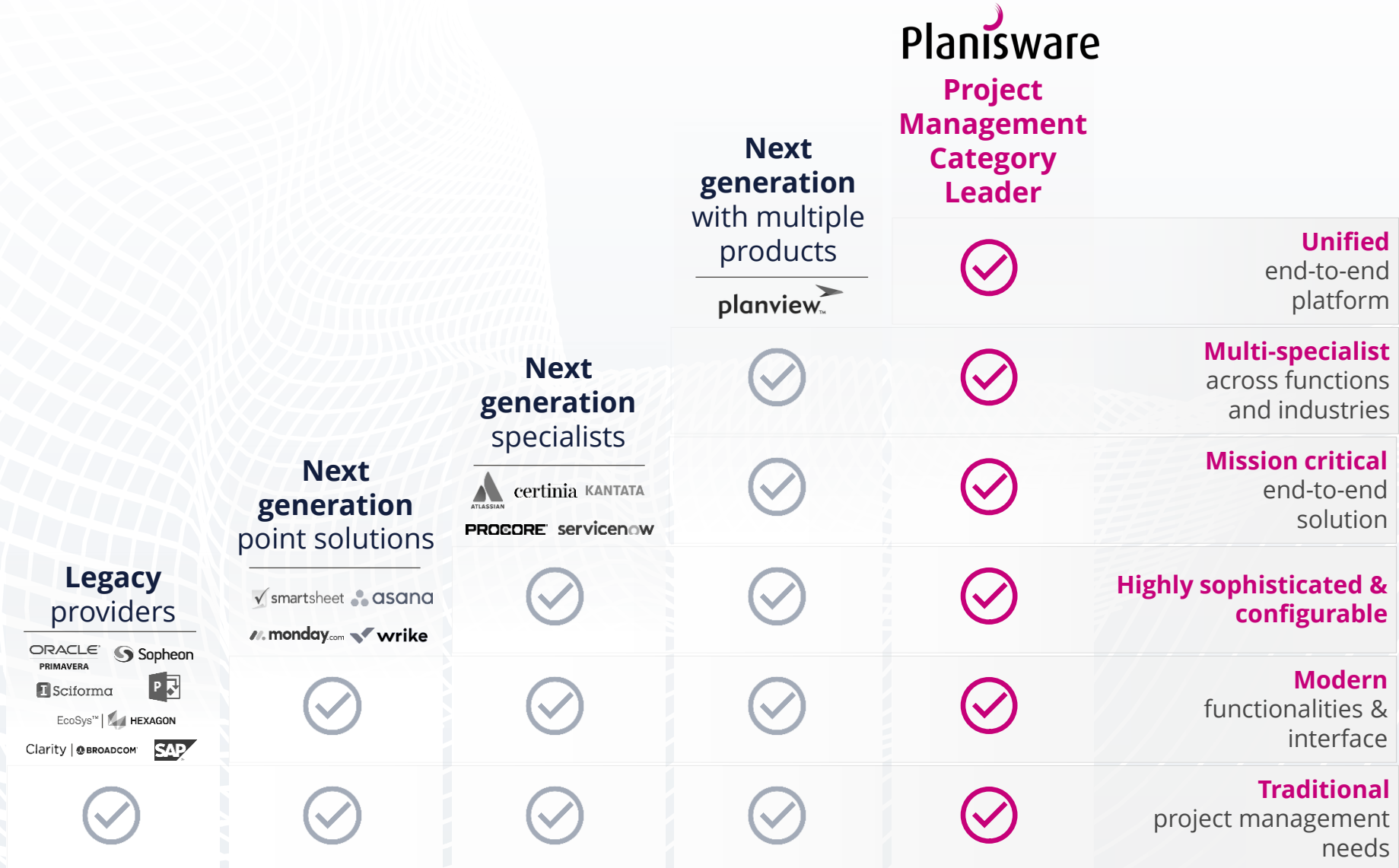


Money



Opportunity

Planisware is the Project Economy accelerator



Sources: Company, Market reports.

Global category leader accelerating the Project Economy



Source: Company.

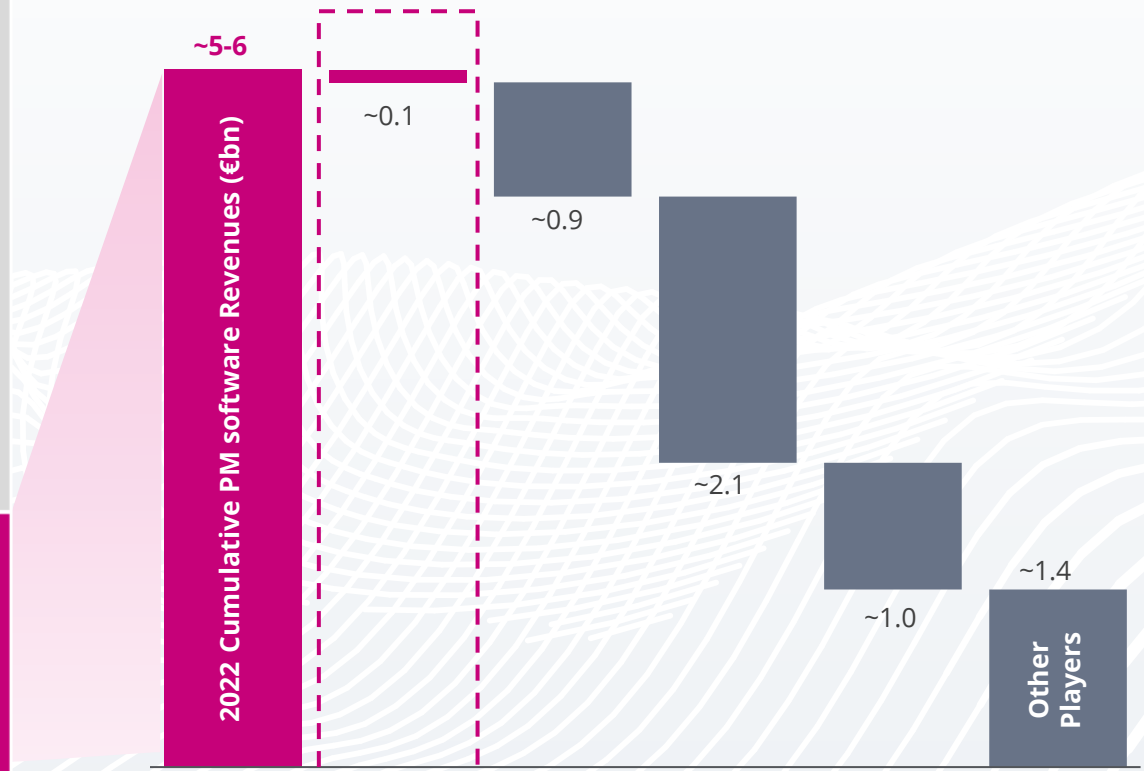
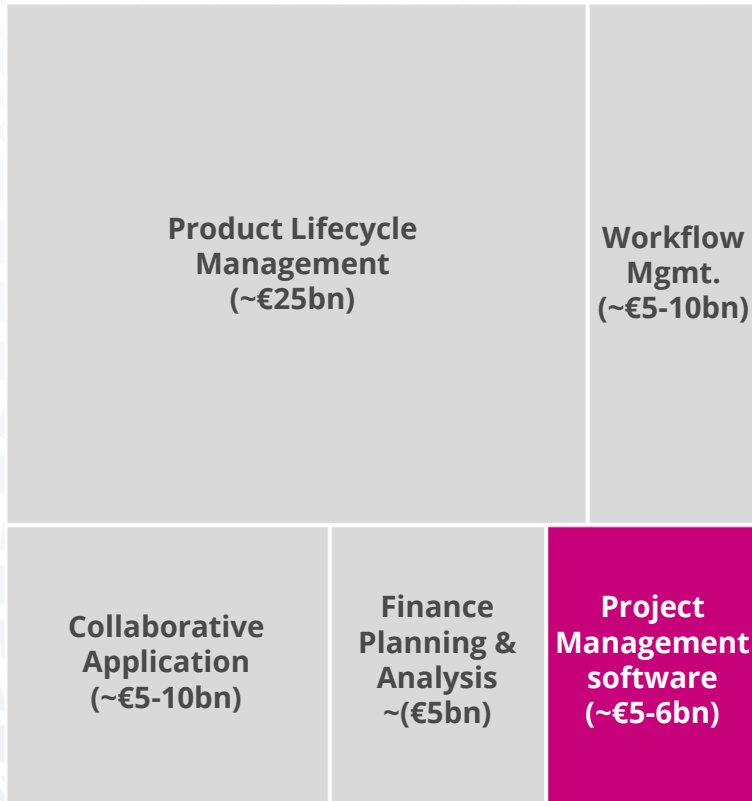
1

Project Management Software is a large, growing and underpenetrated market within the Project Economy

Project Economy software spend* amounted to **€50bn** in 2022...

...amongst which Project Management software players accounted for **~€5-6bn**

2022 Revenue of key Project Management software players (€bn)



*all types of "project-related" software solutions across all verticals, customer segments and geographies

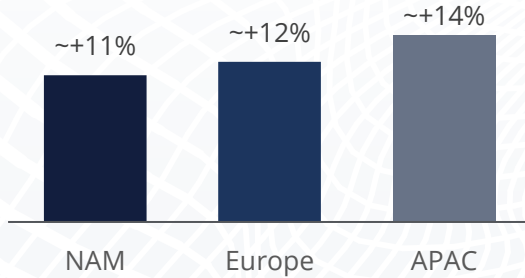
Sources: Company, Market reports.

1

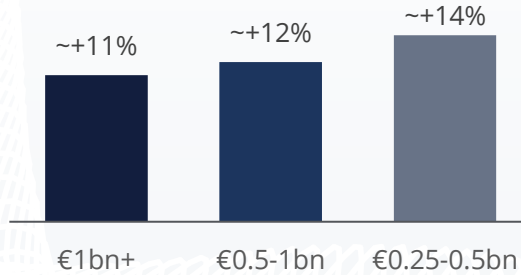
Homogeneous trends for which Planisware is ideally positioned

Market growth forecast (22a-28e CAGR)

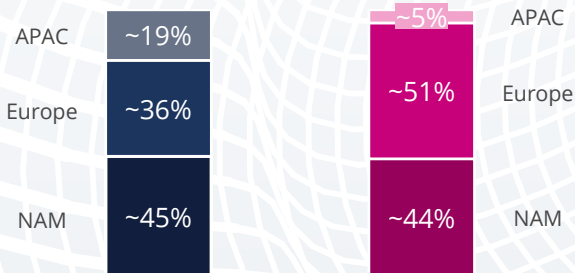
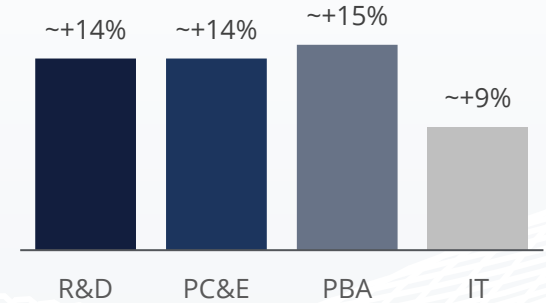
By geography



By company size

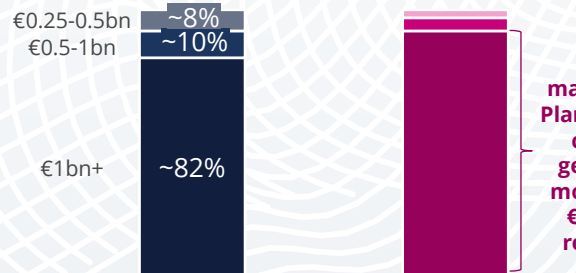


By functions



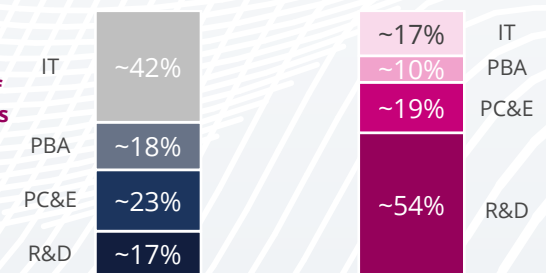
Planisware

(22a Revenue breakdown by geography)



Planisware

(22a Revenue breakdown by company revenue size)



Planisware

(22a Revenue breakdown by functions)

Large majority of Planisware's clients generate more than €1bn of revenue

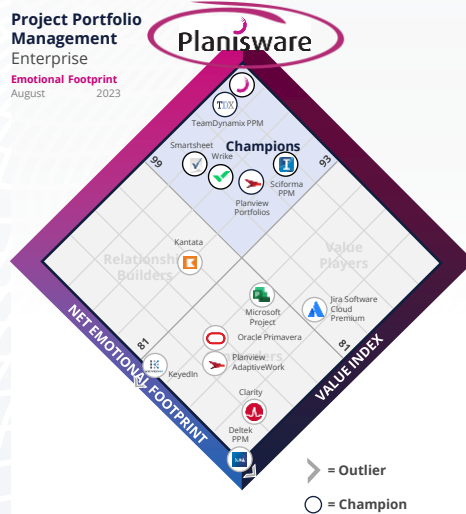
Planisware is **ideally positioned** to capture growth

Sources: Company, Market reports.

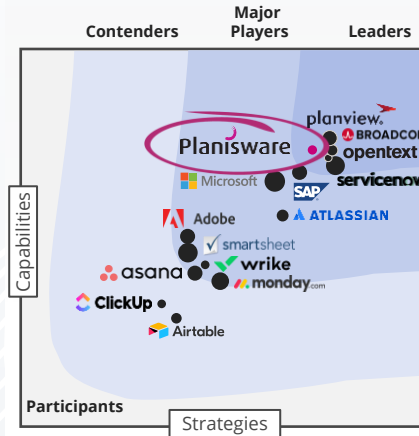
2 Industry recognition: leadership confirmed



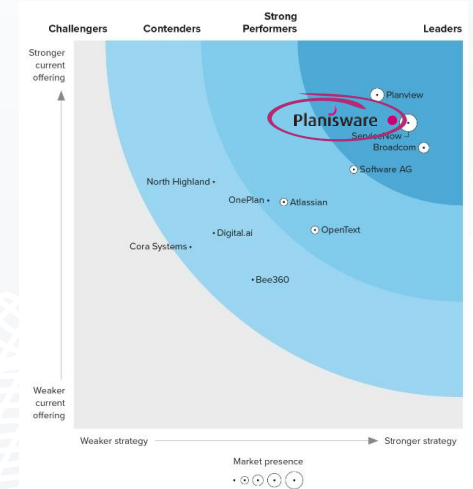
Gartner Magic Quadrant for Adaptive Project Management and Reporting (September 2023)



Project Portfolio Management Enterprise Emotional Footprint (August 2023)



IDC MarketScape Worldwide Strategic Portfolio Management and IT Project and Portfolio Management (December 2023)



The Forrester Wave™: Strategic Portfolio Management Tools (Q2 2024)



Sole "customers' choice" in Gartner's Voice of the Customer for Strategic Portfolio Management

Confirmed as a **PPM leader** in the PPM sector in the latest Info Tech Research

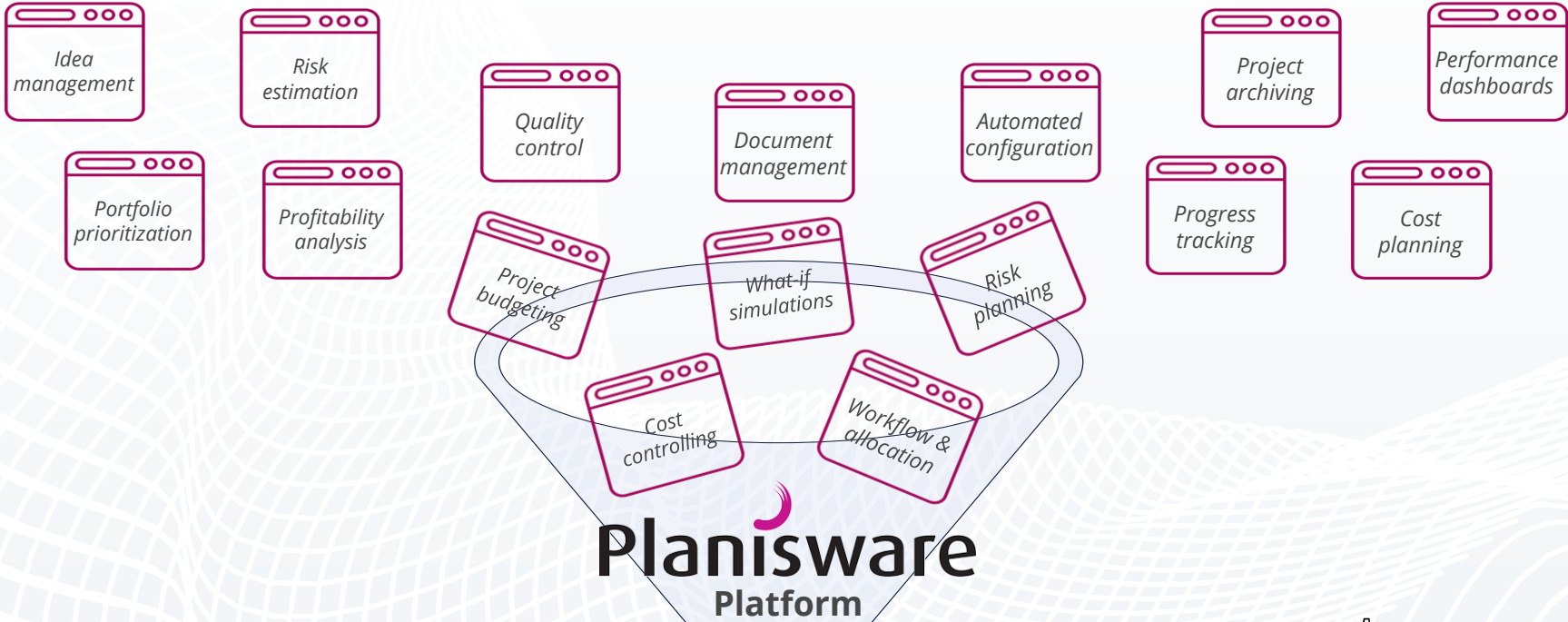
Positioned in the **Leaders** category in the 2023–2024 IDC MarketScape for worldwide strategic portfolio management and IT PPM

Recognized as a **leader** by Forrester in The Forrester Wave™: **Strategic Portfolio Management Tools**

Sources: Gartner, Forrester, IDC, Infotech.



3 A single platform of sophisticated and configurable features



Mega trends

Product Development & Innovation

Project Controls & Engineering

Project Business Automation

Agility & IT Project Portfolios

Innovation

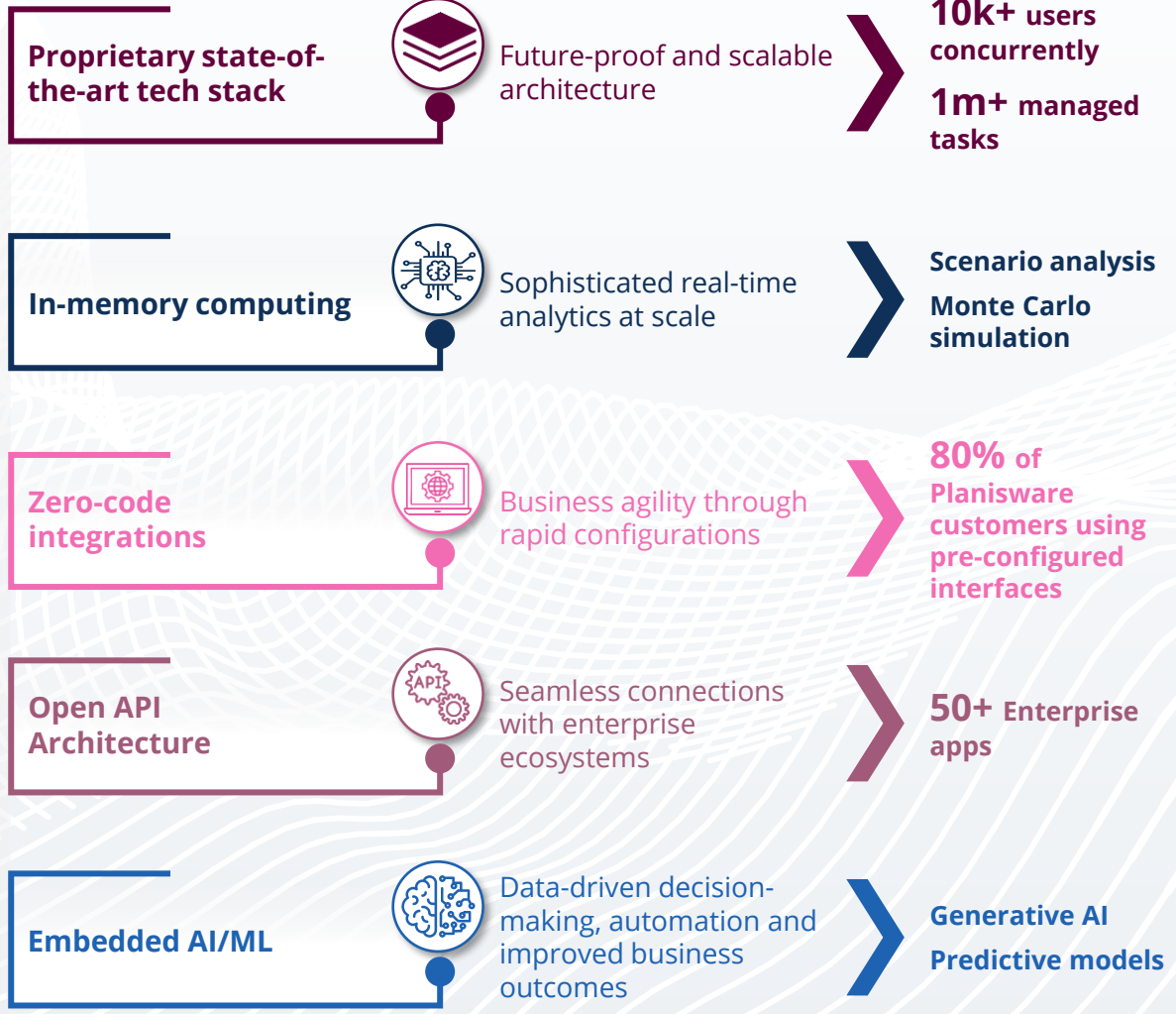
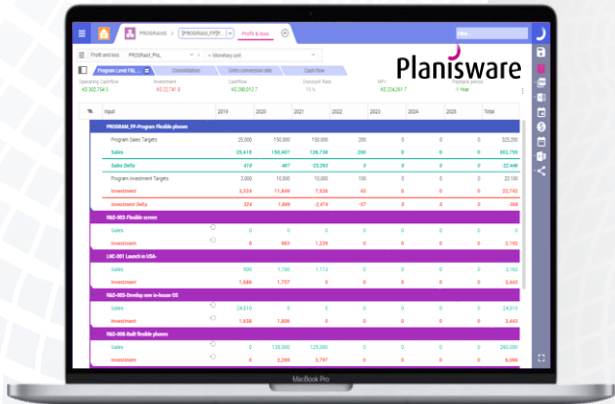
Energy Transition

Automation & Productivity

Digitalization

Source: Company.

4 Future-proof, scalable next-generation technology platform

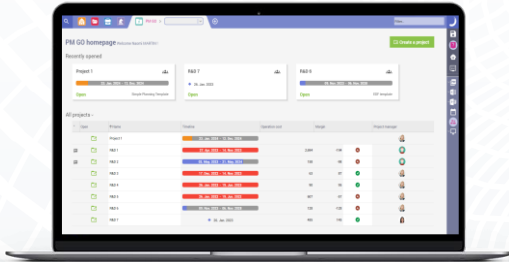


Source: Company.

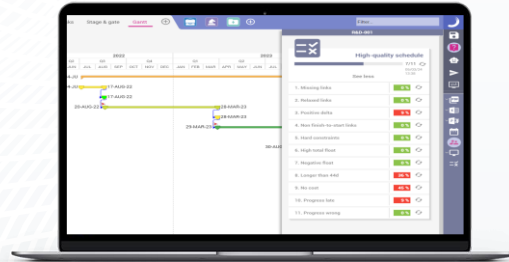
4 Exciting new feature releases and enhancements in 2023

Selected upgrades & enhancements

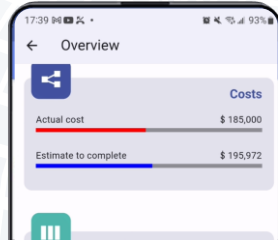
PM GO



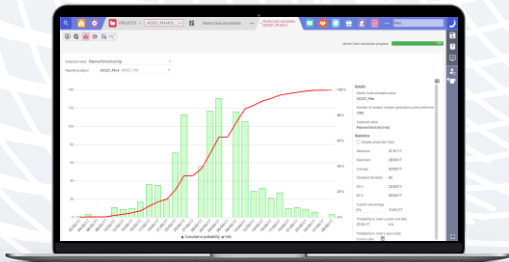
Data Quality Audit



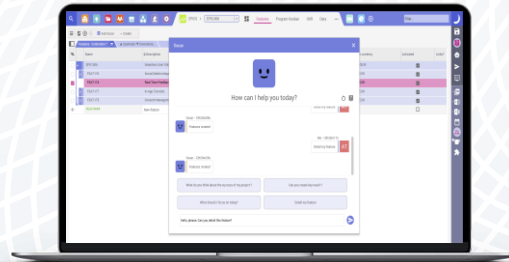
Planisware Mobile App (iOS & Android)



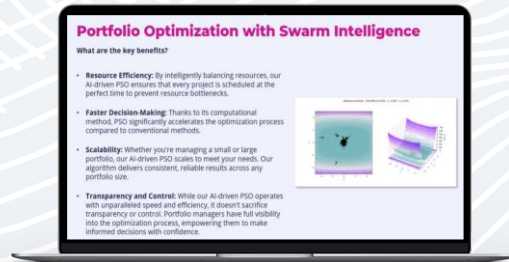
Monte Carlo Overhaul



Augmented Data Entry

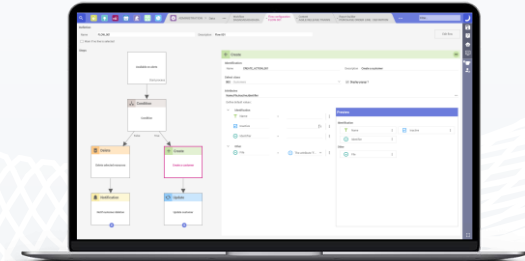


Particle Swarm Portfolio Optimization



Upcoming new release

RPA (Robot Process Automation)

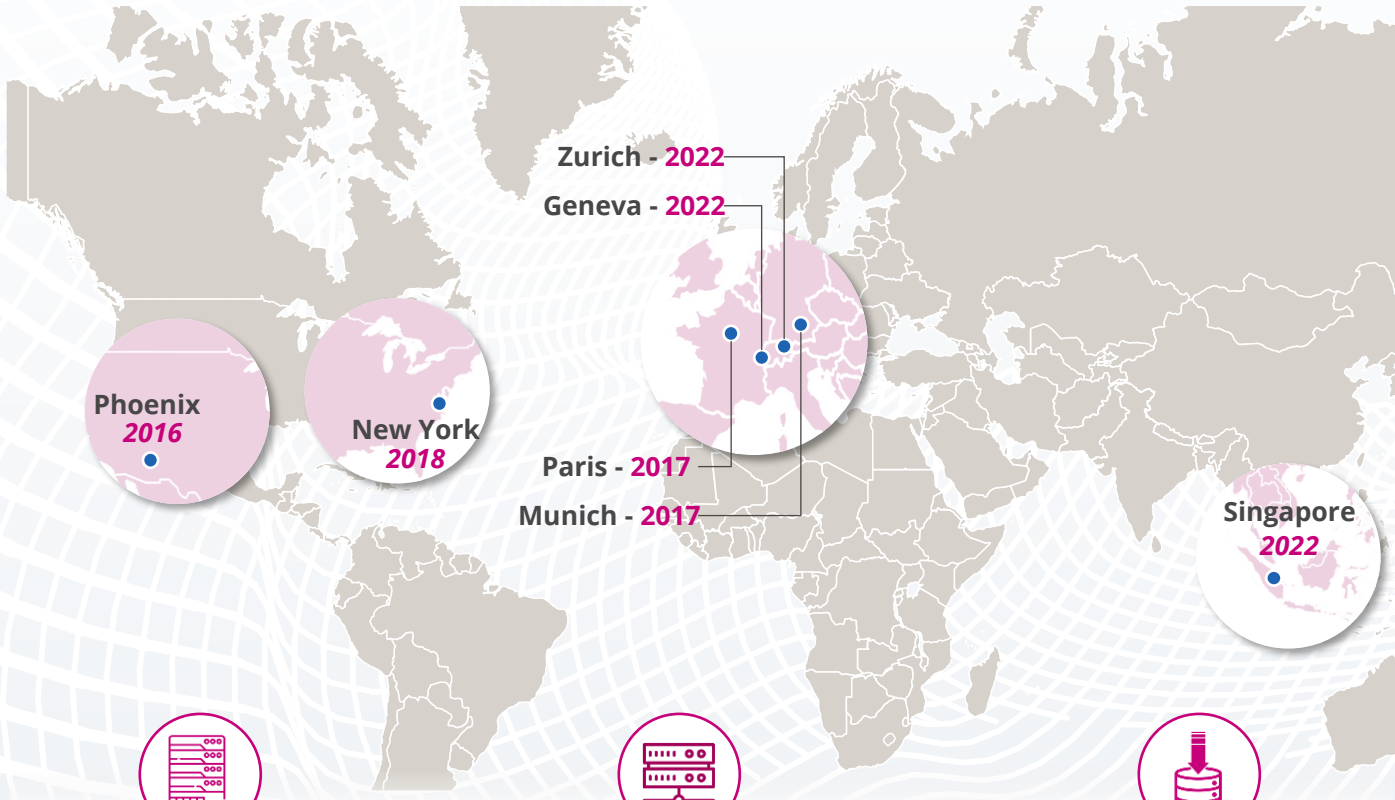


RAG (Retrieval Augmented Generation)

Retrieval-augmented generation (RAG) to enhance the **accuracy** and **reliability** of **generative AI models** with facts fetched from external sources (especially the Planisware documentation)

Source: Company.

4 Highly secure, single-tenant SaaS and proprietary cloud infrastructure



110
Servers



170 TB+
RAM capacity



c.900 TB
SSD⁽¹⁾ storage capacity

• Planisware existing data centers xx Opening year

- Vertically **integrated** stack enabling fast deployment and capacity **extension**

- Highest security levels

- Collocated in **Tier 1** facilities

- Significant **built-in** redundancies ensuring high availability and scalability

- Full **hardware ownership** enables cost efficiencies

Source: Company.
Note: (1) Solid State Drive.

5

Sticky blue-chip industry leaders worldwide, from diversified end-markets, ensuring resilience across cycles

AUTOMOTIVE



▶ 50% of the top 18 global auto companies are clients

AEROSPACE & DEFENSE



▶ 50% of the top 8 European A&D companies are clients

LIFE SCIENCES



▶ 75% of top 20 global pharma companies are clients

CHEMICALS



FOOD, BEVERAGE



▶ 2 of the top 3 global F&B companies are clients

HIGH-TECH



FINANCIAL INSTITUTIONS



ENGINEERING



ENERGY



545

Unique Customers⁽¹⁾

1.8%

Churn Rate⁽²⁾

121%

NRR⁽¹⁾⁽³⁾

c.2x

Net Promoter Score vs. Competition

10 Years

Average top 20 customer tenure

<4%

Share of revenue from largest customer⁽⁴⁾

Source: Company.

Notes: (1) As of December 2023. (2) Churn rate as of December 2023 based on value. (3) The Net Retention Rate (NRR) is the percentage of recurring revenue generated in a given year compared to the prior year by customers existing in the prior year, excluding terminated contracts. (4) For the year ending December 2022.

5 A global platform with worldwide scale

North America



San Francisco

Denver

Montreal

Philadelphia

Europe



Manchester

Paris

Nice

Tunis

Munich

APAC & Rest of World



Dubai

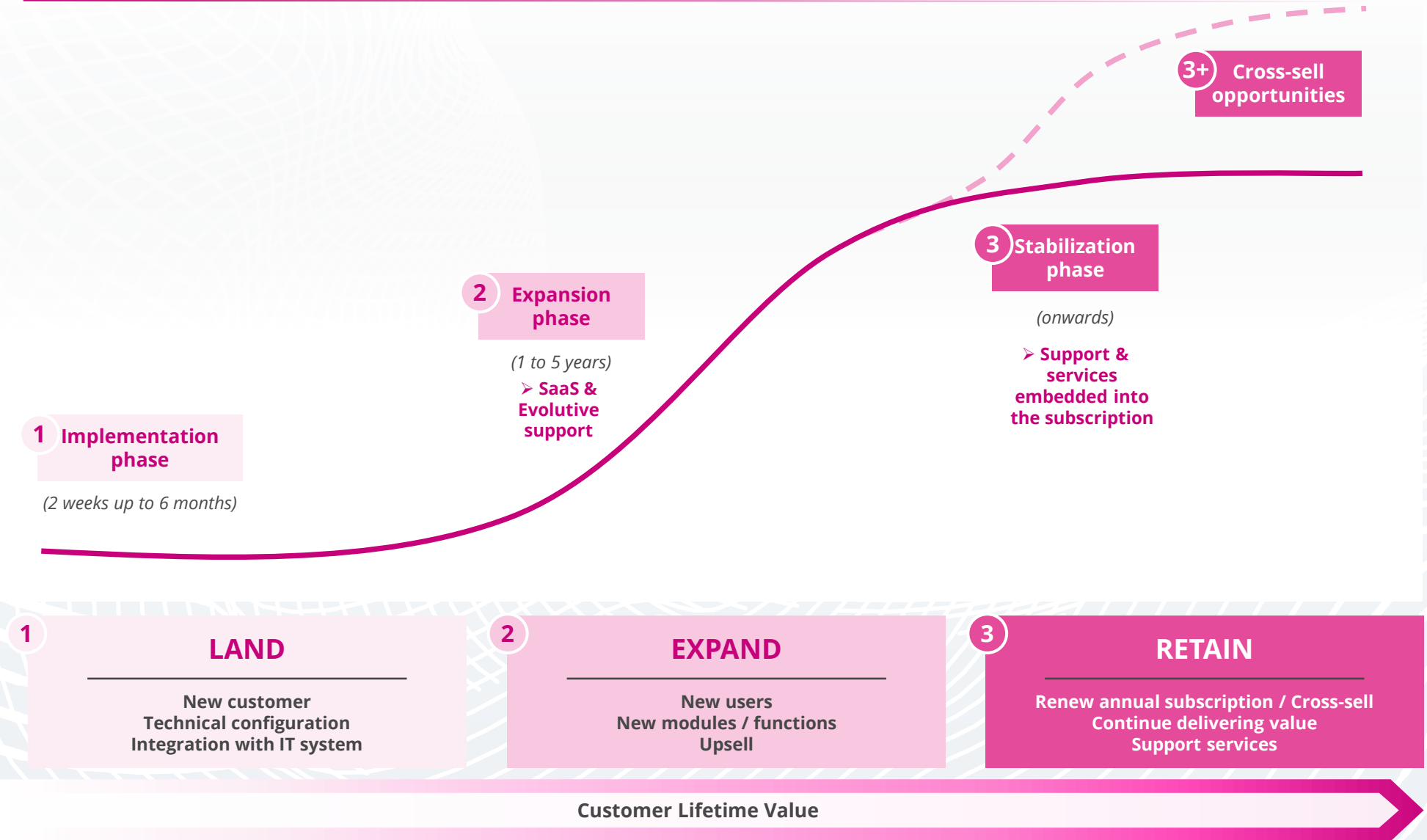
Singapore

Tokyo

● Planisware Offices

Source: Company (based on 2023 revenues from customers).

6 Highly recurring business model adapted to clients' needs



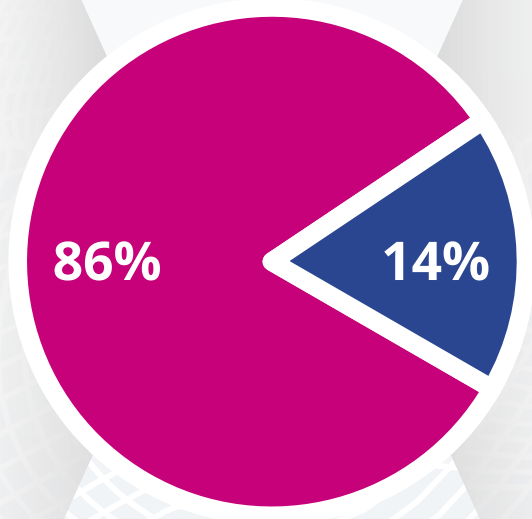
Source: Company.

7 Robust and highly recurring revenue with multi-year visibility

SaaS model – 74% of total revenue

Recurring revenue

- 41% SaaS & Hosting**
 - Annually recurring fees
 - 3-5 years average initial term
- 27% Evolutive Support**
 - Contracted services strategically enabling customers and supporting software expansion
 - Driving SaaS revenue growth
- 6% Subscription Support**
 - Annually recurring fees from premium support provided to SaaS clients
 - Embedded in underlying cloud subscription services
- 12% Maintenance**
 - Annually recurring fees
 - ~20% of perpetual license fees



FY2023 Revenue: €156m

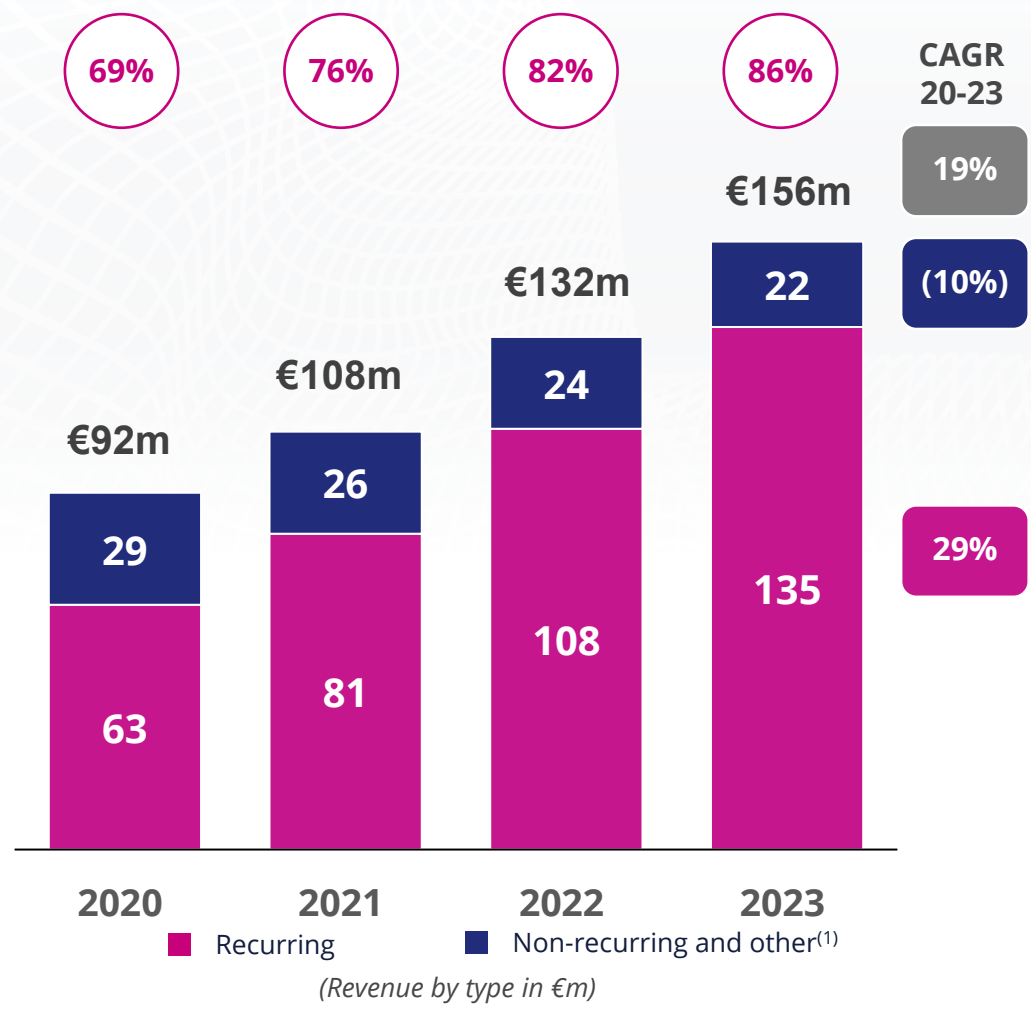
Non-recurring revenue⁽¹⁾

- 10% Professional Services⁽²⁾**
 - Implementation, training, consulting and other services
 - One-off payments
- 4% Perpetual License**
 - One-off fee paid upfront
- <1% Other Revenue⁽³⁾**

Source: Company.
Notes: (1) Non-recurring revenue and other revenue. (2) Implementation and other non-recurring services. (3) Other revenue primarily consists of revenue charged to associates.

7 Superior financial profile with accelerating revenue growth at scale

Recurring revenue as % of total revenue



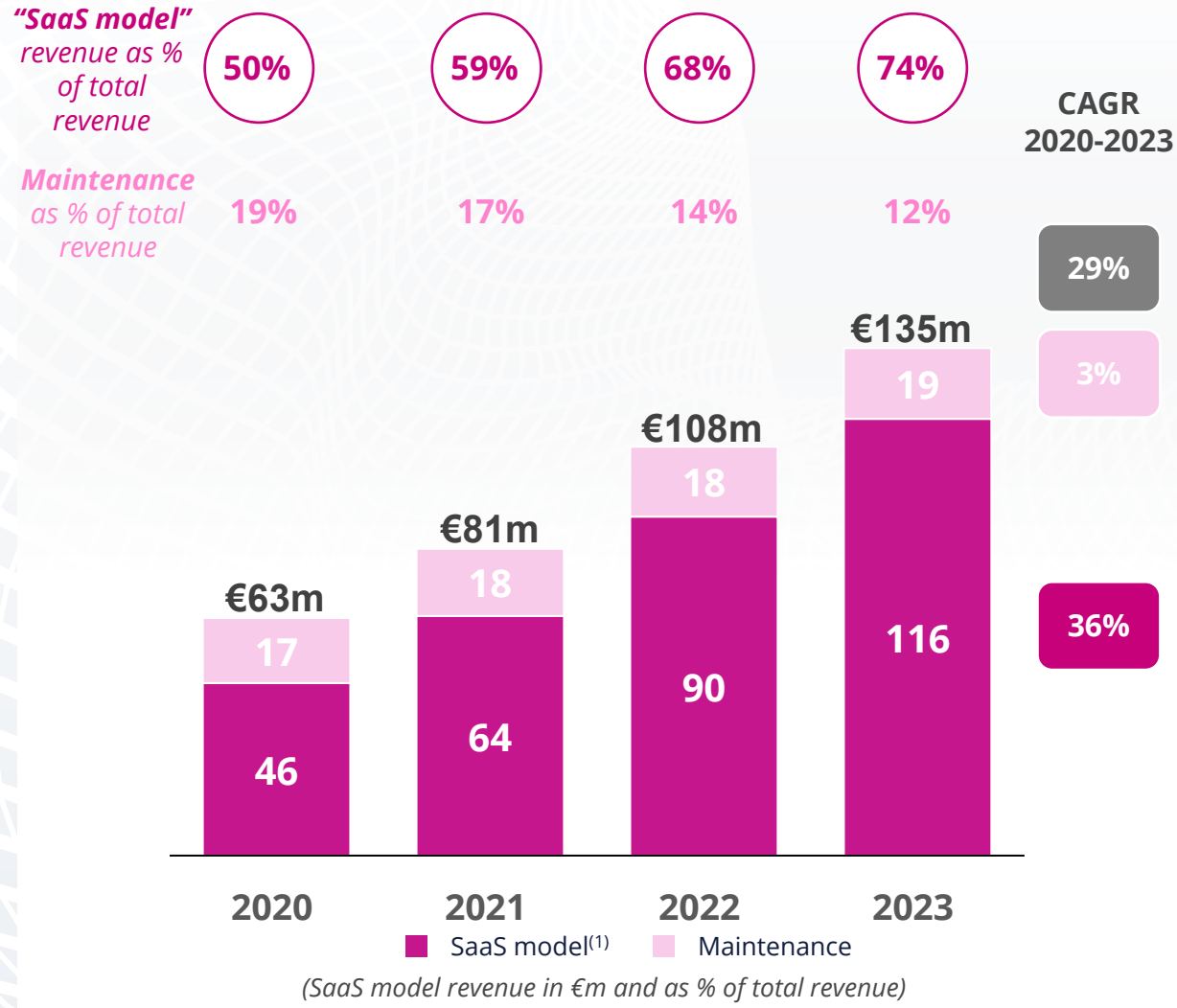
18% total revenue growth YoY (i.e. 20% in constant currency), and 19% CAGR since 2020

Driven by **recurring revenue growth (+24% YoY)**

Increased share of recurring revenue bolstered by SaaS model

Source: Company.
 Note: (1) Other revenue primarily consists of revenue charged to associates.

7 “SaaS model” revenues continued to drive recurring revenue growth in 2023

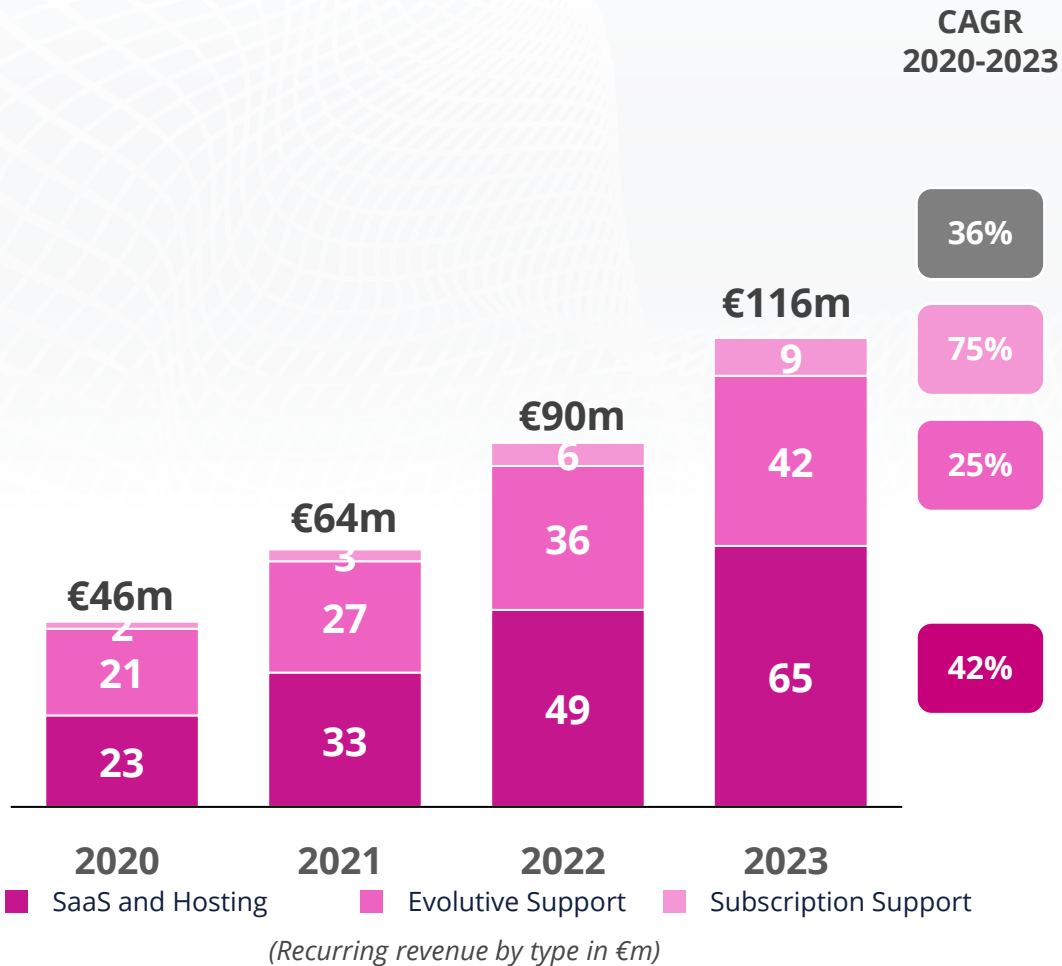


29% YoY growth of “SaaS model” revenue, and 36% CAGR since 2020

Contribution of “SaaS model” revenue lines significantly expanded to **74% of revenue** in 2023, vs. 50% in 2020

Source: Company.
 Note: (1) SaaS model revenue defined as SaaS & Hosting, Evolutive Support and Subscription Support revenue.

7 Increasing predominance of SaaS and Hosting revenue



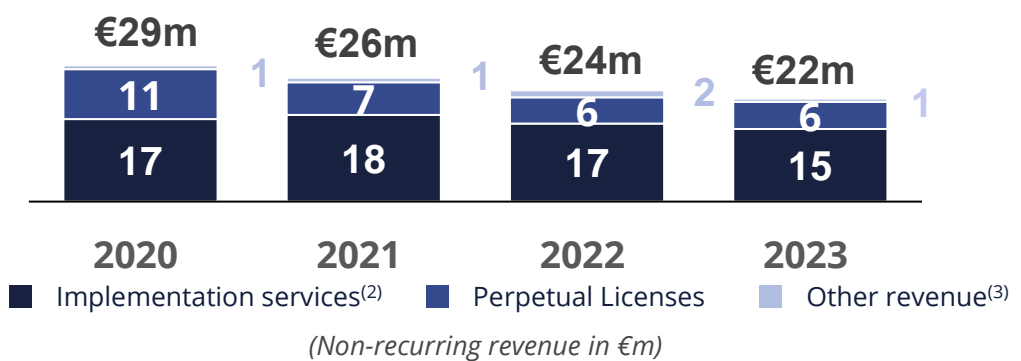
33% YoY growth of SaaS & Hosting revenue driven by both new clients and expansion of existing client base

Sustained **Subscription Support acceleration (+64% YoY)** as mature clients add-on premium services

Evolutive Support (+18% YoY) continued **key driver of increased SaaS spending**

7 Decreasing non-recurring revenue reflecting focus on SaaS / recurring business model

Non-recurring⁽¹⁾ revenue as % of total revenue



Confirmed downtrend of non-recurring revenues as clients shift to SaaS model

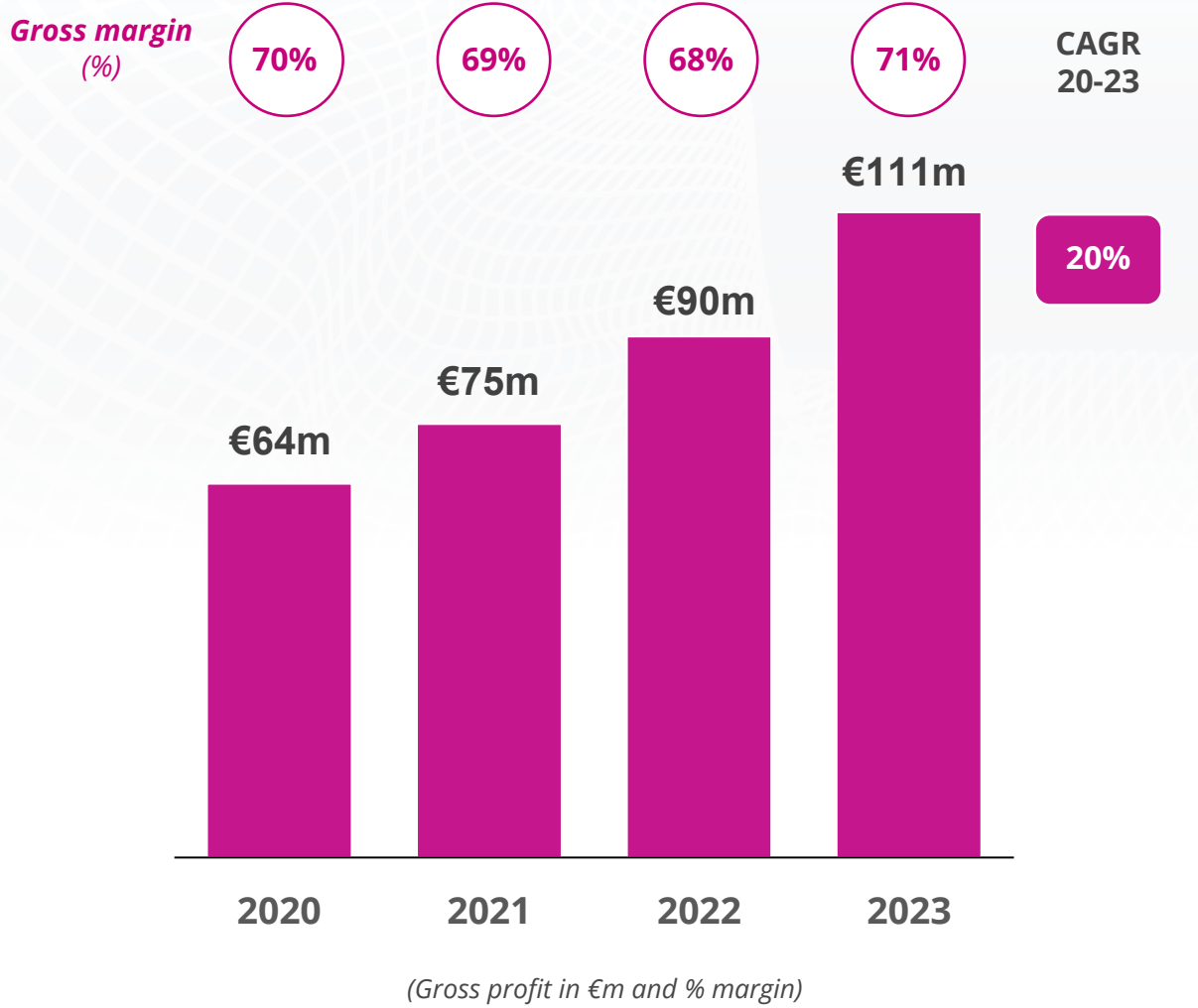
Higher than expected level of **Perpetual Licenses** sales (+3%) in **FY 2023**

As expected, decreasing Implementation Services revenue as we focus on more streamlined and efficient implementation

Source: Company.

Notes: (1) Non-recurring revenue and other revenue. (2) Defined as implementation services and other non-recurrent services. (3) Other revenue mainly comprises revenue from invoices to associate companies.

7 Gross margin improvement

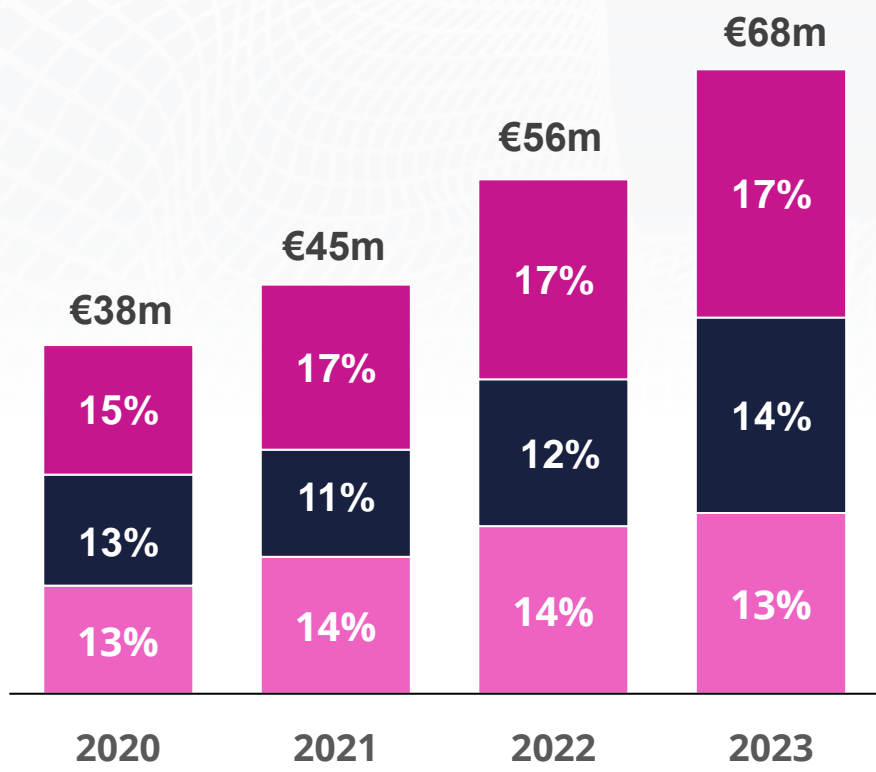


Gross margin increased to 71% in 2023, marking ongoing implementation of contract inflation indexation and back to historical level pre-talent war

Continued disciplined approach to expenses

Source: Company.

7 Focus on operating expenses



■ Research & Development
 ■ General & Administration
 ■ Sales & Marketing

(Operating expenses as % of total revenue)

R&D expenses at €20m, reflecting our ambitions for continuous product development and leadership

Continued investment in Sales & Marketing as we continue enforce our commercial platform

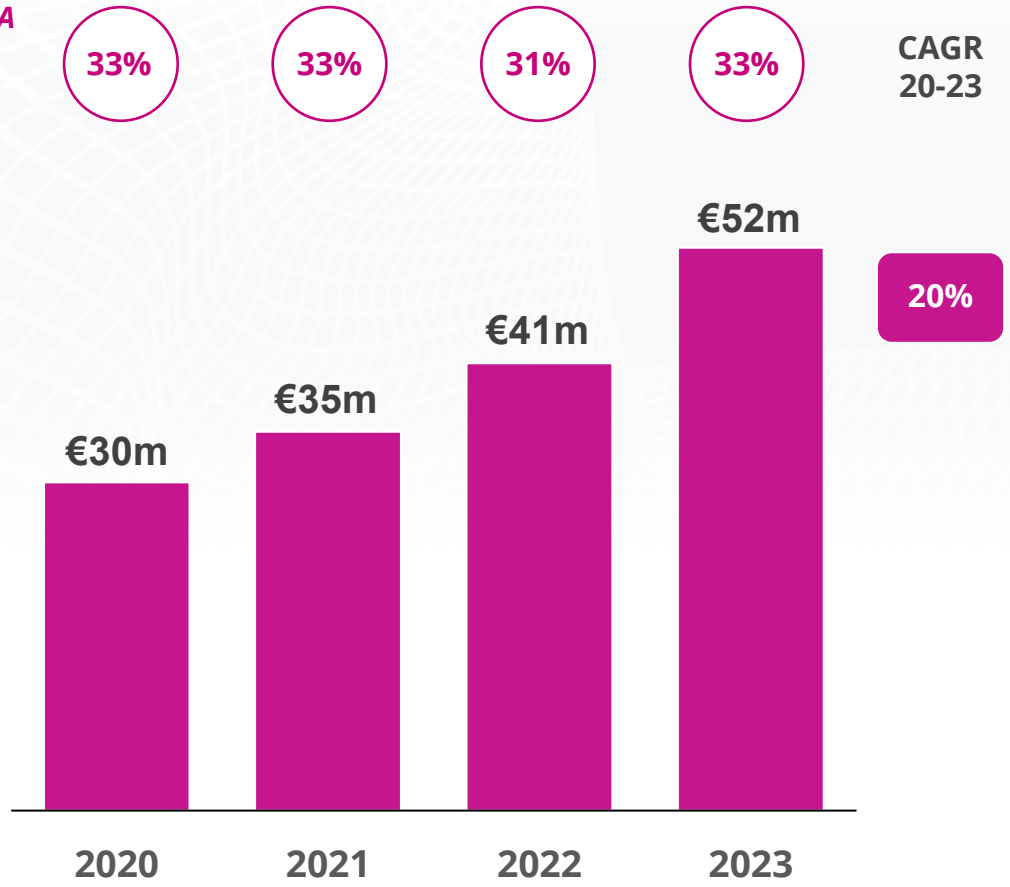
Increase of General & Administration expenses reflecting build-out of global functions to support business growth

OPEX include €4.0m of D&A in 2023⁽¹⁾

Source: Company
 Note: (1) IFRS D&A including Right of Use assets.

7 Confirmed adjusted EBITDA margin expansion

Adj. EBITDA margin (%)



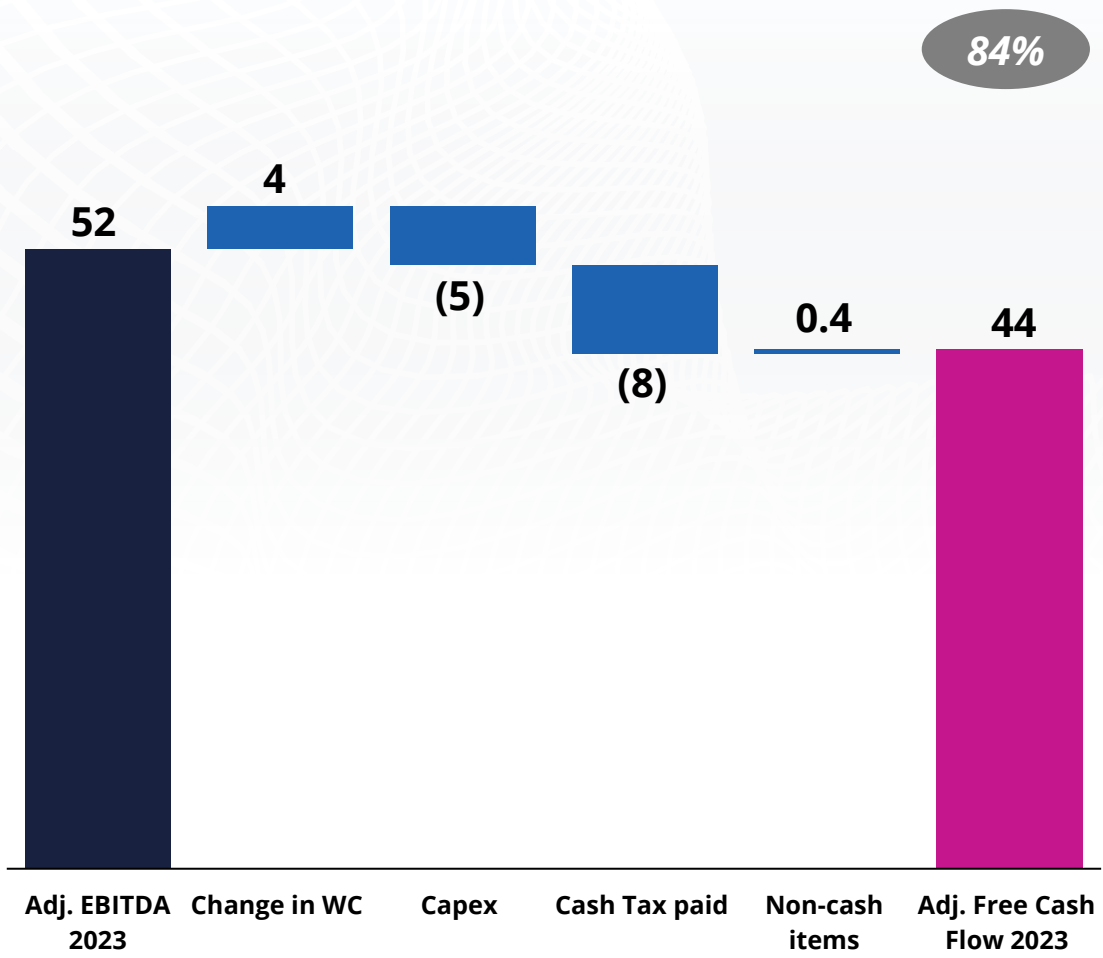
2023 adjusted EBITDA margin growing to 33%, reflecting our consistently high profitability ambitions and controlled cost base

(Adjusted EBITDA⁽¹⁾ in €m and % margin)

Source: Company.

Note: (1) Adjusted EBITDA is calculated as Current operating profit including share of profit of equity-accounted investees, plus amortization and depreciation, minus non-recurring items and non-operating items.

7 Bridge to 2023 adjusted Free Cash Flow



xx% Cash conversion rate as % of Adj. EBITDA⁽¹⁾

Income tax
paid of c. €7.5m

Capex
amounting to c.3% of total revenue in 2023

Change in working capital
Positive effect of change in working capital in 2023, reaching increasingly normalized levels

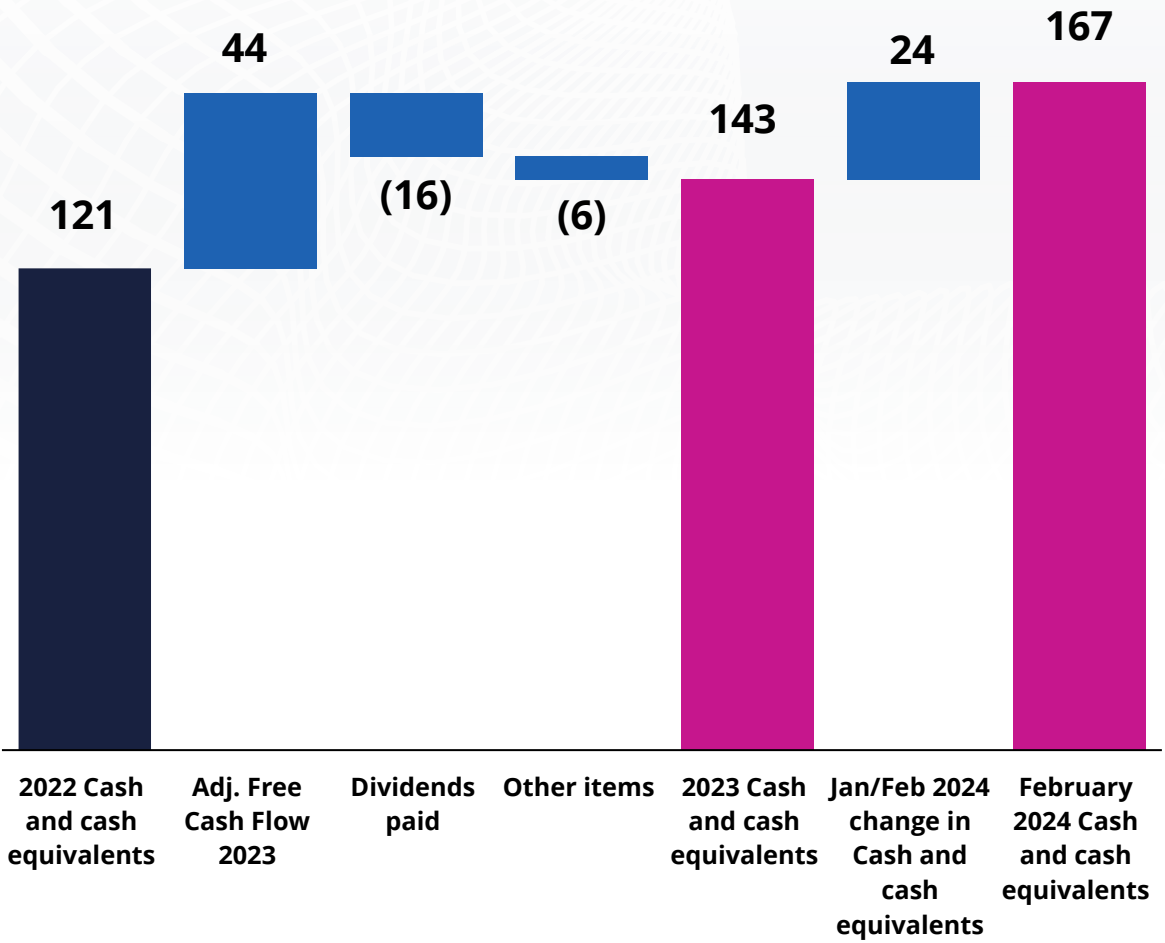
€143m of cash and cash equivalent as of December 2023

No financial debt (aside from €15.0m in loans and borrowings relating to IFRS 16 leases)

Source: Company.

Note: (1) Adjusted EBITDA is calculated as Current operating profit including share of profit of equity-accounted investees, plus amortization and depreciation, minus non-recurring items and non-operating items.

7 Net cash bridge



The Group has no financial debt, except for lease liabilities of €15m

€167m cash and cash equivalents at the end February 2024

€20.8m dividend paid in April 2024

Source: Company.

8 2024 objectives and 2026 ambition

	FY2024	Mid-term (2026 ambition)	Commentary
Topline Growth	c. 19.5% (YoY constant currency)	20%+ (YoY constant currency)	<ul style="list-style-type: none"> • Mid-term guidance reaffirmed: FY2026 business mix reflecting further acceleration of “SaaS” revenue, with expansion enabled by “Evolutive Support”
Recurring Revenue	-	<p>>25% SaaS revenue CAGR</p> <p>Close to 90% Recurring Revenue</p>	
Adj. EBITDA ⁽¹⁾ Margin	33% of total revenue	c. 35% of total revenue	<ul style="list-style-type: none"> • Mid-term guidance reaffirmed: Margin improvements driven by increased contribution of “SaaS”, “Evolutive” and “Subscription Support”, in addition to further operational efficiencies and lower cost of new governance structure, more than compensating the mechanical reduction of “Perpetual Licences” and “Maintenance” • Company is committed to investing in future further growth
Adj. Free Cash Flow ⁽²⁾		c. 80% Normative Adj. FCF starting FY2024 onwards	<ul style="list-style-type: none"> • Normative Adjusted Free Cash Flow expected in FY2024 onwards
Tax Rate	20% corporate tax rate to be assumed ⁽³⁾		
Dividend Policy	40% of Profit for the period allowing for optionality		

Source: Company.

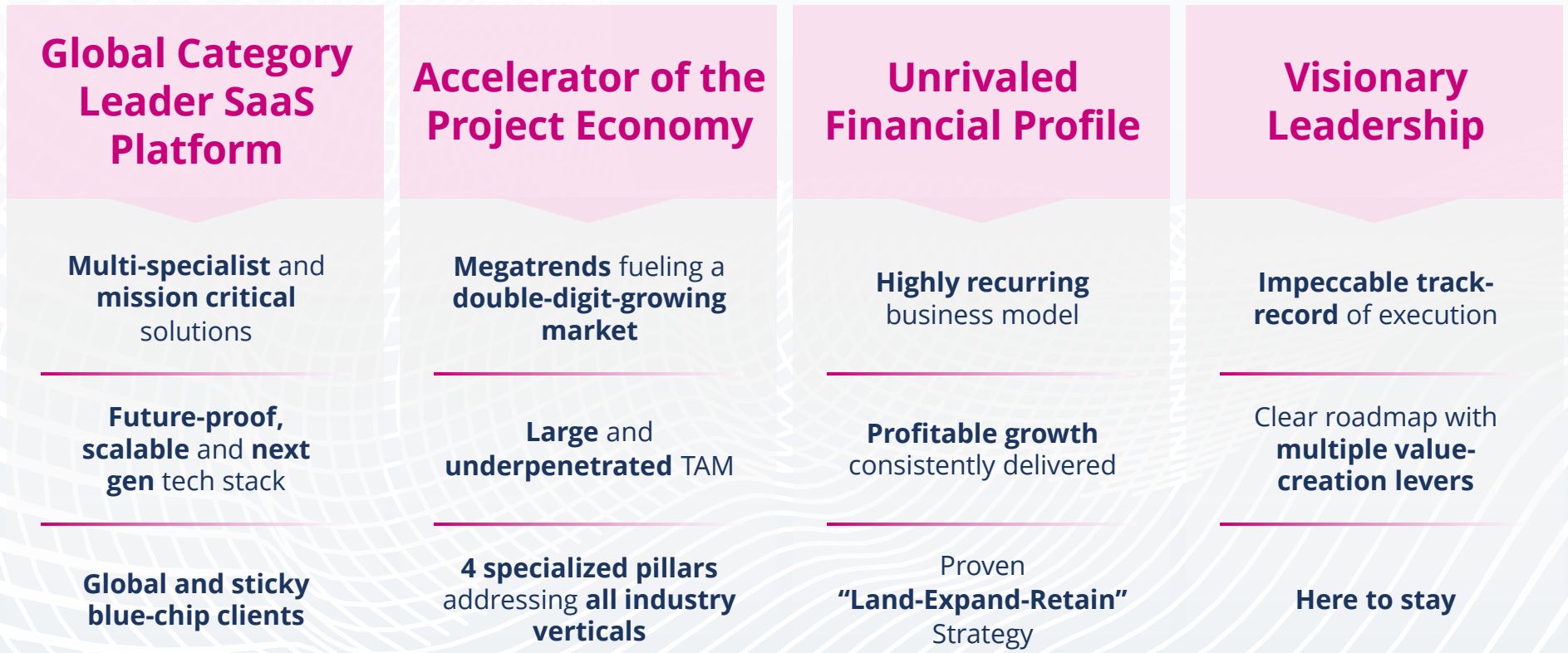
Notes: (1) Adjusted EBITDA is calculated as Current operating profit including share of profit of equity-accounted investees, plus amortization and depreciation, minus non-recurring items and non-operating items.(2) Adjusted Free Cash Flow conversion as a percentage of Adjusted EBITDA. (3) Subject to stable fiscal policy.

8 Multiple strategic vectors to drive sustainable growth



Source: Company.

8 Solid foundation for the next phase of growth



Source: Company.

9 Visionary co-founders and experienced management



28
30+

Pierre Demonsant
Co-founder & Chairman



28
30+

Yves Humblot
Co-founder & Board Member



28
30+

Matthieu Delille
Co-founder & Board Member



26
28

Loïc Sautour
Chief Executive Officer



2
24

Stéphanie Pardo
Chief Financial Officer



23
24

Nicolas Vilars
Chief Marketing Officer



19
23

Marion Fina
Chief Product Officer



18
21

Fabrice Ollivier
Chief Technology Officer



23⁽¹⁾
34

Gilles Lavalou
VP Orchestra



24
26

Antoine Villata
CEO North America




11
21

Tangi Le Deun
CEO UAE



21
38

Gilles Chene
CEO Germany




8
26

Kai Ojo
CEO UK & Ireland



11
17

Cédric Bastien
CEO Singapore



15
28

Patrick Ternier
CEO Japan

Source: Company.

Note: (1) Including years at NQI.

9 ESG embedded in Planisware's DNA

Environment

Enabling Sustainability



Supporting clients' **sustainable journey** and improving their **digitalization** and **carbon energy transition**

Scope 1, 2 & 3
GHG emissions

Monitoring and disclosing the **3 scopes** of our **GHG emissions**



Seeking for the **best support & rating** in our **sustainability journey**



- ✔ 2nd carbon footprint assessment (GHG Protocol for scopes 1, 2 and 3) **revealing -6% emission per employee**
- ✔ SBTi certification and CDP score planned in 2024
- ✔ Monitoring & tracking of suppliers' sustainability commitments
- ✔ Selection of **future datacenters** based on **energy-efficiency**

Social

Ensuring Rights & Equity



c.700 "Planiswarriors"
30+ nationalities
60 trainings available on website
1/3 of women

Since **2007**

Procurement, Sales & Consulting Code of Ethics



Certifications guaranteeing complete control of the data chain
100% employees trained on Data Protection



- ✔ Continue to **build out additional training programs**
- ✔ **Regularly update** employees' **code of ethics**
- ✔ Maintain a **Great Place to Work trust index above industry benchmark**(2)
- ✔ Renew **annual data security certifications and maintain highest industry standards**

Governance

Protecting Transparency & Integrity

3

Independent directors

Governance in line with AFEP-MEDEF standards with **7** board members(3)
Balanced representation with **43% women**(3)

3

Transparency Committees

Audit(4)
Nomination & Compensation(4)
ESG / Strategy

New CSR Governance structure

Set up of Chief ESG Officer role
Board Strategic and ESG Committee
Oversee CSR policies and action plans implementation



- ✔ Implementation of a **risk-based approach and dedicated policies, action plans, internal control mechanisms**
- ✔ **CEO compensation & LTIP program aligned to ESG action plan**
 - **Social:** improvement of the Great Place to Work score obtained vs. prior year
 - **Environment:** carbon footprint reduction (KCo2/SaaS revenues ratio improvement)

Incoming publication of first **Extra Financial Performance Statements** to detail Planisware's CSR strategy strengthening

Source: Company. **Note:** (1) Silver medal obtained in August 2023 vs. bronze award previously. (2) Based on our Great Place to work study, Planisware trust index level stands at 81% vs. 76% for the Tech industry. (3) Subject to the effective the listing of the Company's shares on a regulated market. (4) Chaired by Independent Non-Executive Director.

Initiatives achieved to date

Action plan for improvement

Thank you

For more information, please contact:

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Planisware



Thank you