

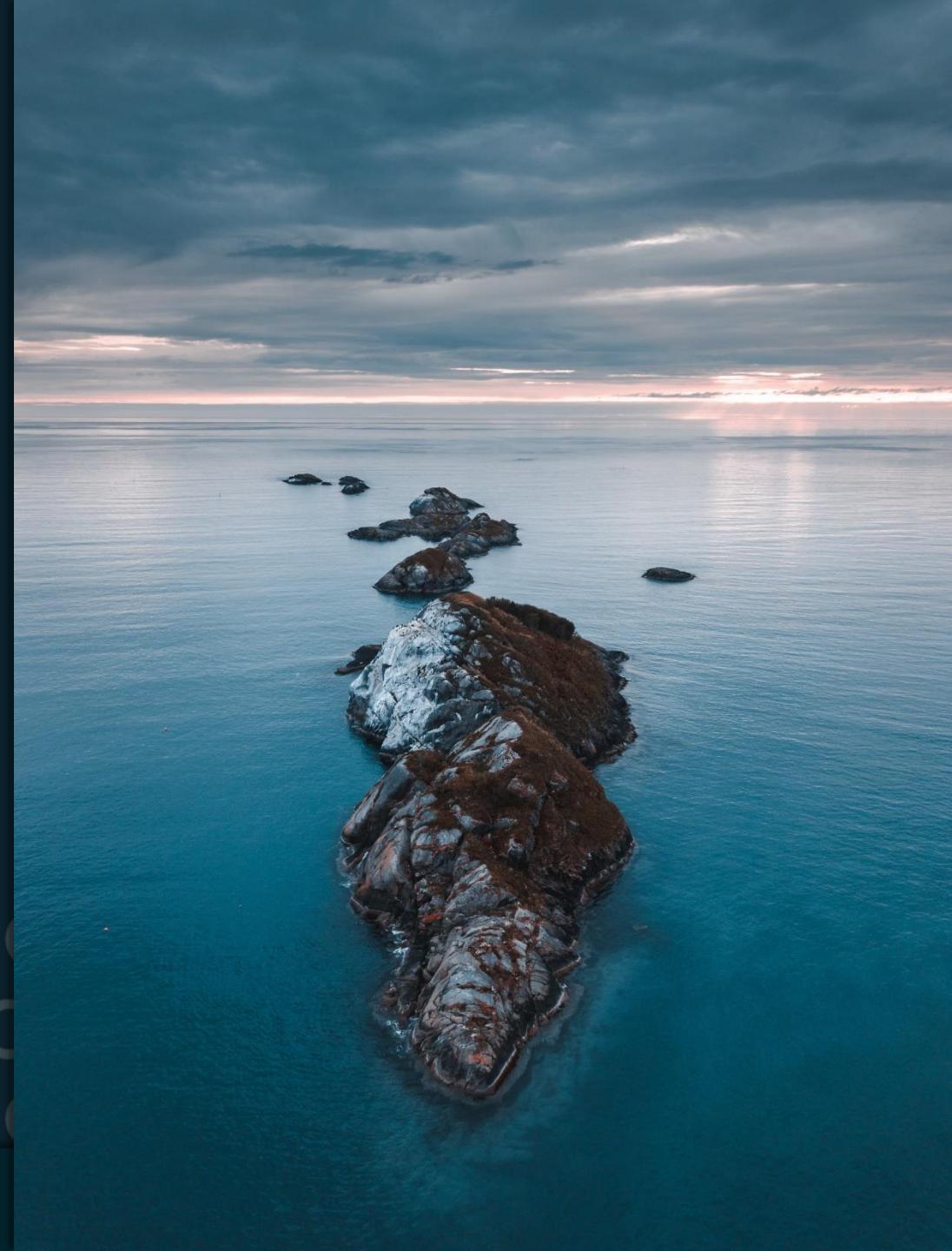


Investor Presentation

BERENBERG EU OPPORTUNITIES SEMINAR

March 2023

Jon Birger Syvertsen CFO
Kjell Arne Hansen Head of IR



ABOUT

Crayon in brief



> 20 years experience
and expertise in software & cloud advisory



80 000 customers
from SMB to enterprise
across all industry segments
with high share of public sector



80% market coverage
globally with over 50 offices
across 46 countries



Strong relationships
and strategic partnerships
with leading technology
vendors and cloud partners



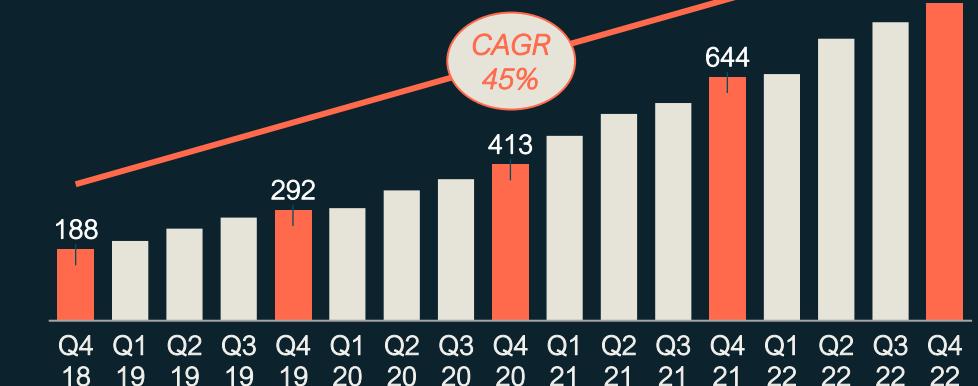
3 447 employees
Who are experts in their field



Value creation
32% Gross Profit CAGR
growth



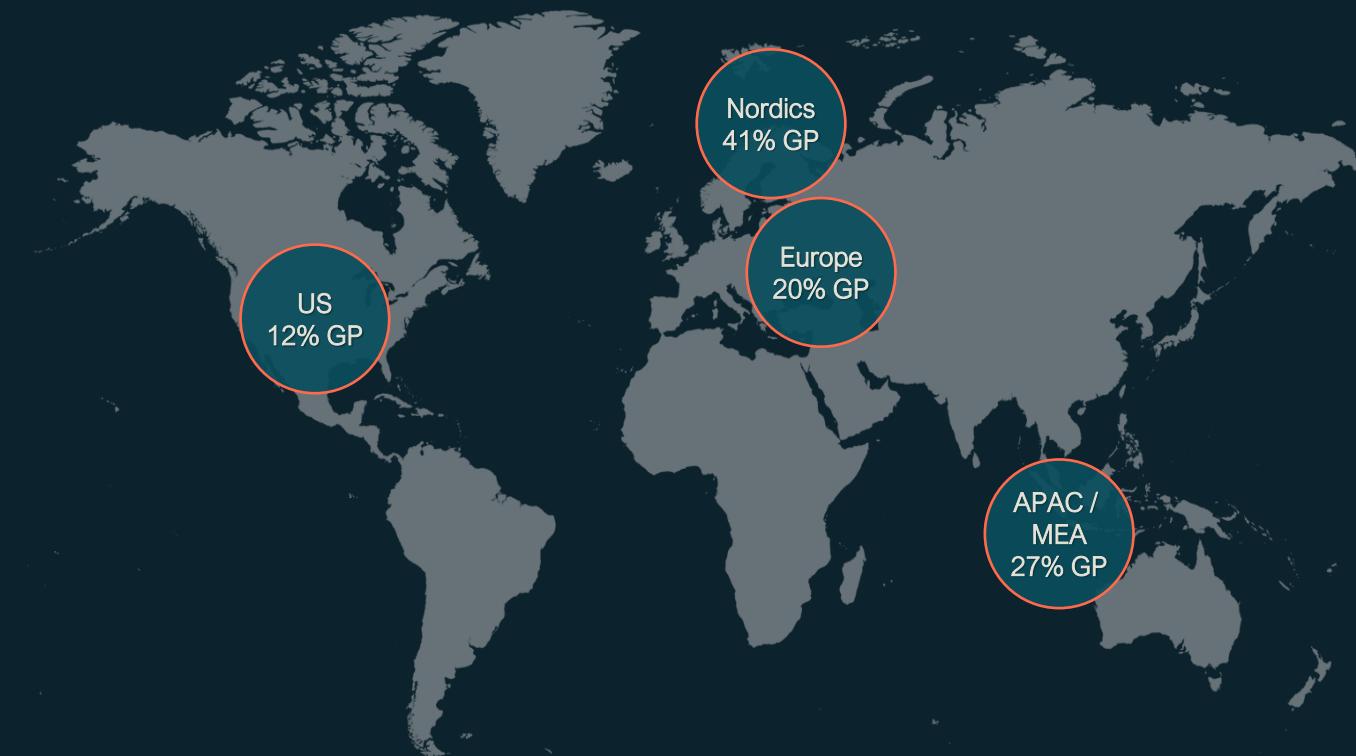
Adj. EBITDA 12 months rolling ¹
NOK million



¹ 2018 – 2020 based on reporting as principle - restated as agent in 2021

ABOUT

A snapshot

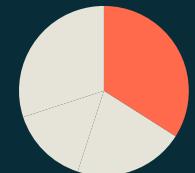


Software

Software & Cloud Direct - License offering directly from vendor to customers

- Software license offering from partners
- Cloud infrastructure from hyperscale cloud platforms

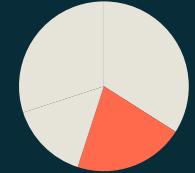
34% of GP



Software & Cloud Channel - License offering towards channel partners

- License advisory/optimization, sale of software licenses and cloud products and access to Crayon's reporting portal

21% of GP

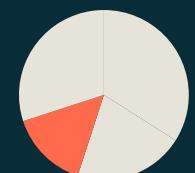


Service

Software & Cloud Economics - Crayon's customer acquisition

- License spend optimization and support for clients in vendor audits
- Optimizing costs of cloud platforms and infrastructure

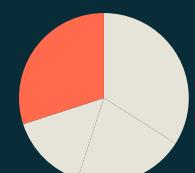
15% of GP



Consulting - Cloud and solutions consulting services

- Infrastructure consulting, cloud migration and deployment, bespoke software deployment and follow-up of applications

30% of GP

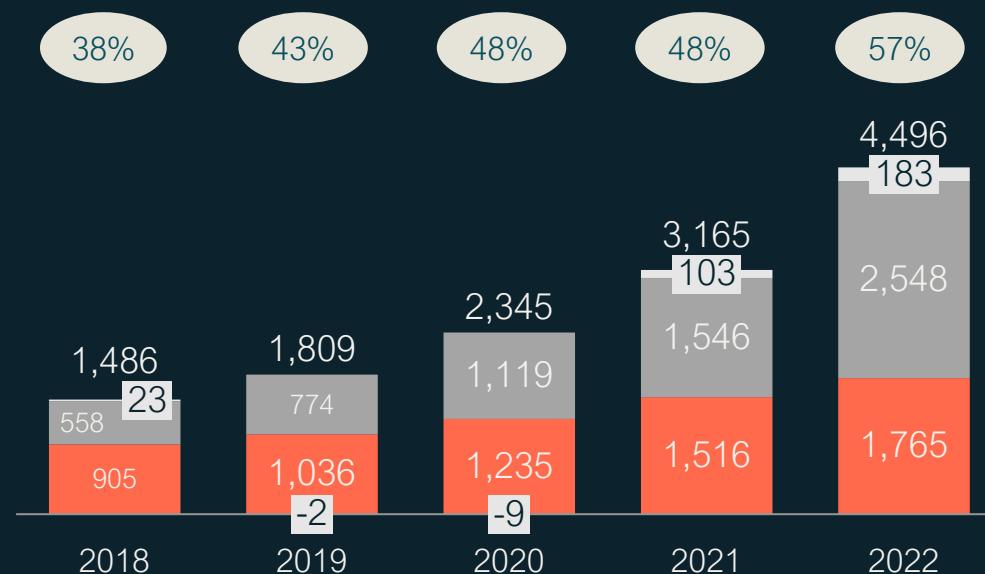


FINANCIAL REVIEW

57% of Gross Profit coming from international markets

Gross Profit¹

NOK million



Adj. EBITDA¹

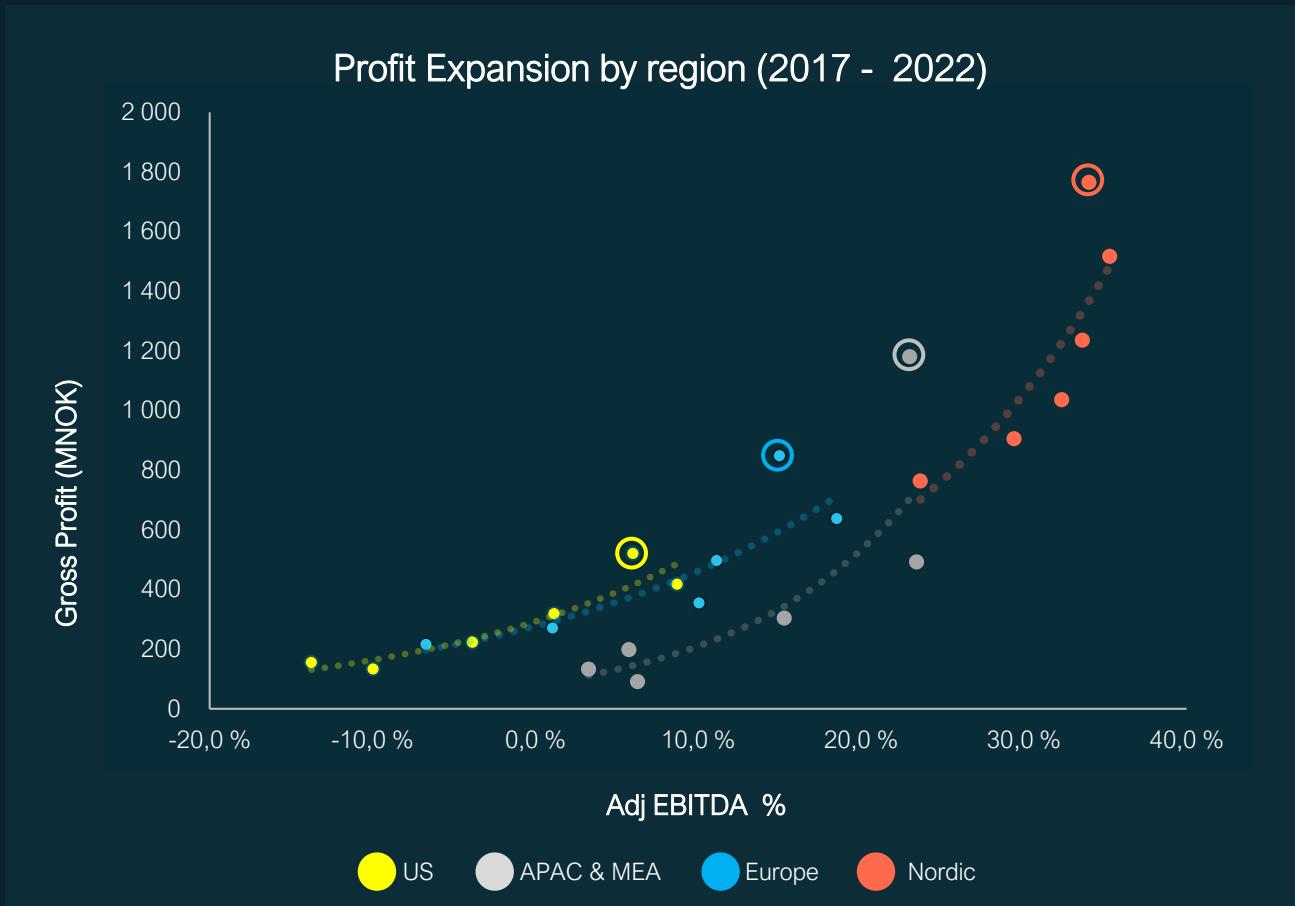
NOK million



■ Nordic ■ International ■ HQ/Elim. % International share

1) 2018 – 2020 based on reporting as principle - restated as agent in 2021

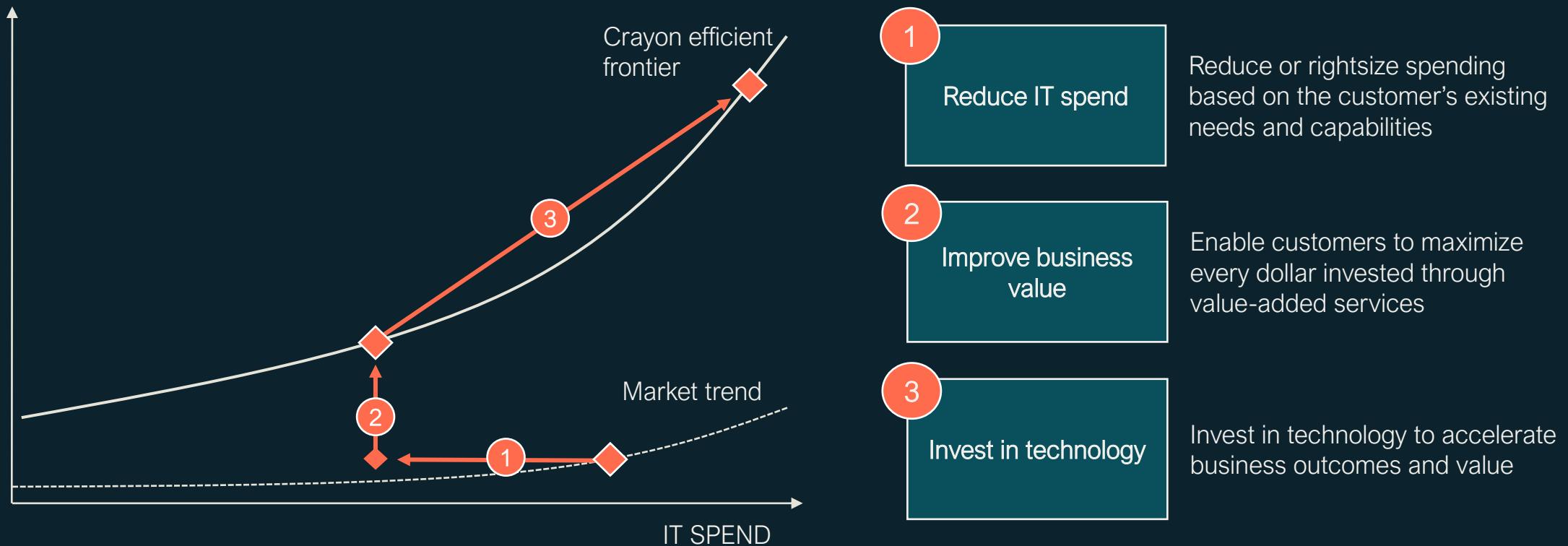
Scale supporting profit expansion



- Consistent pattern of growth and margin improvements as the business scales in local markets and regions
- The Nordic region represents the margin potential of the business model operating at scale, with consistent margins >30%
- Accretive acquisitions supporting value creation both in APAC/MEA and Nordics
- Clear margin improvement potential across APAC/MEA and Europe based on current scale, partly offset by continued investments in driving growth across a large number of markets

Crayon's three-step framework to optimizing customers' IT spend

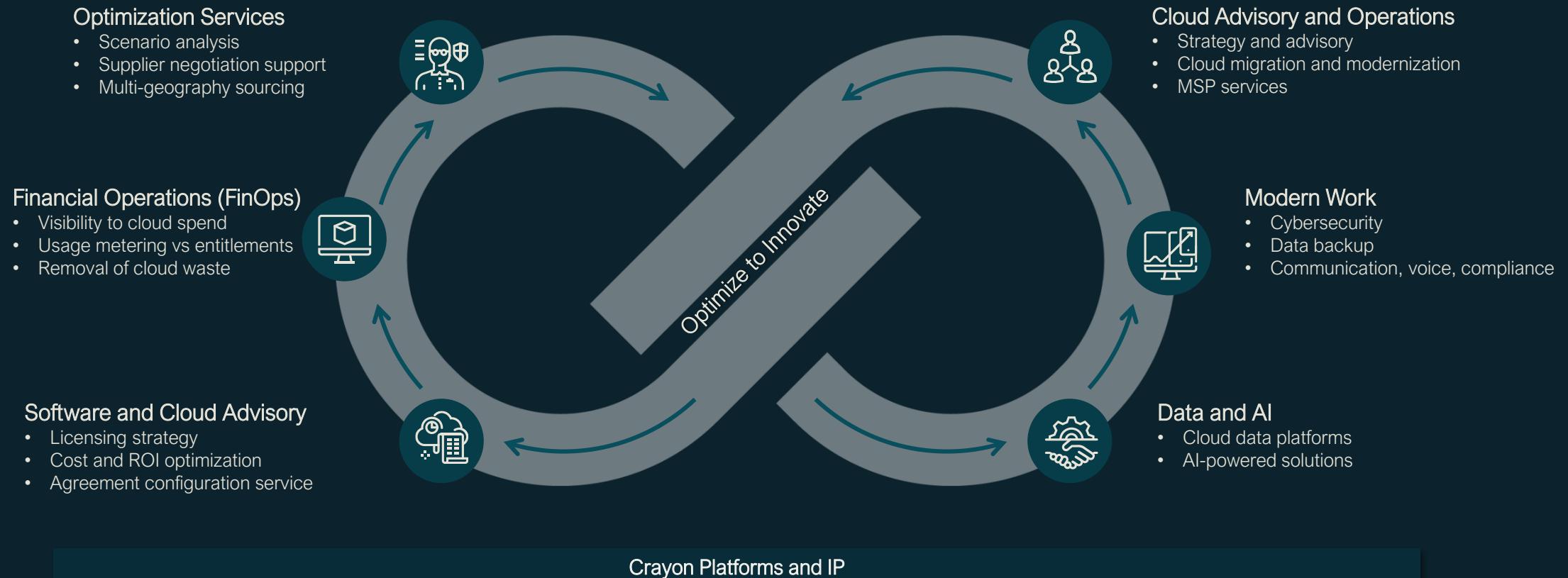
BUSINESS VALUE



Crayon successfully manages the dual relationship with customers and software vendors by increasing business value for clients, driving higher IT spend

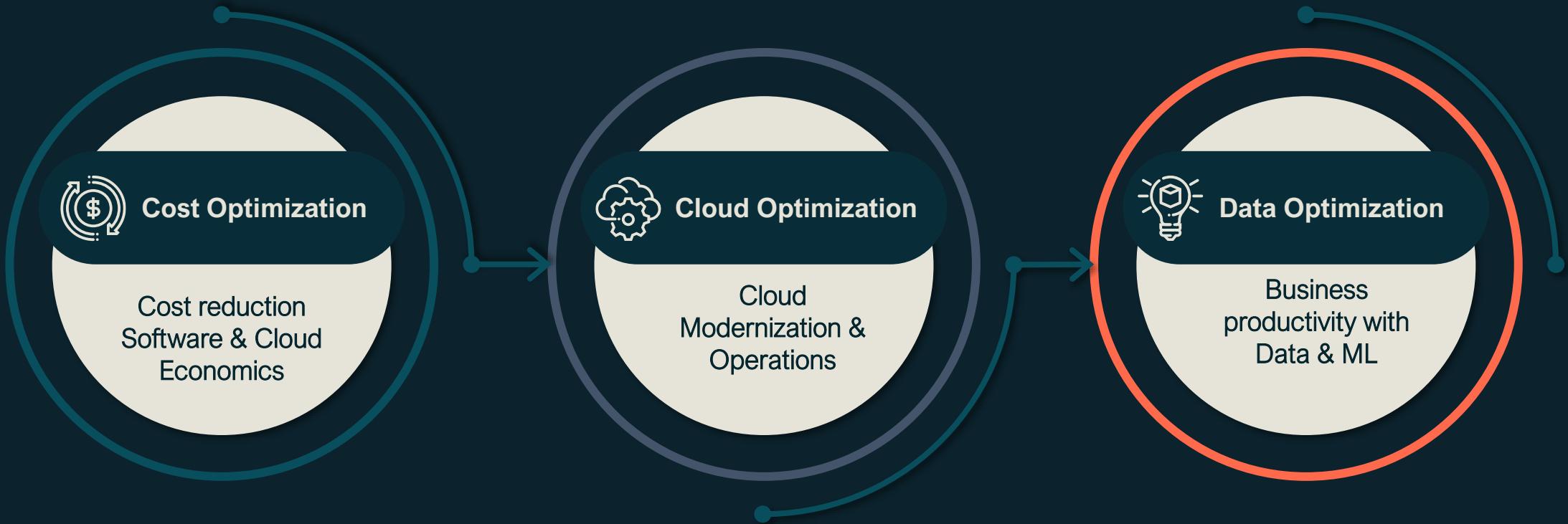
OUR GTM OFFERING

Crayon Service Portfolio



Crayon Platforms and IP

Customer-centric approach





Strategic Partnerships

- ✓ We have significant accreditations and strategic relationships with all major leading technology vendors globally to help our customers make informed decisions and optimize their IT estate.

Microsoft

aws

Google Cloud

snow*

workplace
from infinity Meta

CITRIX®
Partner
Gold
Solution Advisor

veeAM

vmware®

McAfee

ORACLE

FLEXera®

DocuSign

IBM

Adobe

SAP

NUANCE

cybereason

vade

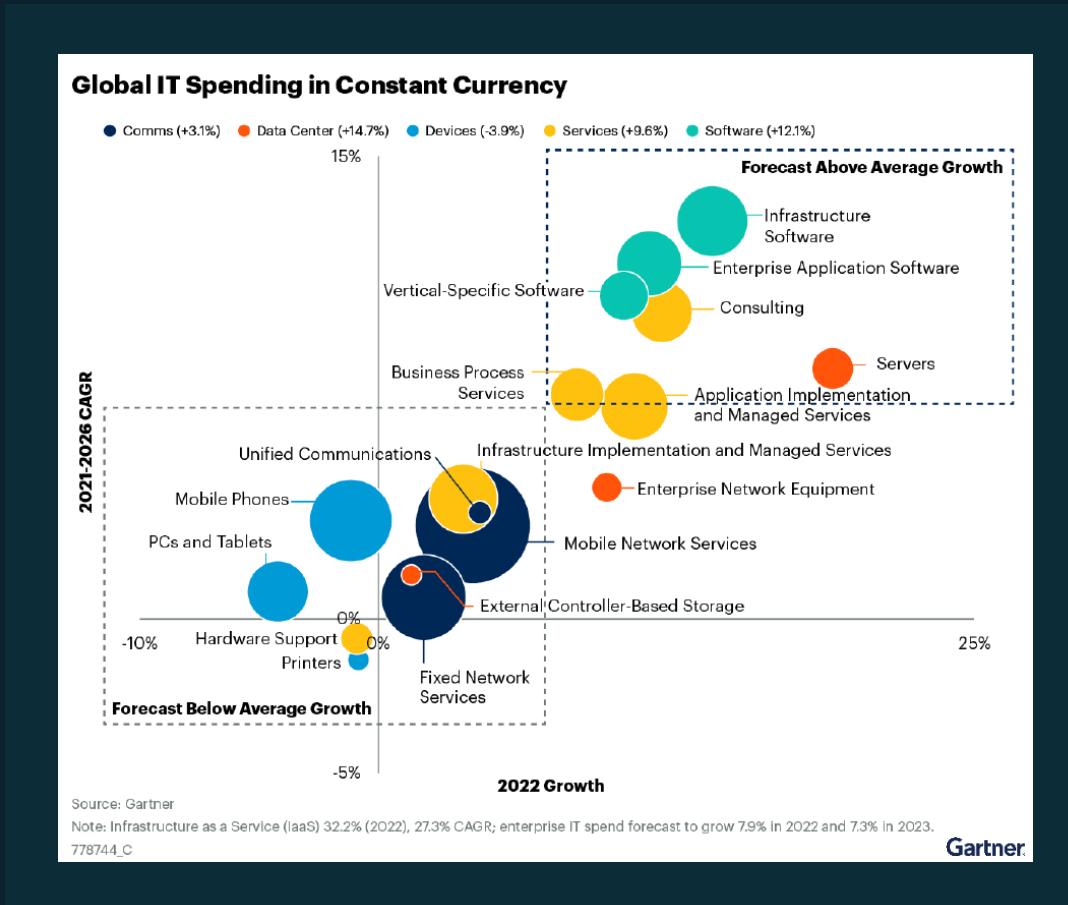
COMMVAULT®

Symantec

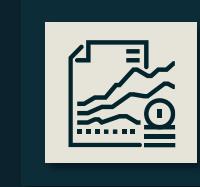
Red Hat

STRATEGY AND AMBITION

Solid market opportunity - software and services outperforming the sector



Digital transformation driving continued IT spend



Enterprises accelerate innovation and see investments in technology as enabler of cost efficiency

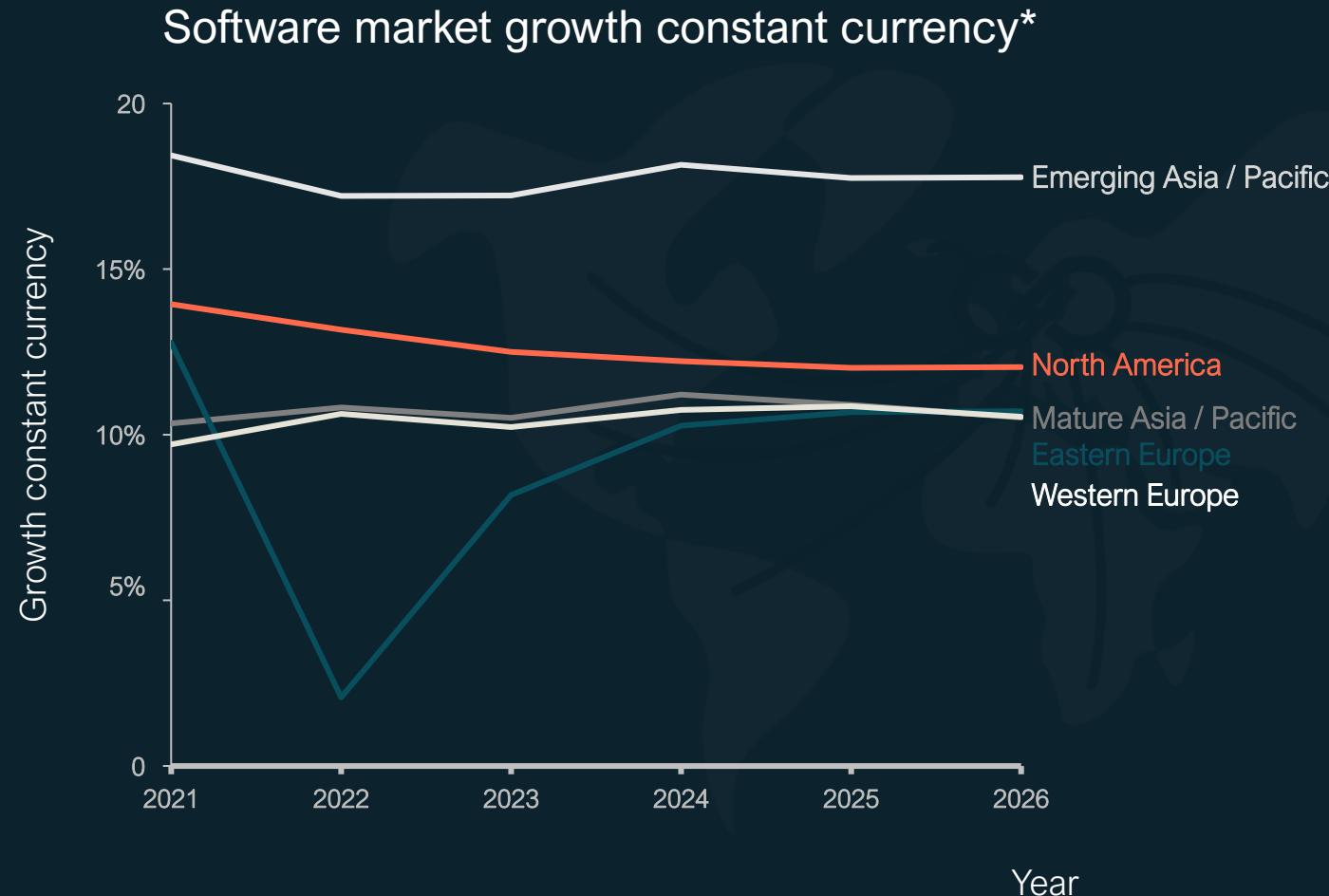


Digital technology applied to create new revenue streams, products, and services



Shift in spending to cloud first for new initiatives while maintaining existing on-premise environments

Resilient international markets



- Continued strong demand across most markets
- Software market continue to grow ahead of general IT services
- Gartner continue to project growth acceleration, particularly in emerging Asia and Eastern Europe
- Demonstrates the continuous customer demand and potential for Crayon to scale internationally

*Source: Forecast Analysis: IT Spending, Worldwide
Currency Published: 06 December 2022
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Resilient demand driving strong growth

Amounts in NOK



Resilient market demand



Continued growth across all regions and business areas



Strong growth in adjusted EBITDA

Q4 2022

Gross Profit
1,273m

+27%

Adj. EBITDA
258m

+25%

FY 2022¹

Gross Profit
4,496m

+42%

Adj. EBITDA
839m

+30%

Retention
94.5%

+1.5pp

Total headcount
3447

+547

Increasing our commitments to ESG

2022 main achievements

- 2022 marked the first year of Crayon's ESG campaign, including global implementation of Crayon Cares initiative
- Global ISO 9001, 27001, 27701, and 14001 certifications
- New ESG report complemented the Annual report – B+ in ESG 100 Index
- Carbon reporting across the whole group



2023 priorities

- Report all GHG emissions
- Achieve Science Based Targets initiative validation
- EU Taxonomy
- Further scale our DEI initiatives – mandatory unconscious bias training
- Maintain or improve our B+ rating for our 2022 ESG report

Growth and profit dynamics

	Key value drivers
Nordics	<ul style="list-style-type: none">▪ Expanding business opportunity with existing customer base▪ Strong position in services – Cybersecurity, Data & AI, Migration▪ High share of public sector clients
Europe	<ul style="list-style-type: none">▪ Gaining market share in major markets, e.g Germany, France, UK and Switzerland▪ Traction with global enterprise customers▪ Channel business expanding with global customers
APAC / MEA	<ul style="list-style-type: none">▪ Scale Channel business across regions▪ Expand enterprise business in mature markets▪ Continue to drive growth and profitability on our service portfolio
US	<ul style="list-style-type: none">▪ Capitalizing on growth investments▪ Growth in mid-market customers▪ Continue to invest to accelerate growth

2023 OUTLOOK

2023 outlook

	2022	FY 2023 Outlook	Medium term	Comment
Gross Profit growth	42%	~20%	~20%	2023 outlook implies organic growth in line with medium-term outlook
Adj. EBITDA margin ¹	18.7%	20-21%	Gradual increase to 25%	Continuing growth while also improving cost efficiency
Net working capital ²	-0.8%	-5% to -15%	-15% to -20%	Expected to normalize medium-term driven by working capital improvements
Capex	NOK 142m	NOK ~125m	NOK ~125m	Continued investments into platforms to drive scalable growth

1 Adjusted EBITDA divided by Gross Profit

2 Average NWC last 4 quarters as share of gross profit last 4 quarters

3 Based on historic accounting policy – for comparability

KEY TAKEAWAYS

Investment highlights



Unique service led go to market model resulting in strong customer retention



Strong demand environment supporting global growth ambitions



Proven ability to drive profitable growth across a global market portfolio

CUSTOMER STORY

AWS Migration and Cost Optimization



New Zealand



RecruitOnline is an Australia-based software company that helps with the entire recruitment process. It has thousands of customers in Australia, New Zealand, and the Philippines. The company aims to make recruitment easier and more efficient for businesses.



Client Problem

- Reduce and optimize AWS costs and infrastructure
- Move on-prem workloads to AWS
- Secure the platform
- Domestic growth and international (UK) expansion



Crayon Solution through Parallo

- Crayon sat on the same side as the customer to truly understand and resolve their challenges - to have a platform that is secure, optimized for cost and stable.
- Crayon was engaged for Cloud Platform Management Services, to optimize the customer's cloud environment for cost efficiency, and performance. This removed platform distractions and allowed the customer to focus on growth.
- Guidance on AWS funding (The team had no previous experience applying for vendor funding and found huge value in our support.)



Outcome

- With limited internal resource, RecruitOnline are now scaling efficiently.
- MVP agreement with Crayon will move onto an agreement from 1 March

RecruitOnline



CUSTOMER STORY

SCA Optimization and Direct Licensing



United States



A Fortune 500 company with more than 13,000 employees worldwide, including dozens of subsidiaries and affiliates and net sales over \$9 billion annually.



Client Problem

- The company was looking for a new LSP to help drive their EA renewal
- They wanted to consolidate/centralize their licensing to achieve higher discounts
- They needed help to understand the best licensing options for their needs



Crayon Solution

- Crayon took a SAM approach, listened closely to the customer to understand and resolve their challenges
- The Crayon team completed Microsoft Baseline, Office 365 Rightsize, and Agreement Optimization engagements across all its subsidiaries
- Crayon helped consolidate, transfer licenses and rightsize the company's licensing to achieve the most cost-effective agreement



Outcome

- The company saved over \$3.1 Million USD over three years (equivalent to 25%)
- Crayon is proposing continued optimization services, renewal and negotiation support through a 3-year managed service to multiple subsidiaries worldwide.



"Great work Crayon team! On behalf of our team here we are very appreciative of the efforts and the results your team has made."



Financial Review

FINANCIAL REVIEW

Strong growth momentum across all market clusters

Crayon
 rhipe and Sensa

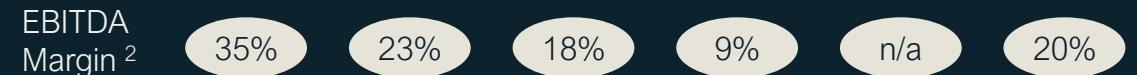
Q4 Gross Profit by market cluster

NOK million



Q4 adj. EBITDA by market cluster

NOK million



1 Adjusted EBITDA divided by Gross Profit

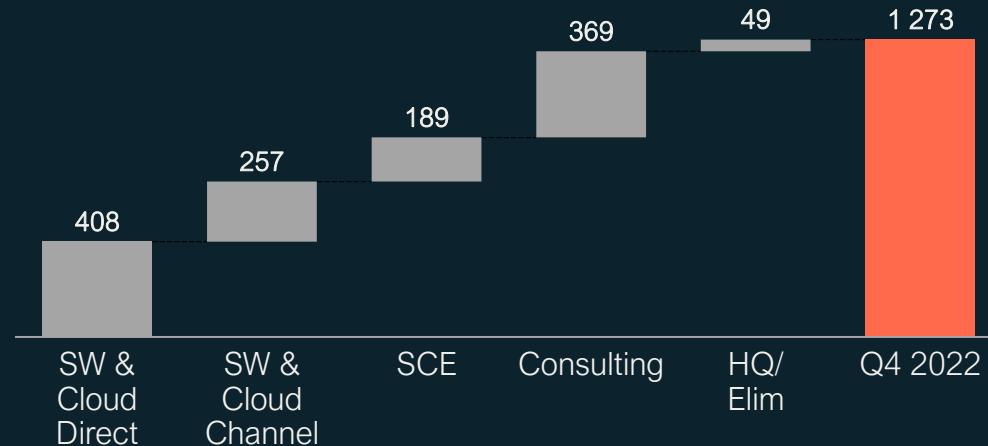
2 October 2023 contribution from rhipe, as rhipe was fully consolidated into Crayon from Nov 2022

FINANCIAL REVIEW

Solid growth across all business areas

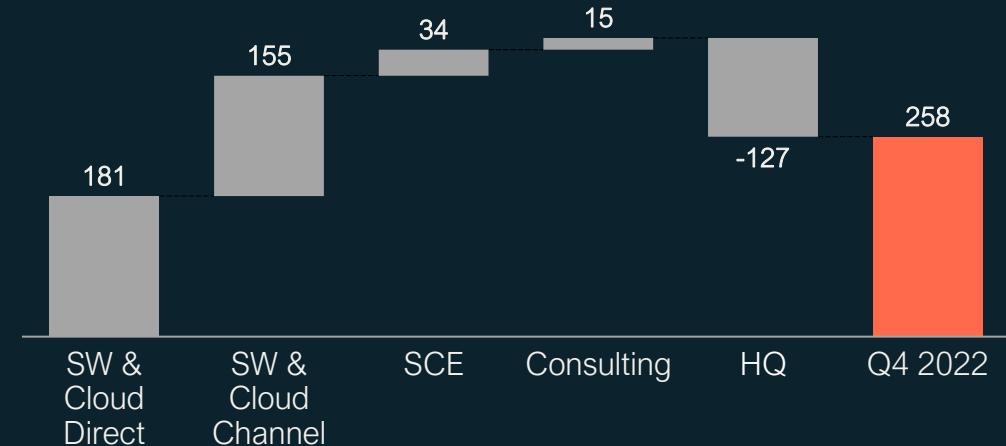
Q4 Gross Profit by business area¹

NOK million



Q4 adj. EBITDA by business area

NOK million



Growth
YoY

19% 45% 20% 54% n/a 27%

EBITDA
Margin²

44% 60% 18% 4% n/a 20%

1 Based on historic accounting policy – for comparability

2 Adjusted EBITDA divided by Gross Profit

FINANCIAL REVIEW

Working capital in line with historical seasonality

Net working capital Q4 2022¹

NOK million

Accounts receivable	6,563
Inventory	17
Accounts payable	-6,563
Trade working capital	17
Other working capital ²	-137
Net working capital	-120

Net working capital over time

NOK million



Adjusting for Philippine public sector receivables, working capital performance would be in line with Q4 2021 – a substantial improvement from Q3 2022

1) Other working capital includes other receivables, income tax payable, public duties payable and other short-term liabilities

Change in net working capital in Q4 2022 compared with Q4 2021 driven by a NOK 335m increase in trade working capital and NOK 7m increase in other working capital

FINANCIAL REVIEW

Cash flow in Q4 2022 reflecting improving working capital



Cash flow from operations is seasonal and driven mainly by changes to net working capital



Strong cash position and liquidity reserve of NOK 1,487m included undrawn facilities. NOK 300m bond settled in cash in November

¹ EBITDA (non-adjusted)

FINANCIAL REVIEW

Profit and loss – Q4 2022

NOK million	Q4 2022	Q4 2021	2022	2021
Revenue	1,506.6	1,186.8	5,199.5	3,658.8
Cost of sales	(233.7)	(180.8)	(704.0)	(494.0)
Gross Profit	1,272.9	1,006.0	4,495.6	3,164.7
Operating expenses	(1,088.1)	(834.7)	(3,744.0)	(2,585.0)
EBITDA	184.8	171.4	751.5	579.7
Adjustments	73.2	35.0	87.7	63.9
Adj. EBITDA	258.0	206.4	839.2	643.6
Depreciation & Amortization	(118.9)	(57.3)	(334.3)	(174.5)
EBIT	65.8	114.0	417.1	405.1
Interest expense	(57.8)	(37.9)	(193.9)	(83.0)
Other financial income/expense	54.8	124.5	(164.3)	(29.0)
Net income before tax	63.1	199.5	65.5	291.8
Tax expense	(39.6)	0.25	(42.1)	(46.6)
Net income	23.5	199.7	23.3	245.1
EPS	0.38	2.31	0.29	2.59

- Increased Depreciation & Amortization compared to Q322 related to write down of rhipe IP – no Goodwill impairment
- Interest expenses increased largely due to increased market rates
- Tax expense driven by profitable operations in multiple markets
- Other financial income driven mainly by currency movements and divestment in Russia

FINANCIAL REVIEW

Balance sheet – Q4 2022

Assets	31 Dec. 2022	31 Dec. 2021	Equity and Liabilities	31 Dec. 2022	31 Dec. 2021
Contracts	541.3	598.8	Shareholders' equity	2,540.3	2,352.8
Goodwill	3,146.7	2,998.2	Lease liabilities	410.0	87.2
Other intangible assets	303.0	280.7	Other interest-bearing debt	2,677.9	1,771.0
Tangible assets	541.8	174.7	Deferred tax liabilities	199.6	189.9
Non-current receivables	70.5	68.6	Other non-current liabilities	33.1	58.2
Investments in assoc. comp.	43.1	36.6	Total non-current liabilities	3,320.8	2,106.4
Total non-current assets	4,646.4	4,157.7	Accounts payable	6,563.3	4,813.7
Inventory	17.3	2.8	Public duties	689.3	517.0
Accounts receivable	6,562.9	4,492.9	Current lease liabilities	72.6	39.0
Other current receivables	2,076.8	1,635.9	Other interest-bearing debt	121.8	413.3
Cash & cash equivalents	1,529.6	1,216.6	Other current liabilities	1,525.1	1,263.6
Total current assets	10,186.8	7,348.4	Total current liabilities	8,972.0	7,046.8
Total assets	14,833.2	11,506.1	Total equity and liabilities	14,833.2	11,506.1

- Contracts and goodwill driven by Sensa and rpipe acquisitions
- NOK 300m bond settled in November in cash
- NIBD/Adj. EBITDA 2.0x

Summary of adjustment items

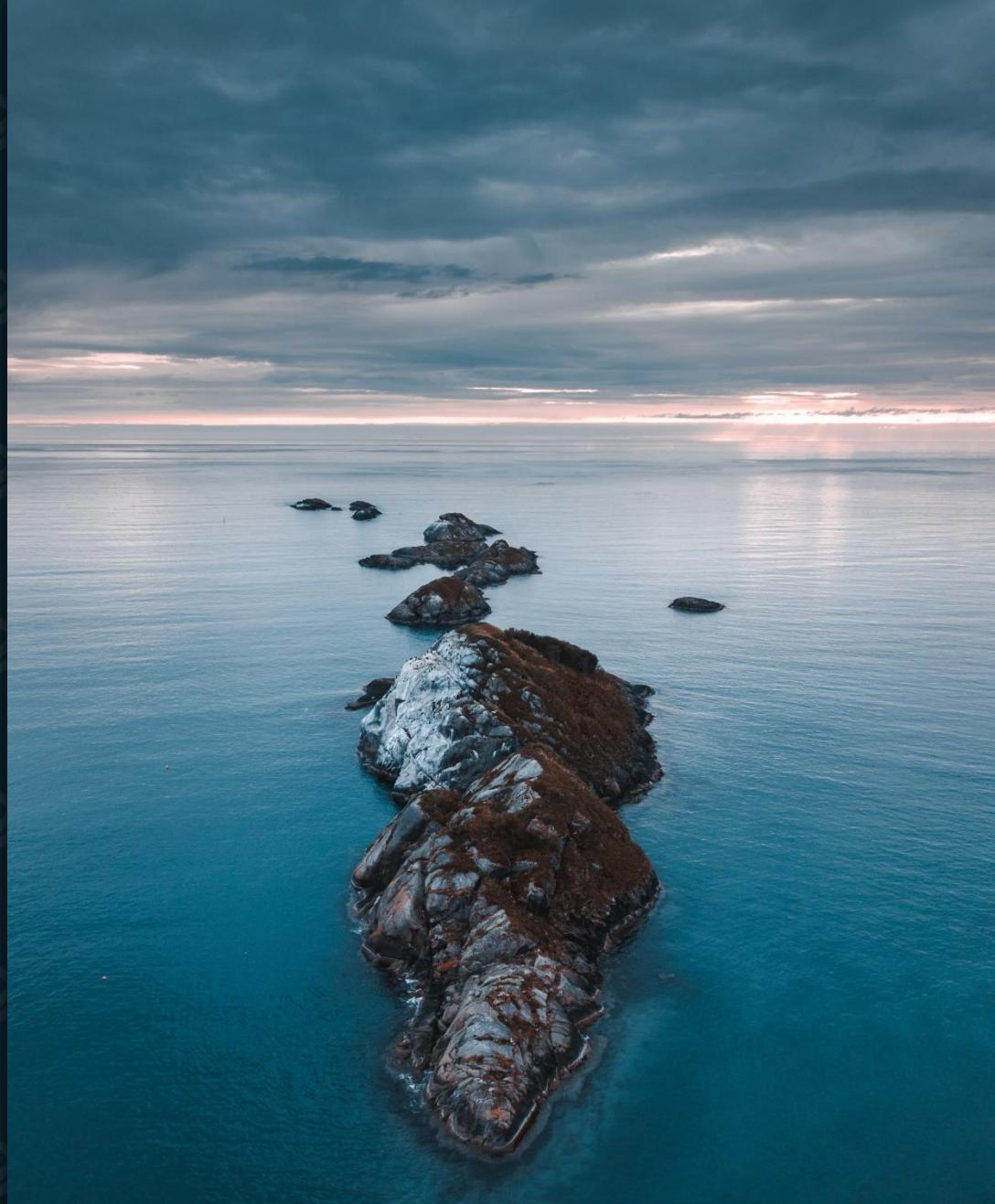
Adjustment items (mnok)	Q4 2022	FY 2022
Share based compensation	8.8	13.5
Philippine tax reassessment	30.5	30.5
Fair value adjustments earn-outs	27.8	27.8
Other personal cost	5.7	11.4
Business development expenses and legal restructuring	0.5	4.7
Total	73.3	87.9

- Share based compensation related to accruals for options and bonus shares under ESPP program
- Philippines tax reassessment discussed on separate slide
- Earn outs relating to overperformance of historic acquisitions, in particular Navicle and EMT
- M&A / Integration cost primarily related to rhipe acquisition – no material cost remaining



Quarterly Results

Q4 2022



14 February 2023

Key 2022 global achievements



People-centric strategy

- Strengthened leadership competency
- Celebrated 20-year anniversary – kicked off Crayon Cares
- Invest in employee development – 94.5% employee retention
- Established global DEI strategy – No. 2 on SHE Index

Customer-first focus

- 95% customer retention
- 3rd consecutive year of being in the Gartner MQ for SAM Mgd. Services
- Launched global Security Center of Excellence
- Integration with rhiipe strengthened offerings in APAC

Best-in-class multicloud expertise

- Awarded Premier AWS Partner status
- Continued growth in our vendor portfolio across 21 providers
- AI and ML Advanced specialization Microsoft partner
- Fastest-growing Microsoft E5 partner worldwide

Increased value creation

- Strong Gross Profit growth
- Profitable growth across all markets and business areas
- Strong performance in APAC – accretive rhiipe acquisition
- Cash flow performance in line with historical levels

CFO highlights



2022 Highlights

- Strong Gross Profit growth resulting in EBITDA growth
- Successful integration of rhipe over the past 12 months, resulting in strong APAC performance
- Robust financial position – net debt / EBITDA 2.0x with available liquidity reserves of NOK1.5bn
- Final implementation of agent principle according to IFRS 15 completed



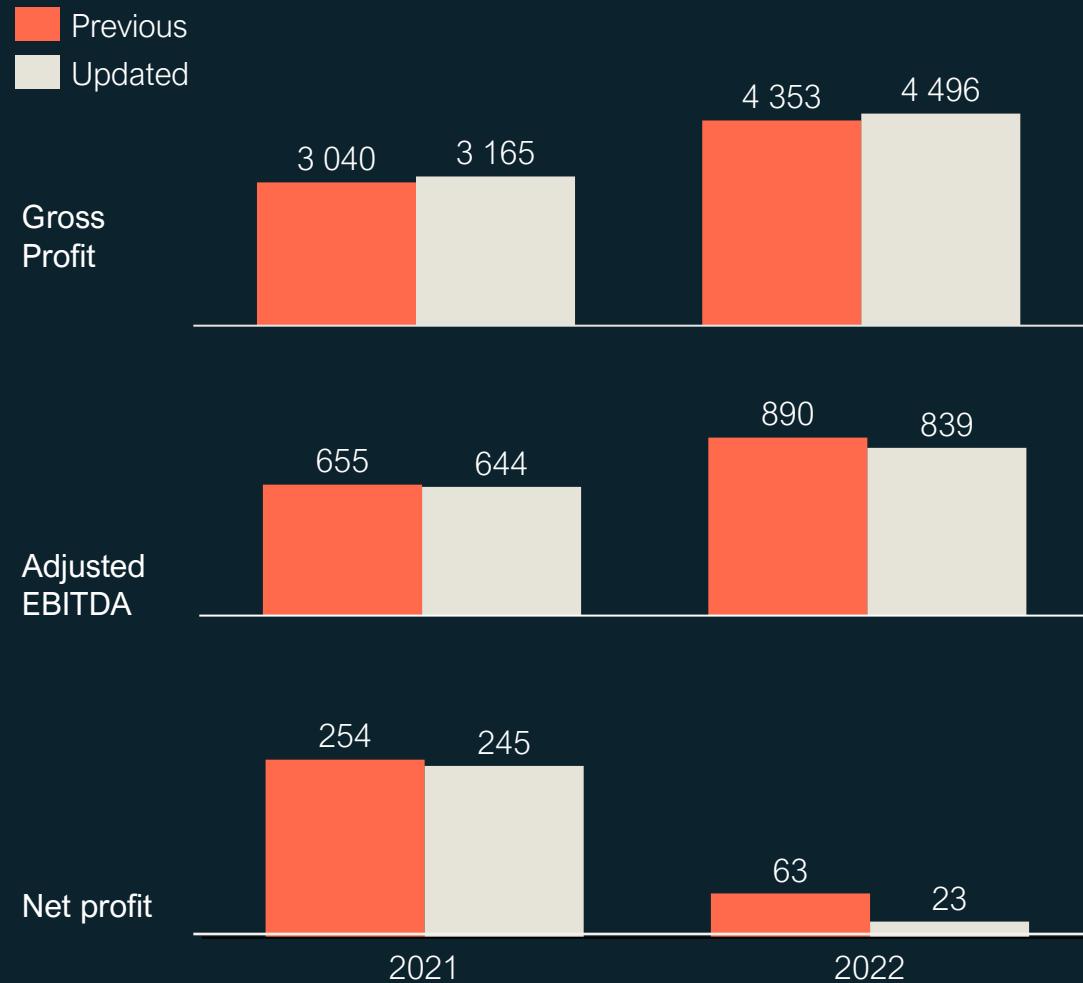
2023 Priorities

- Drive growth based on favorable market conditions and well-positioned business model
- Ensure cost control to drive profitable growth and margin expansion – cost efficiencies alone expected to drive 0.5 p.p margin improvement
- Improving cashflow by strengthening cash collection processes
- Identifying value accretive M&A targets in key international markets

Outlook for 2023 demonstrating resiliency of market and Crayon business model

Final implementation of agent principle

- On April 20, 2022, the IFRS Interpretation Committee (IFRIC) concluded on principal vs agent assessment under IFRS 15 for Software Resellers
- For 2022 quarterly reporting, this has been implemented by setting revenue equal to gross profit on all relevant SW&Cloud transactional business
- In parallel, re-assessing performance obligations under IFRS as customer (per agent principle) is no longer the end customer, but rather the vendor
- As the customer is changing, the performance obligations are also changing for some licensing programs
- As a consequence, two categories of changes, leading to a restatement of 2021 and 2022 results
 - Some incentive programs are no longer a reduction of costs, but rather a separate revenue stream
 - Multi-period license agreements to be recognized when agreement is concluded, not based on billing flow to end user
- The 2022 EBITDA impact is an implementation effect, and should not reflect on expected EBITDA in future periods



Crayon Philippines status

Tax audit

- Tax audit in Crayon Philippines revealed incorrect VAT reporting on payments related to purchases of software from foreign suppliers
- Crayon has amended and rectified the reporting in Q4
- Incorrect reporting had no P&L benefit for Crayon but rectifying had a negative working capital impact as prepayments of approximately NOK 55m NOK of VAT was required
- As a result of the incorrect reporting, Crayon has been charged with penalties of NOK 30m and interest of NOK 9m
- Penalty excluded from adjusted EBITDA

Outstanding Receivables from Public Sector

- Change of government in the Philippines has led to delayed payments across the public sector, affecting all vendors
- Crayon has for the past 2 years served the PH public sector on Microsoft licenses with timely payments
- Starting Q3 2022, the public sector agreement was subjected to an audit for new taxation introduced by the government and included in cost of licenses
- Audit has led to delay in payments, as timing of payment is dependent on official audit completion
- No concern around eligibil
- ty of receivables - also confirmed with independent legal advice
- However, payables to Microsoft has been continuously settled resulting in Q4 negative working capital impact of approximately USD 45m for year-end 2022

2023 priorities



People-First

Continue to deliver a people-first culture, enabling our employees to develop and grow while making Crayon a top place to work



Customer-Centric

Deliver value to our customers, execute with excellence, and focus on quality and success



Shareholder value

Driving profitable growth in key international markets while maintaining stringent cost control to preserve margin

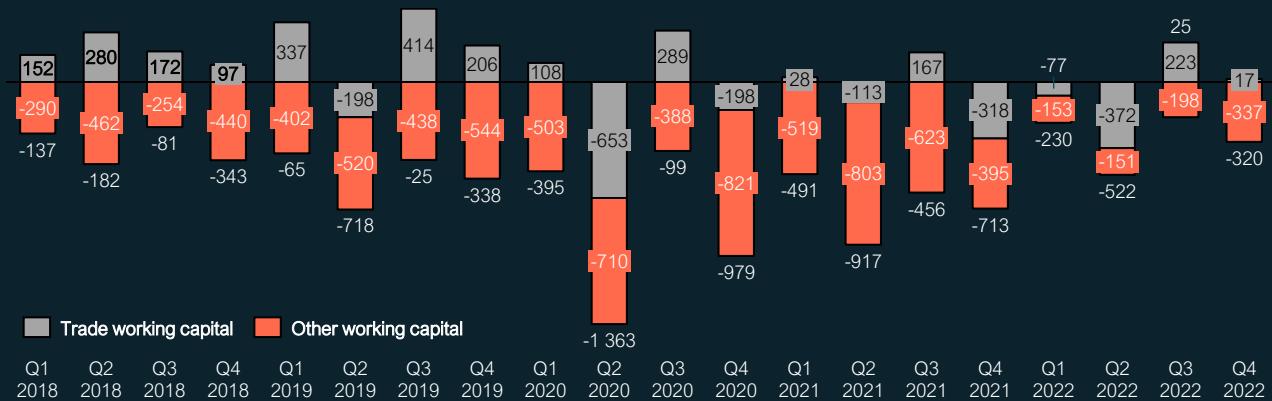


Appendix

Inherent business seasonality impacting net working capital

Net working capital¹

NOK million



Average NWC as share of LTM gross profit¹



¹ Based on historic accounting policy – for comparability

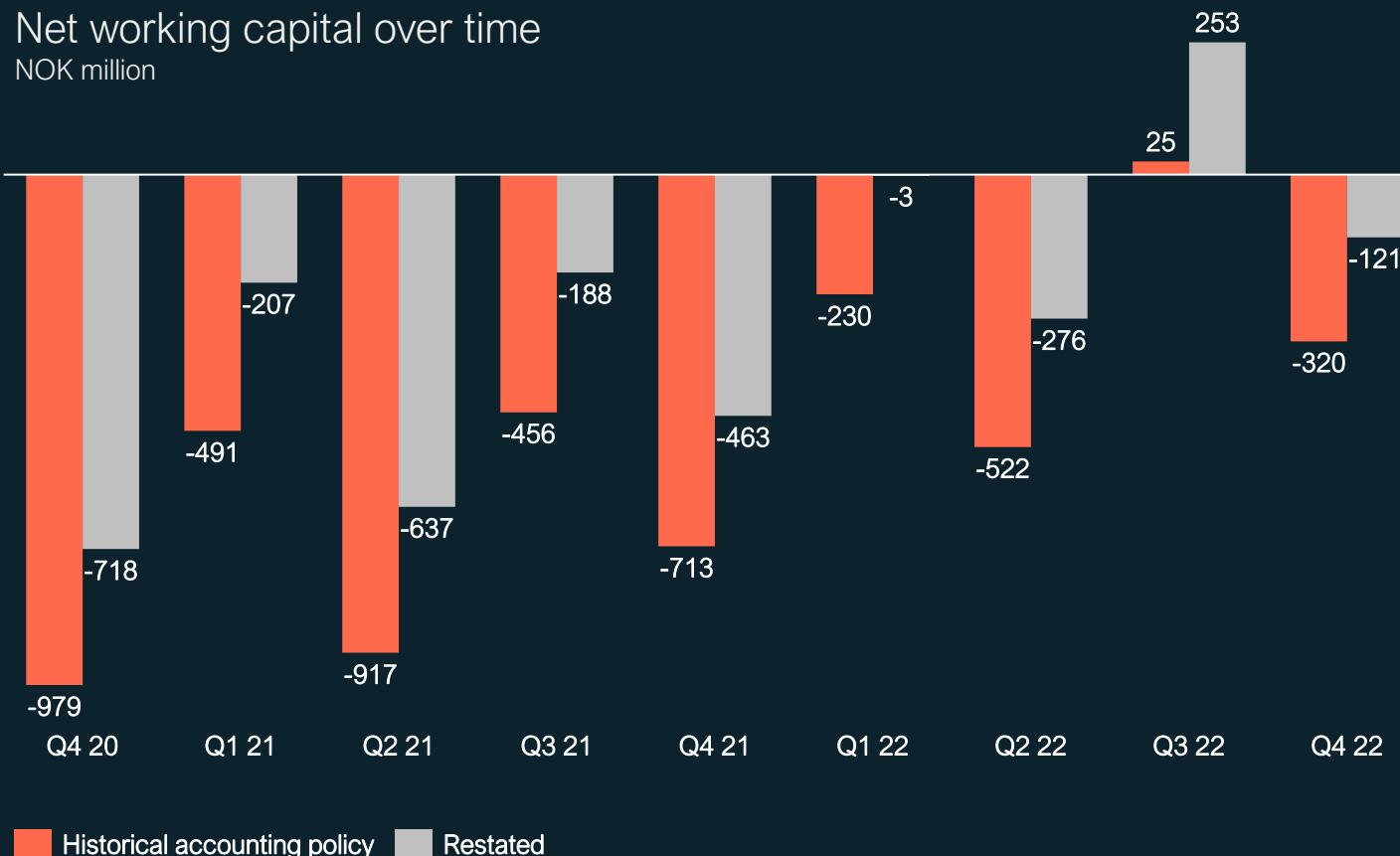
Trade Working Capital

- Receivables collection and timing for vendor payments are key drivers for trade working capital
- Working capital sensitivities: timing of business during quarter and collection end of quarter
- Significant QoQ and YoY variability
- Structurally higher working capital intensity in growing international markets
- High focus on improving collection processes – implementing Crayon best practice across all businesses

Other Working Capital

- Other current receivables include accruals for unbilled revenue – consistent with IFRS 15 requirements
- Other current liabilities include accruals for COGS, employee benefits related accruals, prepayments, other current accruals
- Timing of payment of public duties could give material swings
- Other working capital expected to grow in line with overall GP growth
- Longer billing cycles on consumption-based products

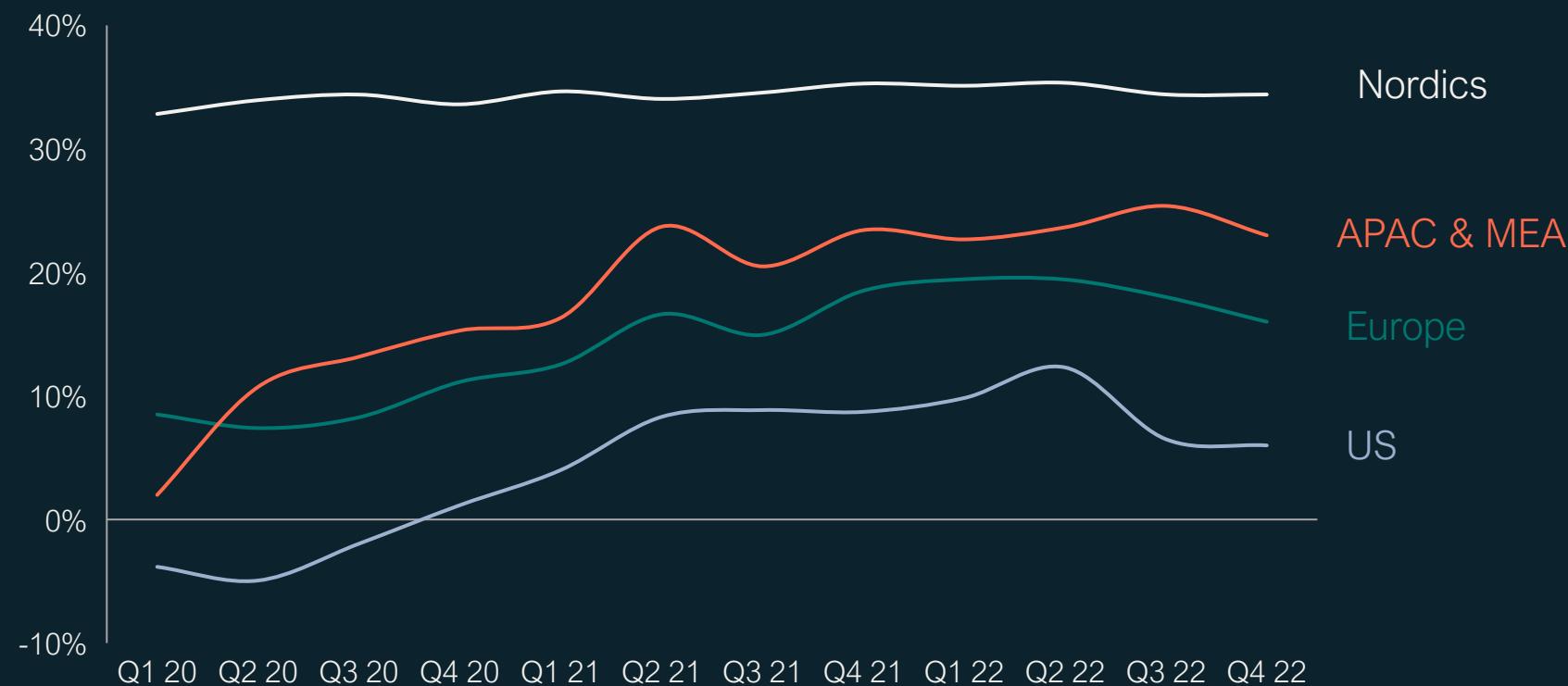
Restatements impacts reported net working capital



- Change in policy increase Contract assets, which is included in Other receivables
- This increases historic net working capital on a consistent basis, however no cash impact

Margin development

12-months rolling adj. EBITDA margin ^{1/2}

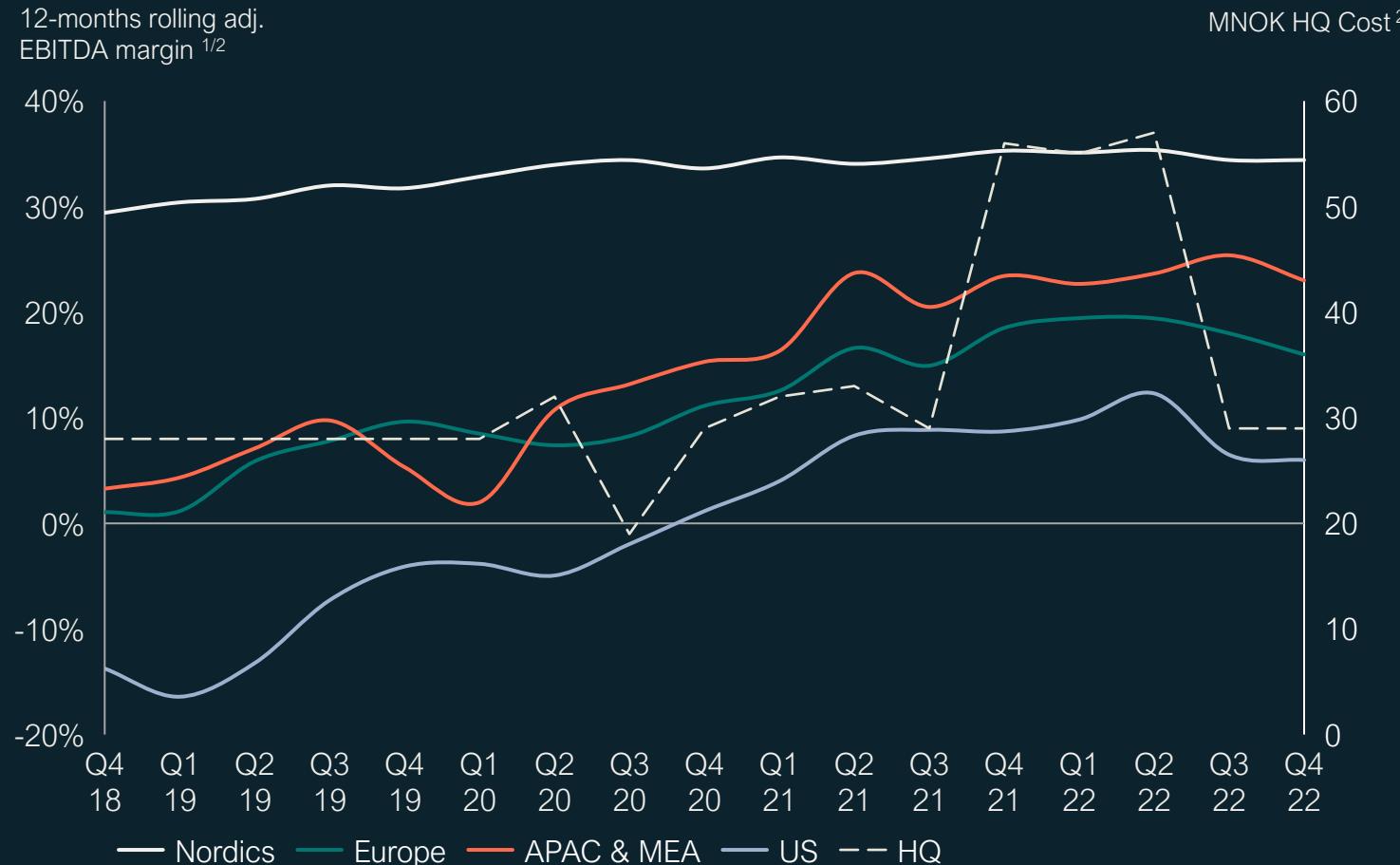


- Nordics maintaining strong margins
- APAC margins impacted cost related to PH tax audit
- Europe continues to invest in growth
- Margin reduction due to reallocation of HQ cost

1 Adjusted EBITDA divided by Gross

2 Based on historic accounting policy – for comparability

Margin development



- Nordics maintaining strong margins
- APAC margins impacted cost related to PH tax audit
- Europe continues to invest in growth
- Margin reduction due to reallocation of HQ cost

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2 Based on historic accounting policy – for comparability