S&T PROVIDES GLOBALLY IOT 4.0 TECHNOLOGY

- S&T offers IoT solutions for Industrial & Transportation
- IoT grows fast: The whole Industry 4.0 market is expected to grow at a CAGR of ~15% by 2022*

S&T IS AN IT SERVICE PROVIDER WITH REGIONAL FOCUS

- Germany, Austria, Switzerland (DACH)
- East Europe

S&T IN FIGURES

- 2019: EUR 1.122,9 Mio. revenues and EUR 111,7 Mio. EBITDA
- Strong op. cashflow (EUR 83,4 Mio.) and high liquidity (EUR 312,3 Mio.)
- 4,934 employees in 32 countries

MEMBER OF THE TECDA® & SDAX®

- Headquarter in Linz, Austria, listed in Frankfurt, Germany
- ~ EUR 1 Bn. market cap as of 20th of March 2020
- 2019 trading volume of ~ EUR 1 Bn.
**S&T HIGHLIGHTS**

### PROFIT FOCUS
- Revenue FY 2019 (FY 2018): +13.3% to EUR 1.122.9 Mio. (EUR 990.9 Mio.)
- EBITDA FY 2019 (FY 2018): +23.4% to EUR 111.7 Mio. (EUR 90.5 Mio.)
- Net Income after NCI FY 2019 (FY 2018): +9.2% to EUR 49.1 Mio. (EUR 45.0 Mio.)

### FINANCE GROWTH
- Working Capital Optimization progressing well through PEC program, record operating Cash Flow of EUR 83.4 Mio. (FY 2018: EUR 35.5 Mio.)
- Cash and cash equivalents of EUR 312.3 Mio. at hand as of 31.12.2019
- Sufficient liquidity available to finance organic and in-organic growth

### LEADING IOT ALLIANCE
- Manufacturing cooperation and IoT cooperation with Foxconn in progress
- Alliance with Microsoft and Intel for Industry 4.0 Cloud Solutions
- IoT software framework SUSiEtec expanded by AIS acquisition

### SHAREHOLDER FOCUS
- ESG rating improvements ongoing
- 2019: Share buyback program II 2019 executed with ~EUR 15 Mio. and ~788T shares
- 2020: new Share buyback program I 2020 started (263T shares purchased until 20th of March 2020)
S&T exceeding its initial FY 2019 EBITDA guidance and improved its operating Cashflow significantly
### S&T BUSINESS MODEL

**IT SERVICES**

- **Revenue plan 2020:** EUR 513 Mio.*
- **Mid-term targets:**
  - EBITDA\(^*\) > 6%
  - GM > 30%
  - Growth p.a.: 6%

**IOT SOLUTIONS EUROPE**

- **Revenue plan 2020:** EUR 680 Mio.*
- **Mid-term targets:**
  - EBITDA\(^*\) > 14%
  - GM > 40%
  - Growth p.a.: 12%

**IOT SOLUTIONS AMERICA**

- **Revenue plan 2020:** EUR 165 Mio.*
- **Mid-term targets:**
  - EBITDA\(^*\) > 10%
  - GM > 40%
  - Growth p.a.: 12%

---

* incl. I/C revenues, to be adjusted based on Covid-19 crisis before HQ-fee distribution

**\(^*\)**

---

**\(^*\)**
Macroeconomic situation: Eastern Europe did grow stronger than Western Europe

- Eastern Europe economy and IT markets growing up to 10% in 2019; thus stronger than Western Europe
- EBITDA slightly increased to 4.9% Adjusted EBITDA margin
- Part of Kapsch acquisition in Eastern Europe incorporated into IT Services burdens margin
- Good growth of SAP Hana and System Integration Business (Rohrer, GMG, etc.)

<table>
<thead>
<tr>
<th>REVENUE*</th>
<th>EBITDA</th>
<th>ADJ. EBITDA MARGINS***</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018: 466.8</td>
<td>2018: 26.4</td>
<td></td>
</tr>
<tr>
<td>2019: 523.1</td>
<td>2019: 34.1</td>
<td></td>
</tr>
<tr>
<td>2018: 3.8%</td>
<td>2019: 4.9%</td>
<td></td>
</tr>
</tbody>
</table>

* 3rd Party revenues including intercompany revenues
** Difference based on charged management fees from S&T AG (part of IT Services Segment)
*** HQ-fee adjusted EBITDA in % of external revenue
Highest EBITDA (before HQ-feee) contribution to the group of 66% in 2019
Margin of 15.6% exceeds target > 12%
Profit growth continues due to increased share of software products in the S&T portfolio
Profitable niches like transportation and medical boost margin
Software portion increased further by R&D (SUSiEtect Rollout) and M&A (AIS)

“IoT Solutions Europe” segment drives profitability further

* 3rd Party revenues including intercompany revenues
** Difference based on charged management fees to S&T AG (part of IT Services Segment)
*** HQ-fee adjusted EBITDA in % of external revenue
Two largest customers (~50% of revenues, but low margin) phasing out

New projects with lower revenues but improved EBITDA margin

Negative impact of restructuring in Q4 2019 approx. EUR 0,9 Mio.

Turnaround is not completed and too slow, we do not win new biz fast enough

GM improvement on track GM: 36,5% (2019) vs. 33,5% (2018)

Canada business weak | Further improvement measures identified and in execution

* 3rd Party revenues including intercompany revenues

** Difference based on charged management fees to S&T AG (part of IT Services Segment)

*** HQ-fee adjusted EBITDA in % of external revenue
ITP PROGRAM (‘IMPROVE TECHNOLOGY PENETRATION’) PROGRAM TO BOOST S&T’S GROWTH AND MARGINS

SUSIETEC
SUSiEtec IoT software framework: Enabling machine learning (AI)
› Improve software product portfolio: Embedded SW, Soft PLC, TSN (real time networks)
› EUR 80 Mio. software revenues planned by 2023, triggering add. 250 Mio. IoT product sales

SMART ENERGY
IoT-ready Smart Grids: From hardware up to data management software
› Revenue plan of EUR 100 Mio. until 2023

AVIONICS TECHNOLOGIES
In-Flight-Entertainment & Connectivity technologies
› Revenue plan of min. EUR 120 Mio. until 2023

TRAIN CONTROL SYSTEMS
Mission critical control systems for high speed trains
› Revenue plan of EUR 140 Mio. until 2023

EXCELLENT POOL OF ENGINEERS
> Cost efficient in-house resources in Eastern Europe
> 2019: EUR 170,5 million R&D costs (15,2% of revenues) as of 40% paid by customers
> Around 3,000 engineering heads worldwide

![Bar chart showing revenue projections for different categories: Engineering, Field Engineers, Production, Sales, Admin]
TECHNOLOGY
SMART FACTORY

OUR OFFERING FOR A SMART FACTORY: FROM EDGE TO CLOUD

<table>
<thead>
<tr>
<th>EDGE DEVICES</th>
<th>GATEWAYS / PLC</th>
<th>FOG</th>
<th>CLOUD</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMBEDDED SOFTWARE CUSTOMIZED</td>
<td>IOT INTERFACE SECURITY</td>
<td>ON PREMISE COMPUTING &amp; STORAGE</td>
<td>COOPERATION WITH MICROSOFT AZURE</td>
</tr>
</tbody>
</table>

“REAL-TIME NETWORKS”

CUSTOMER EXAMPLES
- Driverless transport vehicles for production and logistics operations
  Enabling IoT navigation software for sensor-based tracking
- Printing industry
  IoT Industry Computer Platforms to operate printing presses
- Manufacturer of injection molding machines
  Modern user experience and process control in factory environment

COOPERATION WITH FOXCONN
- Roll out of IoT Software together in Asia
- Cooperate on leading Industry 4.0 production standards and technologies
- Create a global Industry 4.0 factory
TECHNOLOGY
MEDICAL AND HEALTHCARE MARKET

MEDICAL SYSTEMS

› S&T designs and delivers Smart Medical Control Systems
› Total volume 2019 appr. EUR 100 Mio.

Top customers:
› GE Healthcare (USA + Israel), Alcon surgical, Abbott
› Dräger, Maquet, Philips, Fresenius, Medtronic, Siemens, Zeiss

› S&T is qualified as mission critical supplier and will stay open during Corona crisis (Augsburg, Ismaning and San Diego facilities)
› Strong business demand (+ 50%)

MEDICAL SERVICES

› S&T runs service contracts for technical equipment in hospitals
› Total volume 2019 appr. EUR 40 Mio.
› No shut down for mission critical services during corona crisis

COMPLETE MEDICAL SOLUTION OFFERING

DRÄGER VENTILATOR SYSTEMS

› Global Top Player and Top 3 Customer of S&T (EUR 20 Mio. FY2019)
› Control systems designed and delivered since 10 years by Kontron
› Business currently exploding – weekend shifts in Augsburg + Ismaning
TECHNOLOGY
CONNECTIVITY AND IN-FLIGHT-ENTERTAINMENT IN AVIONICS

SECURE WIRELESS CONNECTIVITY

COMPREHENSIVE SOLUTION OFFERING

USE CASES
- Secure wireless connectivity for Commercial Airlines and Aviation
- Solutions for BYOD devices enabling cost savings
- Ethernet based solutions for line-fit or retro fit installation
- Increasing software content

FACTS AND CUSTOMER PROJECTS
- Used in 4,500+ airplanes worldwide
- US certification ‘FAA’s PMA supplement’ for worldwide deployment
- Customers: Easyjet, Lufthansa, Pegasus Airlines, Immfly
- Global Eagle Entertainment, Gogo, Ameco, Air China, New: Aircom

SUSiEtect in avionics:
New product in development for IoT control of airplane equipment
## STATUS PEC PROGRAM
**PROFITABILITY | EFFICIENCY | CASHFLOW**

### PROFITABILITY
**GOAL:**
INCREASE EBITDA MARGIN MID TERM BY 2%

- Better ROI: Global roll out of new technologies: **ITP program initiated for 2020, 2020 separate P&L reporting**
- Intensify Manufacturing cooperation with Foxconn and further benefit from their supply chain power: **Implemented, visible in Q4, US tariffs addressed**
- Achieve savings of **EUR 20 Mio. p.a.** within 12 months: **Measures identified – visible in H1 2020 like for like**

### EFFICIENCY
**GOAL:**
OPTIMIZATION AND EFFICIENCY GAINS ACROSS THE GROUP

- Reduce/merge number of legal entities
  - Status: **Minus 8 legal entities in 2019, 2020 further reduction of 16 entities**
- Process improvements measured by extensive reporting. **Status: Reporting partially established, ITP, Divisions, working capital → fully running 2020**
- General tax optimization: **Status: Implemented and visible as of today**

### CASHFLOW
**GOAL:**
GENERATE EUR 60 MIO. CASH ACROSS THE GROUP

- Reduction in inventory and working capital **Status: despite revenue growth inventory reduced in Q4 2019 from EUR 160,7 Mio. to EUR 146,8 Mio.**
- Adjustment of supplier contracts (VMI)
  - Status: Renegotiations partially completed, first improvements in Q4 2019 (EUR 10 Mio. working capital reduction)
- Strict Accounts Receivable management
  - Status: A/R outstanding improved further

---

Gain ~2% EBITDA margin by 2023, reduce working capital (excl. IFRS 15) from 20% (30.6.2019) to 12%* (31.12.2020)

* Former working capital target for 2020 was 15%
**UPDATE PEC PROGRAM**

**SIGNIFICANT IMPROVEMENTS ON CASH FLOW | WC RATIO**

---

**OPERATING CASH FLOW**

(IN EUR MIO.)

<table>
<thead>
<tr>
<th>Year</th>
<th>IN EUR MIO.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>26.7</td>
</tr>
<tr>
<td>2016</td>
<td>61.4</td>
</tr>
<tr>
<td>2017</td>
<td>44.9</td>
</tr>
<tr>
<td>2018</td>
<td>35.5</td>
</tr>
<tr>
<td>2019</td>
<td>83.4</td>
</tr>
</tbody>
</table>

+ EUR 26 Mio. one-time effect

---

**ONE TIME EFFECTS ON OPERATING CASH FLOW**

<table>
<thead>
<tr>
<th>IN TEUR</th>
<th>NON ORGANIC CASH FLOW IMPACTs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-4.471 Operating cash support for Kapsch CarrierCom</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IN TEUR</th>
<th>ONE TIME CASH FLOW EFFECT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>+8.009 Late payment in A/P will revert in Q1 (HU)</td>
</tr>
</tbody>
</table>

---

**WORKING CAPITAL IN MIO. EUR | RATIO IN % OF REVENUES**

(IN EUR MIO.)

<table>
<thead>
<tr>
<th>Year</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ratio</td>
<td>9.6%</td>
<td>14.8%*</td>
<td>13.8%</td>
<td>15.8%</td>
<td>13.7%</td>
</tr>
</tbody>
</table>

* Working Capital Ratio for 2016 based on 4 times Q4 2016 revenues (due to first time consolidation of Kontron AG as of December 1st 2016)

---

**REVENUES**

<table>
<thead>
<tr>
<th>Year</th>
<th>2018</th>
<th>Q2 2019</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>990</td>
<td>249</td>
<td>1,123</td>
</tr>
<tr>
<td>Inventory</td>
<td>74 days (131 Mio.)</td>
<td>95 days (167 Mio.)</td>
<td>73 days (147 Mio.)</td>
</tr>
<tr>
<td>A/R</td>
<td>75 days (202 Mio.)</td>
<td>63 days (172 Mio.)</td>
<td>69 days (212 Mio.)</td>
</tr>
<tr>
<td>Factoring</td>
<td>56 Mio. (20%)</td>
<td>56 Mio. (24%)</td>
<td>63 Mio. (23%)</td>
</tr>
</tbody>
</table>
### ONE-TIME EFFECTS IN Q4 | FY 2019

#### ONE TIME PROFIT EFFECTS (Q4)

<table>
<thead>
<tr>
<th>IN KEUR</th>
<th>ONE TIME PROFIT EFFECTS (Q4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>-798</td>
<td>IFRS 16 adjustments from previous periods</td>
</tr>
<tr>
<td>-802</td>
<td>Restructuring America (facility closed)</td>
</tr>
<tr>
<td>-1,334</td>
<td>FX and financial derivate losses</td>
</tr>
<tr>
<td>-296</td>
<td>Expenses on stock options plan</td>
</tr>
<tr>
<td>-289</td>
<td>Side costs from M&amp;A</td>
</tr>
<tr>
<td>-3,185</td>
<td><strong>Total impact on Q4 results</strong></td>
</tr>
</tbody>
</table>

#### R&D CAPITALIZATION Q4

<table>
<thead>
<tr>
<th>IN TEUR</th>
<th>R&amp;D CAPITALIZATION Q4</th>
</tr>
</thead>
<tbody>
<tr>
<td>+4,303</td>
<td>Capitalization R&amp;D in Q4</td>
</tr>
<tr>
<td>-4,012</td>
<td>Amortization of R&amp;D in Q4</td>
</tr>
<tr>
<td>+281</td>
<td>Impact R&amp;D Capitalization</td>
</tr>
</tbody>
</table>

#### ONE TIME REVENUE EFFECTS FY 2019

<table>
<thead>
<tr>
<th>IN MIO. EUR</th>
<th>ONE TIME REVENUE EFFECTS FY 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>+83,4</td>
<td>New acquisitions</td>
</tr>
<tr>
<td>-20,9</td>
<td>Cancelled business e.g. in Russia and Switzerland</td>
</tr>
<tr>
<td>+62,5</td>
<td><strong>Total impact on 2019 results</strong></td>
</tr>
</tbody>
</table>

#### IMPACTS FROM PPA

<table>
<thead>
<tr>
<th>IN TEUR</th>
<th>IMPACTS FROM PPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,582</td>
<td>Q4 2018 Amortization</td>
</tr>
<tr>
<td>2,365</td>
<td>Q4 2019 Amortization</td>
</tr>
<tr>
<td>-783</td>
<td><strong>Increase in PPA Amortization</strong></td>
</tr>
</tbody>
</table>

Adjusted EBIT in Q4 amounts to EUR 28,1 Mio. vs 24,9 Mio. actual | 6% non-organic growth in FY 2019
# S&T GROUP BALANCE SHEET

<table>
<thead>
<tr>
<th>Mio. EUR</th>
<th>31/12/2019</th>
<th>31/12/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NON-CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fixed Assets</td>
<td>422,8</td>
<td>262,7</td>
</tr>
<tr>
<td>Other Assets</td>
<td>34,4</td>
<td>29,8</td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td>768,5</td>
<td>555,5</td>
</tr>
<tr>
<td>Inventories</td>
<td>146,8</td>
<td>130,8</td>
</tr>
<tr>
<td>Trade receivables</td>
<td>212,1</td>
<td>202,7</td>
</tr>
<tr>
<td>Contract Assets from Customers</td>
<td>27,2</td>
<td>4,4</td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>312,3</td>
<td>171,8</td>
</tr>
<tr>
<td>Other receivables and prepayments</td>
<td>70,1</td>
<td>46,0</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>1,225,7</td>
<td>847,9</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mio. EUR</th>
<th>31/12/2019</th>
<th>31/12/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CAPITAL AND RESERVES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity</td>
<td>385,1</td>
<td>367,3</td>
</tr>
<tr>
<td><strong>NON-CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Long-term loans and borrowings</td>
<td>220,0</td>
<td>79,4</td>
</tr>
<tr>
<td>Other Non-Current Liabilities</td>
<td>111,8</td>
<td>52,4</td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td>508,8</td>
<td>348,8</td>
</tr>
<tr>
<td>Trade payables</td>
<td>205,0</td>
<td>177,0</td>
</tr>
<tr>
<td>Contract Liabilities from Customers</td>
<td>60,0</td>
<td>37,5</td>
</tr>
<tr>
<td>Short-term loans and borrowings</td>
<td>62,8</td>
<td>34,1</td>
</tr>
<tr>
<td>Other Current Liabilities</td>
<td>181,1</td>
<td>100,3</td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Equity</strong></td>
<td>1,225,7</td>
<td>847,9</td>
</tr>
</tbody>
</table>

- **Equity Ratio**: 31,4% / 43,3%
- **Net Cash**: 29,5 / 52,7
- **Working Capital**: 181,1 / 160,8
- **Working Capital excluding IFRS 15**: 153,9 / 156,4

Cash represents 25% of Total Assets | Increase in balance sheet sum based on IFRS 16, SSD 2019 and acquisition of Kapsch

* Definition Net Cash: Cash and cash equivalents less non-current and current financing liabilities (excl. liabilities from leasing according to IFRS 16)
** Definition Working Capital: Inventories plus trade receivables less trade payables (excl. IFRS 15 contract assets and liabilities)
ORDERS AND DESIGN WINS REMAIN STRONG IN Q1 2020

- High growth in medical customers, S&T qualified as an essential company: no shut down in California and Germany

SELECTED ORDERS | DESIGN WINS Q1 2020

<table>
<thead>
<tr>
<th></th>
<th>COUNTRY</th>
<th>VOLUME EUR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Control for high-speed train</td>
<td>LIT</td>
<td>25 Mio.</td>
</tr>
<tr>
<td>Global leader in medical equipment</td>
<td>USA</td>
<td>14 Mio.</td>
</tr>
<tr>
<td>Medical respirator machines</td>
<td>GER</td>
<td>12 Mio.</td>
</tr>
<tr>
<td>Control for high-speed train</td>
<td>CZ</td>
<td>22 Mio.</td>
</tr>
<tr>
<td>Leading gaming company in Europe</td>
<td>AT</td>
<td>12 Mio.</td>
</tr>
<tr>
<td>Leading robot company in Europe</td>
<td>GER</td>
<td>7 Mio.</td>
</tr>
<tr>
<td>Medical respirator machines</td>
<td>GER</td>
<td>6 Mio.</td>
</tr>
</tbody>
</table>
2020 S&T WILL EXCEED FIRST TIME 10% EBITDA-MARGIN

Guidance FY 2020: Q1 is on target | Updated guidance 2020 to be released with Q1 Report (7th of May 2020)

* Initial Guidance 2020 before Corona Crisis adjustments
AGENDA 2023
EBITDA GUIDANCE INCREASED

› Organic growth in line with market growth per segment
› Additional organic growth potential from the ITP programs
› Inorganic growth via start-ups & acquisitions

Old Agenda 2023 guidance was EUR 200 Mio.

Agenda 2023: plan of average annual growth of appr. 15% in revenues and 20% in profit

* Old Agenda 2023 guidance was EUR 200 Mio.
ACQUISITION STRATEGY

AGENDA 2023 | 2 BN OF REVENUES

- M&A focus on restructuring cases with low multiples and technology/synergy potential
- EUR 250 Mio. and EUR 20 Mio. in shares (buy back) for M&A → add EUR 100 Mio. revenues p.a.
- EUR 100 Mio. for organic growth → add EUR 100 Mio. revenues p.a.

01 “VOLUME COMPANIES” – 2019: KAPSCH
Buy synergetic loss companies at reasonable prices (multiples <6)
Turnaround by synergies, savings and reduction of unprofitable biz
Increase GM from 25% to 40% and 10% EBITDA under S&T ownership

02 “TECHNOLOGY PEARLS” – 2019: KAPSCH + AIS
Complement our technology with focus on Software at reasonable prices (e.g. AIS)
Increase GM constantly by replacing low margin HW biz by SW enabled IoT biz
Target opportunities at reasonable prices

Agenda 2023: Achieve 2 Bn. of revenues without major capital increases, focus on cash generation (PEC program)
ESG IMPROVEMENTS
ACTION PLAN FOR 2020 AND BEYOND

TRANSPORT
Increase conversion of the fleet to e- and hybrid-vehicles, promotion of train travel, public transport ticket at various S&T locations

RENEWABLE ENERGY
Expansion of photovoltaic system under usage of S&T Smart Energy products

VIDEO & HOMEOFFICE
Further promotion of video-conferencing and home office work to further optimize travel impact

SUPERVISORY BOARD
Replace ending term of Chairman of the Supervisory in June 2020: Executive Board will propose only a female candidate to the ASM;

S&T TOP AND MIDDLE MANAGEMENT
Increase share of women in S&T management positions from 18% up to 25% until 12/2021 equaling the current gender distribution in S&T.

MENTORING PROGRAM
New Mentoring Program from and for future female S&T leaders

AUDIT COMMITTEE
New composition of audit committee -> increase of audit committee independency

LONG TERM COMPENSATION
New long term Executive Remuneration/Compensation system

COMMUNICATION
Increase communication with “Kleinaktionären”

RENEWABLE ENERGY
Expansion of photovoltaic system under usage of S&T Smart Energy products

TRANSPORT
Increase conversion of the fleet to e- and hybrid-vehicles, promotion of train travel, public transport ticket at various S&T locations

COMMUNICATION
Increase communication with “Kleinaktionären”

SUPERVISORY BOARD
Replace ending term of Chairman of the Supervisory in June 2020: Executive Board will propose only a female candidate to the ASM;

S&T TOP AND MIDDLE MANAGEMENT
Increase share of women in S&T management positions from 18% up to 25% until 12/2021 equaling the current gender distribution in S&T.

MENTORING PROGRAM
New Mentoring Program from and for future female S&T leaders

AUDIT COMMITTEE
New composition of audit committee -> increase of audit committee independency

LONG TERM COMPENSATION
New long term Executive Remuneration/Compensation system

COMMUNICATION
Increase communication with “Kleinaktionären”
MEASURES ON COVID-19 VIRUS

› Keep our employees safe and healthy -> actions such as hygienic measures, home office (3.000 FTE), no physical meetings, etc.

› Fulfill our obligations towards our customers -> continue to offer software- and services remote (home-office) and run mission critical approved productions for medical equipment (Augsburg | San Jose)

› Rigorous monitoring of the impacts on supplier chain, costumers and global economy -> even stricter AR and AP management

› Ensure global availability of our groupwide systems -> IT extended the internal IT infrastructure e.g. network bandwidth or VPN access

› Keep revenue impact as low as possible -> fast set up of further measures if needed to ensure business continuity

› Seize and leverage upon opportunities that might arise -> e.g. M&A with lowered multiples (at discount)

FINANCIAL IMPACTS Q1 | FY 2020

› S&T sources app. 10% of its Contract Manufacturing Business in China/Asia

› Issues on Asian Supply Chain led to delays in product/component supply led to a delivery/revenue shift from Q1 2020 to following quarters of ~ EUR 5 Mio.

› As of end of March 2020 supply chain in Asia up and running and deliveries ongoing (Q1 delays will be compensated by end of April 2020)

› Several customers (e.g. in Medical IoT for respirators (e.g. Dräger) or home-office-infrastructure) placed increased orders due to Covid-19 spreading globally, production in Augsburg currently running additional weekend shifts to supply systems for medical equipment

› S&T expects slow down on specific customer situations starting Q2 given lock-down of countries/companies

Covid-19 Virus will have severe impact on world economy | S&T is financially strong and can leverage on the situation
THE S&T SHARE
TECDAX® & SDAX® MEMBER; TARGET: MDAX®

SHAREHOLDER STRUCTURE
- Ennoconn Corporation - 26.6%
- Allianz Global Investors GmbH - 5.0%
- Freefloat - 68.4% - includes as follows:
  - Investec Asset Management Ltd - 4.9%
  - BNP Paribas Asset Management - 4.6%
  - S&T Management - 2.00%

SHARE LIQUIDITY

Coverage

<table>
<thead>
<tr>
<th>Company</th>
<th>Rating</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hauck &amp; Aufhäuser</td>
<td>Buy</td>
<td>EUR 28.00</td>
</tr>
<tr>
<td>Kepler Cheuvreux</td>
<td>Buy</td>
<td>EUR 27.00</td>
</tr>
<tr>
<td>Pareto Securities</td>
<td>Buy</td>
<td>EUR 27.00</td>
</tr>
<tr>
<td>Warburg Research</td>
<td>Buy</td>
<td>EUR 26.00</td>
</tr>
<tr>
<td>Raiffeisen Centrobank</td>
<td>Hold</td>
<td>EUR 20.00</td>
</tr>
</tbody>
</table>

Two new analysts will take on coverage of S&T AG

Share Buyback Program I 2020 initiated: purchase up to EUR 15 Mio. with maximum price of EUR 22,-- per share
ACHIEVEMENTS

- Revenue growth of 13% and EBITDA growth of 23%
  - EBITDA guidance for 2019 exceeded: EUR 111.7 Mio.
- PEC Program is progressing well
  - Record operating cash flow with EUR 83.4 Mio.
  - Working Capital Ratio (excl. IFRS 15) improved
    - 30.06.2019: 19.4%
    - 31.12.2019: 13.7%

RISKS

- Economic crisis due to Covid-19 crisis
- Big players enter our niches in Industry 4.0
- US-Dollar development
- Address right technology trends

TARGETS

- Guidance for 2020 to be re-evaluated in Q2 2020
- 2 Bn. revenues at > 11% EBITDA in 2023
- Ongoing Working Capital improvement
- MDAX membership

OPPORTUNITIES

- PEC Program boosts cash flow and EBITDA
- Growth areas America + China
- Leading technologies in the growing IIoT market
APPENDIX
EXPERIENCED MANAGEMENT TEAM

EXECUTIVE BOARD

HANNES NIEDERHAUSER
CEO

RICHARD NEUWIRTH
CFO

PETER STURZ
COO Services EE

MICHAEL JESKE
COO Services DACH

CARLOS QUEIROZ
COO IoT Europe

Michael Riegert
EVP Transportation

EXTENDED MANAGEMENT BOARD

Robert Courteau
EVP America

Steve Chen
EVP Asia

Olga Sinenko
EVP Smart Energy

Christoph Neumann
VP Technology

Andy Mason
VP Avionics

Bernhard Günthner
VP Smart Factory

MANAGEMENT

› Trainee program for interim management for M&A/restructuring/integration
## APPENDIX

### S&T KEY FIGURES

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>503,7</td>
<td>882,0</td>
<td>990,9</td>
<td>1,122,9</td>
</tr>
<tr>
<td>Gross Profit</td>
<td>168,9</td>
<td>315,0</td>
<td>346,5</td>
<td>407,5</td>
</tr>
<tr>
<td>Gross Margin</td>
<td>33,5%</td>
<td>35,7%</td>
<td>35,0%</td>
<td>36,3%</td>
</tr>
<tr>
<td>EBITDA</td>
<td>34,4</td>
<td>68,1</td>
<td>90,5</td>
<td>111,7</td>
</tr>
<tr>
<td>EBITDA Margin</td>
<td>6,8%</td>
<td>7,7%</td>
<td>9,1%</td>
<td>9,9%</td>
</tr>
<tr>
<td>EBIT before PPA amortization</td>
<td>28,2</td>
<td>47,9</td>
<td>67,3</td>
<td>70,1</td>
</tr>
<tr>
<td>Net Income after NCI</td>
<td>20,4</td>
<td>29,4</td>
<td>48,5</td>
<td>49,1</td>
</tr>
<tr>
<td>EBITDA Interest Coverage Ratio*</td>
<td>7,9</td>
<td>9,8</td>
<td>14,5</td>
<td>17,7</td>
</tr>
<tr>
<td>Net Cash **</td>
<td>32,0</td>
<td>101,8</td>
<td>52,7</td>
<td>29,5</td>
</tr>
<tr>
<td>Working Capital ***</td>
<td>119,2</td>
<td>121,5</td>
<td>156,4</td>
<td>153,9</td>
</tr>
<tr>
<td>Equity Ratio</td>
<td>36,0%</td>
<td>41,2%</td>
<td>43,3%</td>
<td>31,4%</td>
</tr>
<tr>
<td>Operating Cashflow</td>
<td>61,4</td>
<td>44,9</td>
<td>35,5</td>
<td>83,4</td>
</tr>
<tr>
<td>Employees</td>
<td>3,786</td>
<td>3,849</td>
<td>4,248</td>
<td>4,934</td>
</tr>
</tbody>
</table>

* Definition EBITDA Interest Coverage Ratio: EBITDA divided by interest expenses (excl. interest expenses related to leasing liabilities according to IFRS 16)

** Definition Net Cash: Cash and cash equivalents less non-current and current financing liabilities (excl. liabilities from leasing according to IFRS 16)

*** Definition Working Capital: Inventories plus trade receivables less trade payables (excl. IFRS 15 contract assets and liabilities)
This document includes ‘forward-looking statements’. Forward-looking statements are all statements, which do not describe facts of the past, but containing the words "believe", "estimate", "expect", "anticipate", "assume", "plan", "intend", "could", and words of similar meaning. These forward-looking statements are subject to inherent risks and uncertainties since they relate to future events and are based on current assumptions and estimates of S&T AG, which might not occur at all or occur not as assumed. They therefore do not constitute a guarantee for the occurrence of future results or performances of S&T AG. The actual financial position and the actual results of S&T AG, as well as the overall economic development and the regulatory environment may differ materially from the expectations, which are assumed explicitly or implicitly in the forward-looking statements and do not comply to them. Analysts and investors, and any other person or entity that may need to take decisions or prepare or release opinions about the shares / securities issued by S&T AG are cautioned not to place undue reliance on those forward-looking statements, which speak only as of the date of this document. Past performance cannot be relied upon as a guide to future performance.

Except as required by applicable law, S&T AG undertakes no obligation to revise these forward-looking statements to reflect events and circumstances after the date of this presentation, including, without limitation, changes in S&T’s business or strategy or to reflect the occurrence of unanticipated events. The financial information and opinions contained in this document are unaudited and are subject to change without notice. This document contains summarized information or information that has not been audited. In this sense, this information is subject to, and must be read in conjunction with, all other publicly available information, including if it is necessary, any fuller disclosure document published by S&T AG. None of the Company, its subsidiaries or affiliates or by any of its officers, directors, employees, advisors, representatives or agents shall be liable whatsoever for any loss however arising, directly or indirectly, from any use of this document its content or otherwise arising in connection with this document.

This document or any of the information contained herein do not constitute, form part of or shall be construed as an offer or invitation to purchase, subscribe, sale or exchange, nor a request for an offer of purchase, subscription, sale or exchange of shares / securities of S&T AG, or any advice or recommendation with respect to such shares / securities. This document or a part of it shall not form the basis of or relied upon in connection with any contract or commitment whatsoever.

This document does not constitute an offer to purchase securities in the United States, Canada, Australia, South Africa and Japan. Securities, including the bond of S&T AG may not be sold or offered for sale within the United States or to or for the account of / in favor of US citizens (as defined in Regulation S under the U.S. Securities Act of 1933 in the current version (the "Securities Act") unless they are registered under the regulations of the Securities Act or unless they are subject to an exemption from registration. Neither S&T AG nor any other person intend to register the offer or a part thereof in the United States or to make a public offer of the securities in the United States.

DISCLAIMER