

CATAPULT (CAT).

Annual report

### KEY PERFORMANCE METRICS

The Company measures its performance through the achievement of a number of principal SaaS metrics, and is pleased to report the following movements in all of these metrics:

METRIC	As at Mar 31, 2021 US\$'000	As at Mar 31, 2020 US\$'000	Change %
ACV	48.4	41.5	16.5
ACV churn	5.5%	6.4%	(14.1)
Lifetime duration (LTD)	5.8	6.5	(11.5)
Multi-solution customers	252	216	16.7

Please keep In mind, these KPI's are **unaudited**.

Average contract value up 16.5% is great, and ties in the multi-solution customers. In other words Management are able to **up/cross sell to existing customers**. Powerful due to the **saving on CAC**.

→ Subscription revenue in Q3 was 87% of total revenue, as the Company **continues to switch from one-time capital deals to higher quality and higher margin subscription deals**.

Switching to the SaaS model that we expected in years past.

❑ **CYBER SECURITY AND DATA BREACHES**

❑ Catapult provides its services through cloud based and other online platforms.

Potential for large operational risk.

Understand that it is beneficial cost wise for this data provision to be done externally, but also the risk this carries. (Think of the Tyro bricking situation).

Catapult's target remuneration mix for FY21 was as follows:

Remuneration Mix	Base Salary	STI	LTI	Total Target Remuneration
CEO	36%	28%	36%	100%
Other executive management KMP	48%	26%	26%	100%
Other executive management Non-KMP	58%	20%	22%	100%

The remuneration objectives and structure, including participation and the associated terms and

Short Term Incentives (STI)	Long Term Incentives (LTI)
STI performance criteria are set by reference to Company, Business Unit and Individual performance targets appropriate to the specific position and set each performance year	Targets are linked to Catapult company objectives such as <b>TSR CAGR</b> or other specified metrics as determined by the Board each performance year

Very attractive from a shareholder perspective to see this alignment from the board.

assessed against a range of relevant KPIs which formed a Company scorecard. The scorecard included an ACV metric with hurdles between \$42.3 million and \$55.7 million, a contribution margin metric with hurdles between 45% and 49%, and other metrics aligned with revenue, customer and people priorities. The scorecard achieved a 55.90% outcome against the target hurdles.

STI objectives are as above.

Target is for ACV, which was roughly half met based on the reward.

For FY21, LTI awards continued to comprise premium-priced share options with a hurdle rate to be achieved at the end of the three-year performance period of a minimum CAGR of 12.5% in Total Shareholder Return (TSR). If that hurdle is met at the relevant vesting date, 50% of the options will become exercisable. The proportion of options vesting increases to 100% if a 17.5% TSR CAGR is achieved, with a pro rata entitlement between 12.5% and 17.5% TSR CAGR.

LTI focus is on shareholder return, which is the ultimate premise for shareholders because its almost direct alignment.

Name	Fixed remuneration	At risk - STI	At risk - options	Fixed rem	STI	Options	Total
<b>Directors</b>							
Adir Shiffman	73%	27%	N/A	166,423	62,020	-	228,443
<b>Other Key Management Personnel</b>							
Will Lopes	36%	16%	48%	330,493	146,738	440,208	917,439
Matt Bairos	48%	16%	36%	254,605	83,850	190,449	528,904
Hayden Stockdale	55%	14%	31%	252,068	62,020	142,943	457,031

All compensation is very modest on the base salary, the rest is performance based.

<b>Cash flows from operating activities</b>		
Cash receipts from customers		73,594
Cash paid to suppliers and employees		(59,092)
Cash generated from operations		14,502
Interest received		45
Government grants and other income		965
Income taxes paid		(226)
Net cash flows from operating activities	28	15,286
<b>Cash flows from investing activities</b>		
Acquisition of subsidiaries net of cash acquired		(25)
Payments for property, plant and equipment		(2,483)
Payments for intangibles		(6,386)
Net cash (used in) investing activities		(8,894)

~TM FCF

