

ALLEN

2022 Annual results

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Paris, February 24th, 2023



DISCLAIMER

“This presentation may contain information that may be considered forward-looking. This information constitutes trends or targets and should not be considered to be a forecast of the Company’s results or any other performance indicator.

By its nature, this information is subject to risk and uncertainty, which may be outside the Company’s control in certain cases. A more detailed description of these risks and uncertainties appears in the Company’s Universal Registration Document, available on its website (www.alten.com).”

**BUSINESS
& HIGHLIGHTS
IN 2022**



ALLEN, LEADER IN ENGINEERING & TECHNOLOGY CONSULTING

Revenue: €3,783.1 M

+29.3%

Of which 17.7% organic

INTERNATIONAL 68.9%

€2,604.9 M : +37.6%

*Of which +20.7% organic
+3.3% forex*

FRANCE 31.1%

€1,178.2 M: +14.2%

Of which +12.3% organic

O_{per.} P_{rofit} on A_{ctivity}: €419.6 M

11.1%
of revenue

GEARING: -22.7 %

54,100 employees

47,500
engineers

- DECEMBER 2019 : 32,550
- DECEMBER 2020 : 29,400
- DECEMBER 2021 : 37,150

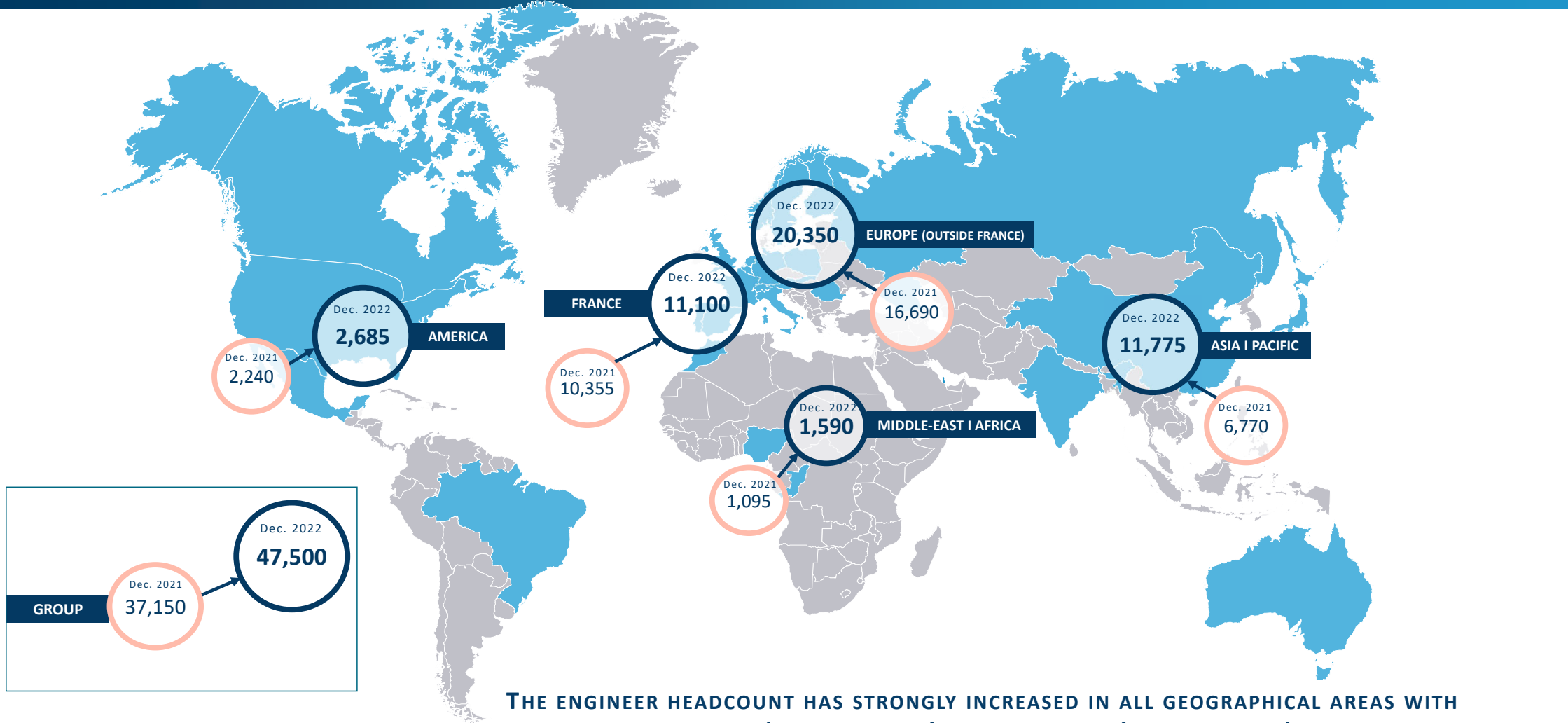
88% OF TOTAL HEADCOUNT

**FOOTPRINT IN
OVER 30 COUNTRIES**

STRONG GROWTH IN BUSINESS & RESULTS



GEOGRAPHIC FOOTPRINT PER CONTINENT (NUMBER OF ENGINEERS)



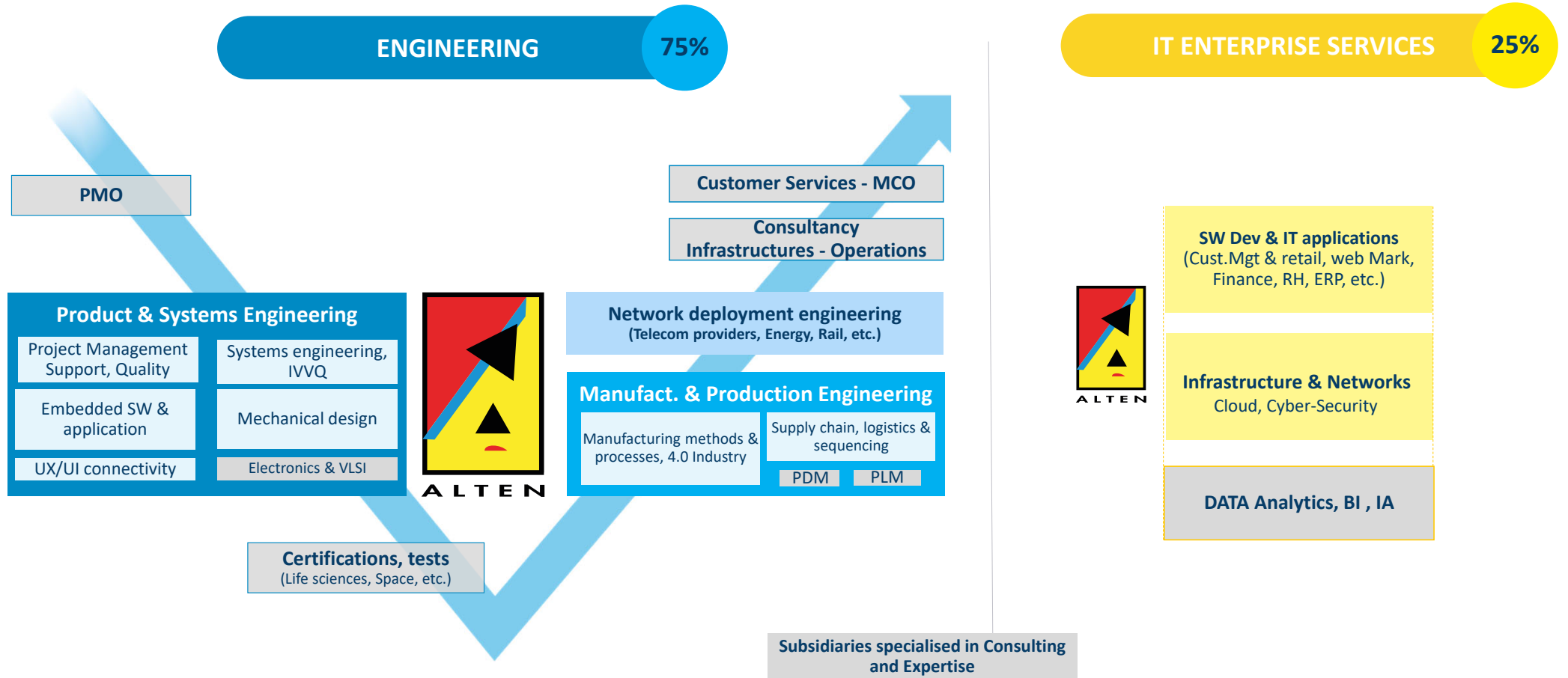
THE ENGINEER HEADCOUNT HAS STRONGLY INCREASED IN ALL GEOGRAPHICAL AREAS WITH THE SUPPORT OF M&A (APAC: 3,120 / AMERICA: 210 / EUROPE: 445).



ALLEN positioning: 2 activities = Engineering + IT.ES (75% + 25%)



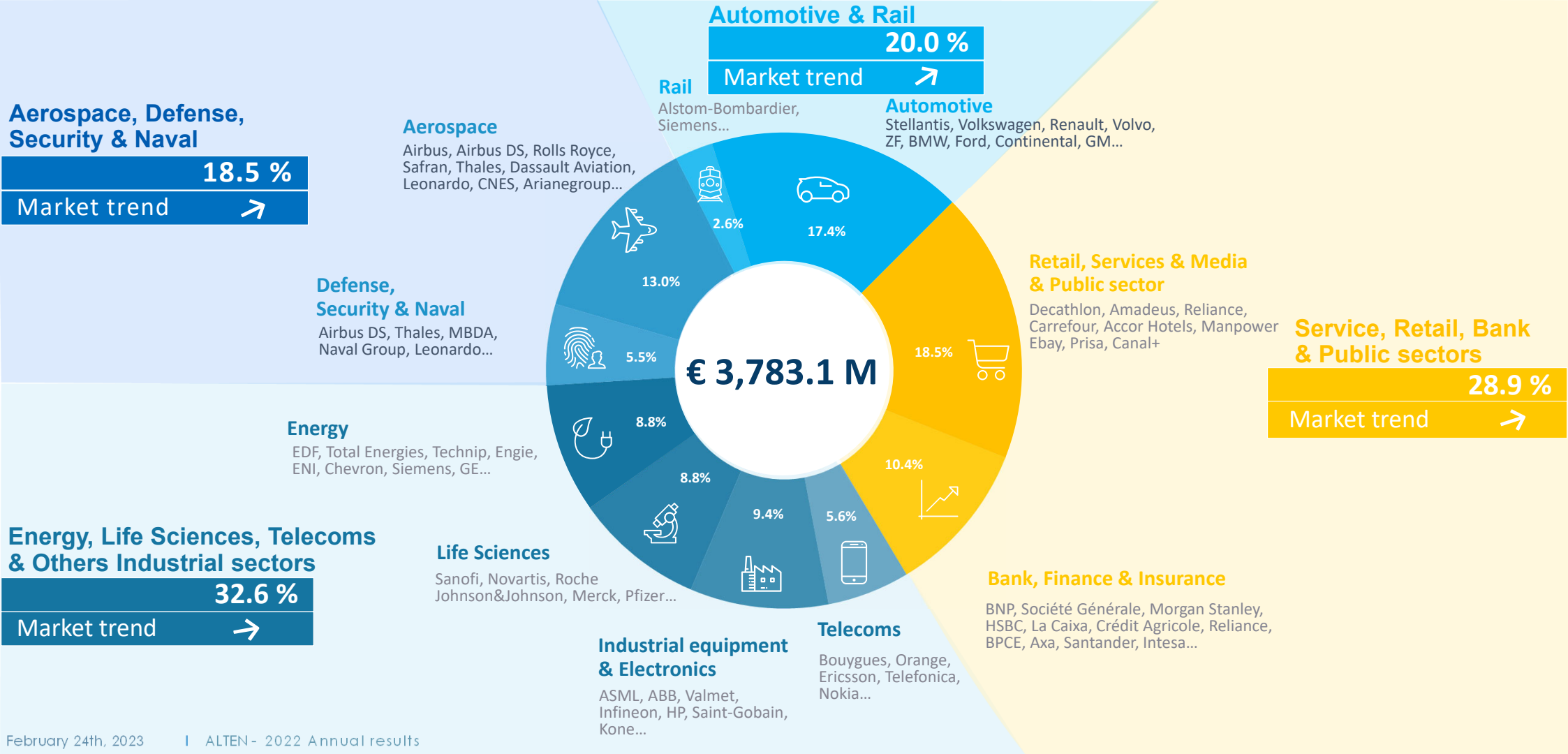
ALLEN covers the whole lifespan of product development for technological projects in Engineering & IT services



ALLEN GROUP IS POSITIONED ON ENGINEERING (75% OF REVENUE) & IT ENTERPRISE SERVICES (25% OF REVENUE)



BREAKDOWN OF TURNOVER PER SECTOR (AS A % OF REVENUE) AS AT DECEMBER 31ST 2022





OUR MARKETS (IN % OF REVENUE)

AUTOMOTIVE

17.4%



- Growth is related to structural issues:
 - End of combustion engines in 2035: decarbonation is accelerated, E&E architecture linked to electrification, investments in the hydrogen sector;
 - New systems of driving assistance/security (ADAS), connectivity/multimedia;
 - Design of gigafactories producing batteries.
- Targets of productivity gains on the value chain: X-shore growth, digital & data management, PMO reinforcement, etc.

RAIL

2.6%



- Temporary deceleration of the market in 2022 following the acquisition of Bombardier by Alstom.
- The market however grows structurally: higher traffic, replacement of rolling stocks, export markets, investments in signalling and automation equipments, decarbonation of the sector (hydrogen train, etc.).



OUR MARKETS (IN % OF REVENUE)

AERONAUTICS / SPACE

13.0%



CIVIL AERONAUTICS:

- Improvements in supply chain efficiency and production equipment (PMO, manufacturing engineering, PLM, data management, etc.);
- Development of Vertical Mobility;
- Decarbonation (hydrogen-powered aircraft, biofuel, etc.).

SPACE:

- Strong development of new private players (new launchers, satellite constellation, space communication, etc).



DEFENSE & SECURITY, NAVAL

5.5%



- Higher defense budgets (design of new « smart » equipment and armament systems; digitalisation of conflict; prevention of cyber attacks).
- Projects associated with European programs: FCAS, Eurodrone, MGCS, etc.



OUR MARKETS (IN % OF REVENUE)

ENERGY

8.8%



- Confirmation of new nuclear projects (EPR2 et SM2); export markets (Sizewell C in the UK, Jaitapur in India, etc.);
- Maintenance of nuclear plants: lifespan extension of existing plants, evolution of security standards, etc.;
- Development of renewable energies;
- Investments in gas infrastructures.

LIFE SCIENCES

8.8%



- Development of eHealth (medical equipment, patients monitoring);
- Growing R&D externalisation in biotechs, CDMO strengthening in production processes;
- Digitalisation of production facilities (PLM, Digital Twin, Industry 4.0);
- Clinical trials, pharmacovigilance, biometrics, regulatory affairs.



OUR MARKETS (IN % OF REVENUE)

TELECOMS

5.6%



As expected, Telecoms have experienced slow growth:

- Although 5G, FTTH (Fiber to the Home) and FTTB (Fiber to the Building) are implemented in most of geographical areas, larger investments are expected also in the optimization of tower sites deployments and structures and in large scale IoT deployment in business processes, especially in Industry.
- A fierce competition between providers lead them to invest in data analysis to improve customer satisfaction and business margins, integrating AI, machine learning and process mining.

OTHER INDUSTRIES

9.4%



Structural increase of semiconductors and electronics due to:

- Strategies of relocation in Europe and in the US;
- Development of connected objects and embedded software.

The industry of intermediate goods as a cyclical activity remains solid.



OUR MARKETS (IN % OF REVENUE)

BANK / FINANCE / INSURANCE

10.4%



- Continuing investments in openbanking (data-driven digital banking, UX, evolution of payments methods);
- Process automation, modernisation of infrastructures and Cloud migration, cyber security.

RETAIL / SERVICES / PUBLIC SECTOR

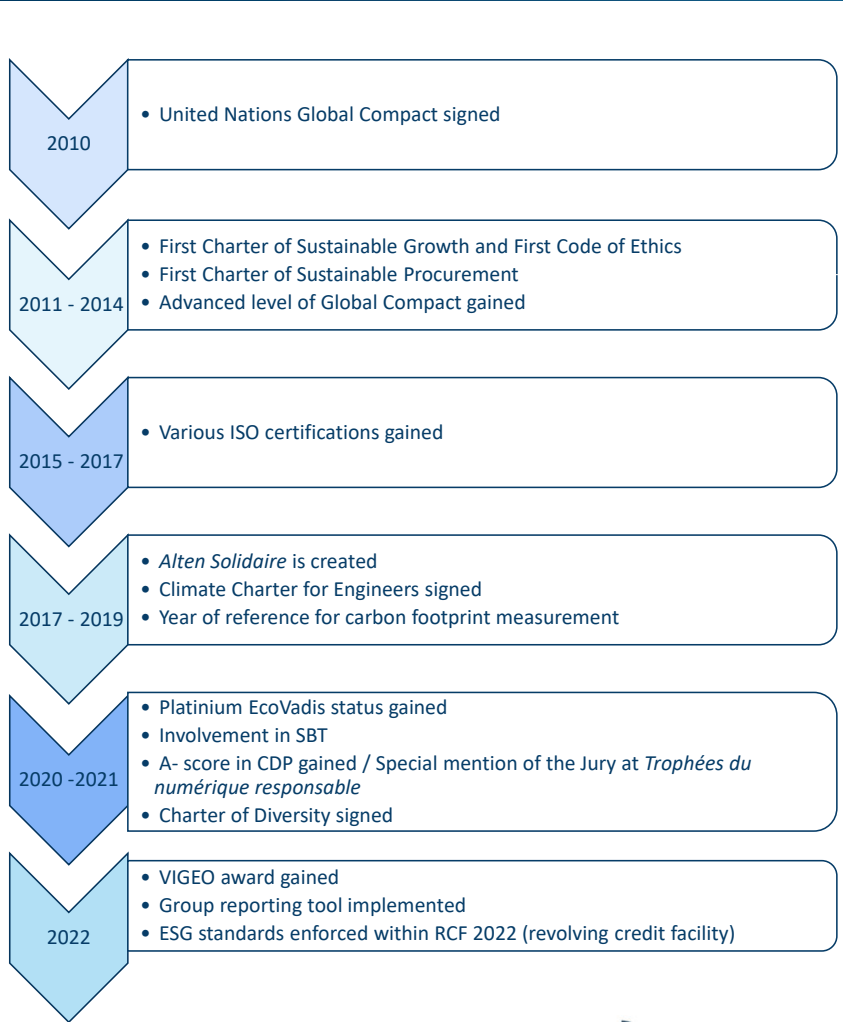
18.5%



- Significant continuing investments in digitalisation, UX/UI and IA.
- Ramp-up and evolution of infrastructures, Cloud migration and cyber security.



OUR CSR PROCESS



CSR scope	2012	2021	2021	2021
CSR scope	69%	→	75%	
Rating agencies:	Reporting year:	Last publishing in:	Ranking:	
	2012	D	→	2021
				A-
				Top 2 in industry
	2009	34/100	→	2022
				82/100
				Top 1%
	2019	63/100	→	2022
				64/100
				+10 as compared to average in industry
	2018	44/100	→	2022
				56/100
				8/81 in industry
	2011	Limited	→	2022
				Advanced



PROVEN RESULTS FOR DEEPLY ROOTED BELIEFS



CONTINUED GROWTH STRATEGY THROUGH ACQUISITIONS

ALLEN COMPLETED 8 ACQUISITIONS AND 1 DIVESTMENT ABROAD IN 2022:

- In Espagne : one company specialised in Cloud and digital transformation (annual revenue: €12 M, 180 consultants)
- In India/US/Canada: one company specialised in product engineering (annual revenue: €12 M, 480 consultants)
- In the UK: one company specialised in Cloud architecture and digital transformation (annual revenue: €110 M, 710 consultants)
- In Australia: one company specialised in project management (annual revenue: €10 M, 90 consultants)
- In Romania: one company specialised in software development and IT consulting (annual revenue: €13 M, 300 consultants)
- In the US: one company specialised in project management (annual revenue: €14 M, 65 consultants)
- In India: one company specialised in product engineering (annual revenue: €10 M, 295 consultants)
- In Germany: one company specialised in Telecoms (annual revenue: €20 M, 190 consultants)

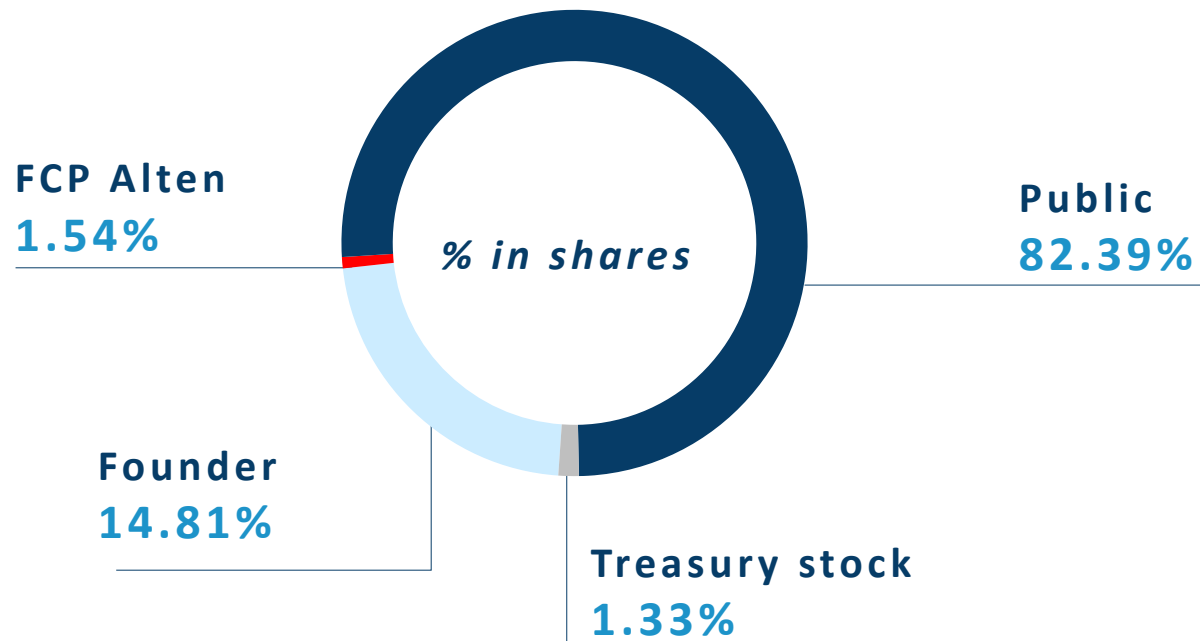
➔ A TOTAL OF €200 M AND 2,300 CONSULTANTS

- ALLEN also DIVESTED A NON-STRATEGIC ACTIVITY at the end of December 2022 in the US and UK : one division specialised in Agile consulting (annual revenue: €147.1 M, 550 consultants)

**ALLEN PURSUES ITS EXPANSION THANKS TO A TARGETED PLAN FOR EXTERNAL GROWTH,
MORE SPECIFICALLY OVERSEAS**



SHAREHOLDER BASE AS AT FEBRUARY 17TH 2023



EURONEXT PARIS
COMPARTMENT A
FR 0000071946
(SRD)

- CAPITALIZATION: €5 156 M
- NUMBER OF SHARES: 34 583 456

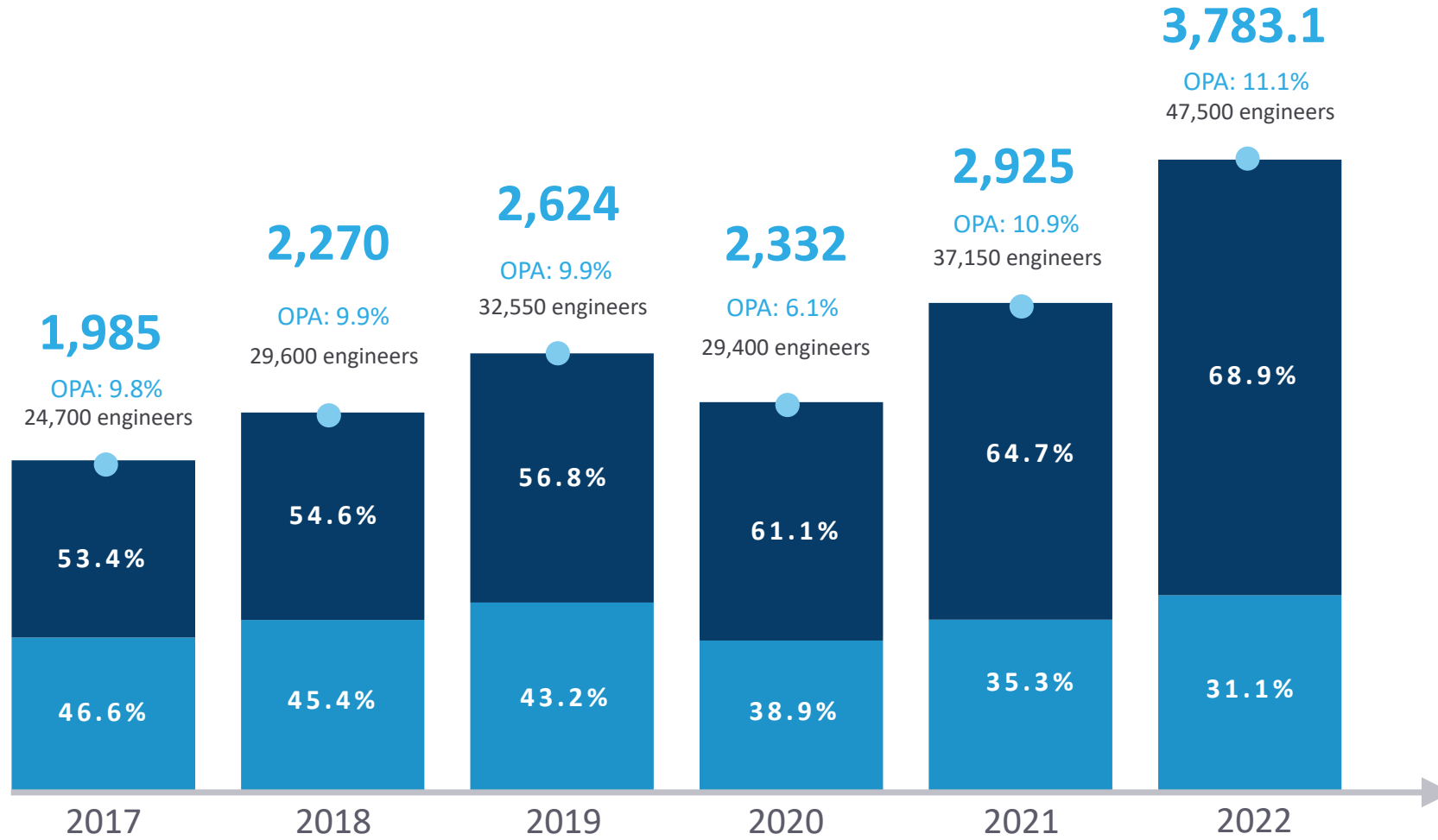
% OF VOTING RIGHTS

Founder	25.93%
FCP Alten	1.55%
Public	72.52%

2022 ANNUAL RESULTS



CONTINUED GROWTH OF INTERNATIONAL BUSINESS



Revenue in M€

- INT
- FR

€M	2021 Revenue	2022 Revenue	Change/l-f-l 2022 revenue
Revenue on a l-f-l basis	2,925.2	3,444.2	17.7%
Change in scope		276.4	9.4%
FW impact		62.5	-2.2%
Consolidated revenue	2,925.2	3,783.1	29.3%



Organic growth:

- Is very sustained,
- Equals almost 2/3 of total growth.



BREAKDOWN OF TURNOVER PER GEOGRAPHICAL AREA AS AT DECEMBER 31ST 2022

COUNTRY	FY				Change			
	2021	%	2022	%	Published	Change in scope	Forex	Organic, excl. Forex effect
FRANCE	1,031.9	35.3%	1,178.2	31.1%	14.2%	1.9%	0.0%	12.3%
GERMANY	263.2	9.0%	329.0	8.7%	25.0%	3.4%	0.0%	21.6%
IBERIC	259.1	8.9%	323.3	8.5%	24.8%	2.9%	0.0%	21.8%
UK	140.2	4.8%	263.2	7.0%	87.7%	60.1%	0.8%	26.8%
ITALY	198.0	6.8%	250.2	6.6%	26.3%	0.0%	0.0%	26.3%
BENELUX	169.5	5.8%	198.2	5.2%	16.9%	1.0%	0.0%	15.9%
SCANDINAVIA	172.6	5.9%	183.6	4.9%	6.4%	0.3%	- 3.5%	9.6%
EASTERN EUROPE	62.8	2.1%	85.6	2.3%	36.3%	0.5%	- 2.1%	37.9%
SWITZERLAND	63.3	2.2%	66.0	1.7%	4.3%	0.0%	7.4%	- 3.1%
EUROPE (W/O FRANCE)	1,328.9	45.4%	1,699.1	44.9%	27.9%	7.8%	- 0.1%	20.2%
NORTH AMERICA	378.2	12.9%	561.6	14.8%	48.5%	16.1%	13.9%	18.5%
ASIA PACIFIC	166.3	5.7%	318.4	8.4%	91.4%	55.5%	5.8%	30.1%
OTHERS	19.9	0.7%	25.7	0.7%	29.2%	0.0%	9.9%	19.3%
TOTAL	2,925.2	100.0%	3,783.1	100.0%	29.3%	9.4%	2.1%	17.7%

CONDENSED INCOME STATEMENT

€M	2021			2022			Change FY %
	H1	H2	FY	H1	H2	FY	
Revenue	1,395.2	1,530.0	2,925.2	1,825.9	1,957.2	3,783.1	29.3%
Operating Profit on Activity <i>As % of revenue</i>	137.1 9.8%	182.7 11.9%	319.9 10.9%	208.6 11.4%	211.0 10.8%	419.6 11.1%	31.2%
Share-based payments	-7.5	-14.4	-21.9	-15.4	-14.3	-29.7	
Non-recurring profit & impairment	-5.4	-4.4	-9.8	-6.2	209.2	203.0	
Operating Profit <i>As % of revenue</i>	124.2 8,9%	163.9 10,7%	288.2 9,9%	186.9 10,2%	406.0 20,7%	592.9 15,7%	105.7%
Financial Income	-1.2	-0.5	-1.7	0.4	1.7	2.1	
Income tax expense	-33.7	-44.9	-78.6	-48.3	-89.3	-137.6	
EMCs and minority interests	0.0	0.0	0.0	0.0	0.2	0.2	
Net income, Group share <i>As % of revenue</i>	89.3 6.4%	118.6 7.7%	207.8 7.1%	139.0 7.6%	318.5 16.2%	457.6 12.1%	120.2%



A very satisfactory Operating Margin, in strong growth



FINANCIAL INCOME ANALYSIS

	2021	2022
Cost of net financial debt	-0.7	-1.5
Interests on leasing contracts (IFRS16)	-2.3	-3.1
Cost of financial debt and leasing	-3.0	-4.6
Exchange result	0.8	3.5
Other net financial products	0.5	3.2
FINANCIAL RESULTS	-1.7	2.1



CONDENSED INCOME STATEMENT BY REGION

€M	2021 France	2021 International	2021 Group	2022 France	2022 International	2022 Group
Revenue	1,031.9	1,893.3	2,925.2	1,178.2	2,604.9	3,783.1
Operating Profit on Activity <i>As % of Revenue</i>	86.2 8.4%	233.6 12.3%	319.9 10.9%	96.3 8.2%	323.3 12.4%	419.6 11.1%
Share-based payments	-16.4	-5.5	-21.9	-22.4	-7.3	-29.7
Non-recurring profit & impairment	-0.1	-9.7	-9.8	0.6	202.4	203.0
Operating Profit <i>As % of Revenue</i>	69.7 6.8%	218.4 11.5%	288.2 9.9%	74.5 6.3%	518.4 19.9%	592.9 15.7%
Financial Income	0.4	-2.1	-1.7	1.0	1.1	2.1
Income tax expense	-22.5	-56.1	-78.6	-23.2	-114.4	-137.6
EMCs and minority interests	0.0	0.0	0.0	0.0	0.2	0.2
Net income, Group share <i>As % of Revenue</i>	47.6 4.6%	160.2 8.5%	207.8 7.1%	52.3 4.4%	405.3 15.6%	457.6 12.1%



A VERY HEALTHY BALANCE SHEET

ASSETS

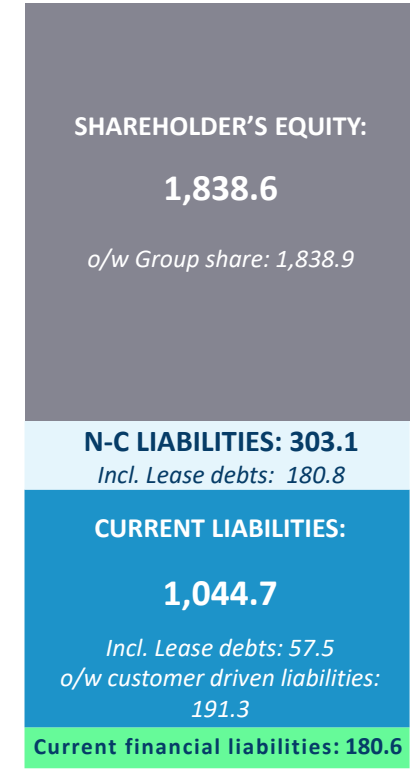
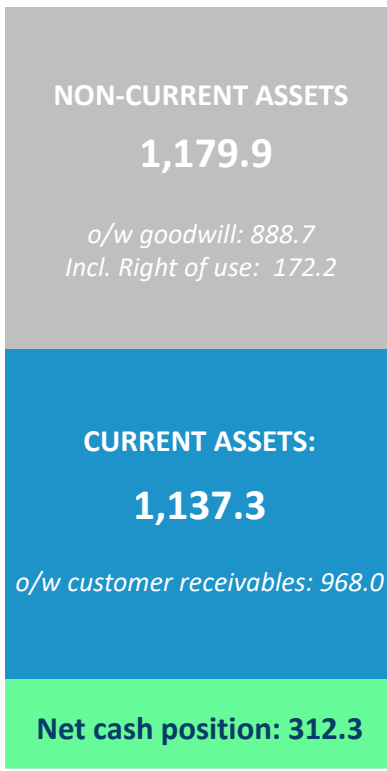
EQUITIES & LIABILITIES

December 2021

December 2022

December 2021

December 2022



2,629.5

3,367.0

2,629.5

3,367.0



A reinforced financial structure; gearing is -22.7%

IFRS16 FINANCIAL IMPACTS

BALANCE SHEET

(€ M)

ASSETS

▪ Rights of use	227.6
▪ Tangible assets	-0.1
▪ Deferred tax	0.3
	227.8

LIABILITIES

▪ Consolidated reserves	-1,1
▪ Net income	0,0
▪ Lease debt	238.4
▪ Rent free	-9.6
▪ Non-current provisions	0.1
	227.8

INCOME STATEMENT

(€ M)

▪ OPA	3.1
▪ Financial income	-3.1
▪ Financial result	0.0
▪ Net income	0.0

No impact on P&L

FINANCING STATEMENT

(€ M)

Cash flow <i>Depreciation of rights of use & financial costs</i>	65.2
WCR	1.2
Suppression of flows from lease debts	-66.4
Free cash flow	0.0

No impact on Group cash flow statement and net cash position (Treasury)

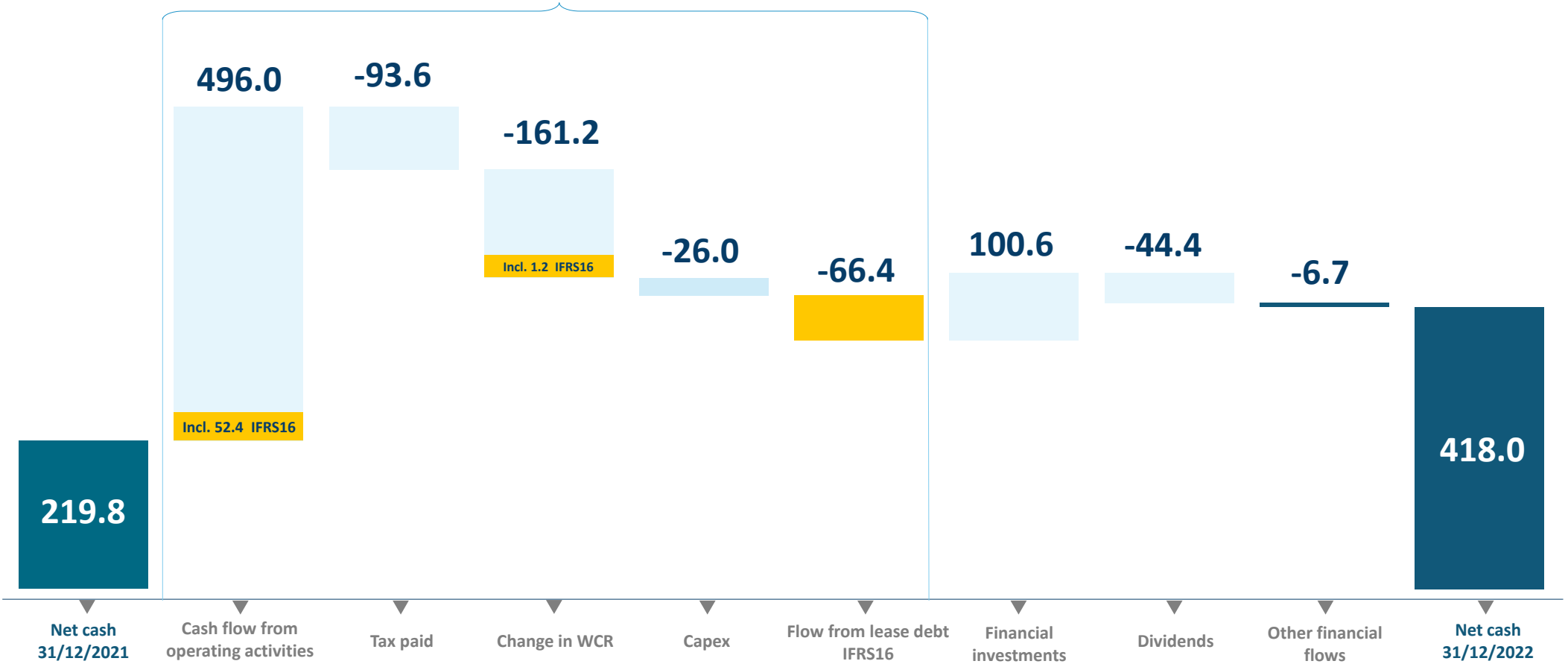
The IFRS16 lease debts are not included in the net treasury.

They account for €238.4 M at the end of December 2022 (87% real estate, 10% vehicles, 3% other).



CHANGE IN NET CASH POSITION (€M)

FREE CASH FLOW: 148.7





FREE CASH FLOW ANALYSIS

	2021	H1	H2	2022
OPERATIONAL CASH FLOW (MBA) <i>As % OF REVENUE</i>	329.9 11.3%	213.8 11.7%	216.9 11.1%	430.7 11.4%
DEPRECIATION OF RIGHTS OF USE AND FINANCIAL COSTS	59.1	31.2	34.0	65.2
CASH FLOW (MBA) IFRS16	389.0	245.0	251.0	496.0
TAX PAID	(43.9)	(46.4)	(47.2)	(93.6)
CHANGE IN WCR	(113.4)	(154.6)	(6.6)	(161.2)
FLOWS FROM LEASE DEBT	(57.3)	(31.9)	(34.5)	(66.4)
CASH FROM OPERATIONS <i>As % OF REVENUE</i>	174.4 6.0%	12.1 0.7%	162.7 8.3%	174.8 4.6%
CAPEX	(16.3)	(11.0)	(15.0)	(26.0)
FREE CASH FLOW <i>As % OF REVENUE</i>	158.1 5.4%	1.1 0.1%	147.6 7.5%	148.7 3.9%



- The **operational cash flow** increases by **30,6%** as compared to 2021, **in line** with **ROA** increase (**+31.2%**).
- WCR increases by **€161.2 M** (including €154.6 M in H1), consequent from **a strong organic growth in activity**.
 - Accounts receivables (excluding scope variations and change effects) increase by €218.1 M of which €127.7 M linked to the organic growth, and €90.4 M linked to a higher DSO (86 days in Dec. 2021 / 93 days at the end of 2022).
 - Tax and social liabilities increase by (€64.3 M); the variations of other accounts are non-significant.
- Capex remains **low at 0.7%** of revenue.



Free cash flow reaches €148.7 M, i.e. 3.9% of revenue after financing organic growth (3.4% of revenue) and DSO (2.4% of revenue).



- 2022 is another year of **high growth** (circa +30%) thanks to a very sustained organic growth (+18%).
- The **operating margin** remains **high (11.1%)** on account of:
 - a slightly improved gross margin: high activity rate and enhanced productivity on projects despite a derogatory prices/salaries effect,
 - a relative decrease of SG&A (as % of revenue),
 - a stronger contribution of international business.
- A **strong organic growth** generated a **mechanical increase of WCR**.
Free cash flow however stands for 4% of revenue (8% excl. growth & DSO effects).
- ALLEN has **self-financed its organic & external growth**, as well as **dividends**; it now owns a positive net cash position of €418 M to **strengthen its M&A**.

GROWTH STRATEGY



To reinforce its leadership position in years 2023 - 2026, ALTEN will:

Enhance its image
as an Employer

Strengthen its
management structure

Further implement its
transversal,
commercial and
technical structures
on an international
level

Improve the brand
image of its Nearshore
& Offshore Delivery
Centers

Further develop its
targeted organic
growth

ALLEN owns all the necessary assets to strengthen its development worldwide:

A strong positioning and offers adapted to the challenges of its clients

Technological expertise centers in all sectors

An internationally renowned organisation of delivery

A healthy financial statement enabling to accelerate its growth



The Group is confident in its **targets**:

Circa 70,000 engineers at the end of 2026

An operating margin equal to or above 10%

APPENDICES





BALANCE SHEET – ASSETS (IN THOUSANDS OF EUROS)

ITEM	Dec. 2022	Dec. 2021
Goodwills	1 020 857	888 723
Right of use	227 558	172 233
Intangible assets	7 172	7 594
Tangible assets	45 461	37 813
Investments in associates	1 260	1 180
Non-current financial assets	71 388	57 477
Deferred tax assets	18 941	14 877
NON CURRENT ASSETS	1 392 637	1 179 897
Trade receivables		
Assets associated with client agreements	964 135	778 784
Other current assets	246 087	189 189
Current tax assets	122 187	103 385
Cash and cash equivalents	40 269	65 968
	601 735	312 311
CURRENT ASSETS	1 974 414	1 449 636
TOTAL ASSETS	3 367 051	2 629 533



BALANCE SHEET – LIABILITIES (IN THOUSANDS OF EUROS)

ITEM	Dec. 2022	Dec. 2021
Capital	36 305	36 098
Premiums	60 250	60 250
Consolidated reserves	1 284 779	1 117 241
Consolidated earnings	457 567	207 837
SHAREHOLDERS' EQUITY	1 838 901	1 421 427
MINORITY INTERESTS	-283	-371
Employee benefits	14 833	18 859
Provisions	10 237	8 848
Non-current financial liability	3 526	6 393
Non-current Lease debt	180 842	130 637
Other non-current liabilities	92 788	120 246
Deferred tax liabilities	913	2 860
NON CURRENT LIABILITIES	303 139	287 842
Provisions	8 003	10 776
Current financial liabilities	180 587	86 482
Current lease debt	57 522	51 971
Trade payables	138 835	126 842
Other current liabilities	568 896	442 742
Assets associated with client agreements	191 281	168 927
Current tax liabilities	80 170	32 895
CURRENT LIABILITIES	1 225 294	920 636
TOTAL LIABILITIES	3 367 051	2 629 533

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INCOME STATEMENT (IN THOUSANDS OF EUROS)

ITEM	2022	2021
NET REVENUE	3 783 100	2 925 180
Purchase consumed	-438 388	-308 225
Payroll expenses	-2 579 418	-2 026 654
External charges	-251 082	-182 802
Taxes other than on income	-11 400	-13 081
Depreciation and amortization	-80 744	-72 469
Other operating income and expenses	-2 487	-2 084
OPERATING PROFIT ON ACTIVITY	419 581	319 866
Share based payments	-29 669	-21 929
OPERATING PROFIT ON ACTIVITY BEFORE EXCEPTIONALS	389 912	297 937
Non recurrent profit	202 967	-9 780
OPERATING PROFIT	592 879	288 157
Net borrowing costs	-4 589	-2 952
Other financial income and expenses	6 667	1 258
FINANCIAL INCOME	2 078	-1 694
Share of earning of equity affiliates	127	62
Income tax expense	-137 559	-78 635
NET OVERALL EARNINGS	457 525	207 889
PROFIT ATTRIBUTABLE TO MINORITY INTERESTS	-42	53
PROFIT ATTRIBUTABLE TO THE GROUP	457 567	207 837

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CASH FLOW STATEMENT (IN THOUSANDS OF EUROS)

ITEM	2022	2021
CASH FLOW	495 962	389 006
Consolidated net earnings	457 525	207 890
Earnings from associates	-127	-62
Depreciation, provisions and other calculated expenses	86 481	76 862
Share-based payments	29 669	21 929
Income tax expense	137 559	78 635
Capital gains or losses from disposal	-220 535	273
Net borrowings costs	4 589	2 952
Financial cost on update and provisions	801	527
Tax paid	-93 578	-43 933
Change in working capital requirements	-161 203	-113 423
NET CASH FLOW GENERATED BY ACTIVITY	241 181	231 651
Acquisition / Disposal on fixed assets	-29 262	-13 077
Impact of change in scope of consolidation and earn-outs paid	87 437	-104 548
NET CASH FLOW ON INVESTMENTS	58 175	-117 624
Net financial interest paid	-4 788	-2 970
Dividends paid to shareholders	-44 390	-33 876
Capital increase	0	0
Buy back of shares	-935	341
Repayment of long-term financial debt	2 959	-6 622
Change in current financial liabilities	101 219	6 351
Change in lease debts	-63 331	-55 015
NET CASH FLOW FROM FINANCING OPERATIONS	-9 265	-91 790
CHANGE IN CASH RELATED TO FOREIGN EXCHANGE POSITION	-667	6 651
CHANGE IN CASH POSITION	289 424	28 888
Cash on hand	601 735	312 311
Bank loans	-154 689	-87 222
Overdrafts	-28 996	-5 279
NET CASH POSITION	418 050	219 809

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BREAKDOWN OF TURNOVER PER GEOGRAPHICAL AREA AS AT DECEMBER 31ST 2022

COUNTRY	Q1 2022		Q2 2022		Q3 2022		Q4 2022		FY 2022	
	Published	Organic, excl. Forex effect	Published	Organic, excl. Forex effect	Published	Organic, excl. Forex effect	Published	Organic, excl. Forex effect	Published	Organic, excl. Forex effect
FRANCE	18.9%	14.9%	17.9%	14.2%	10.7%	10.7%	9.6%	9.6%	14.2%	12.3%
GERMANY	31.0%	23.2%	31.2%	23.8%	22.3%	22.3%	17.7%	17.7%	25.0%	21.6%
IBERIC	26.7%	26.7%	24.4%	20.5%	23.0%	19.2%	25.2%	21.3%	24.8%	21.8%
UK	71.5%	29.9%	58.4%	23.5%	107.2%	26.7%	100.8%	27.1%	87.7%	26.8%
ITALY	28.2%	28.2%	25.4%	25.4%	25.0%	25.0%	26.7%	26.7%	26.3%	26.3%
BENELUX	18.1%	15.9%	20.2%	18.3%	16.3%	16.3%	13.4%	13.4%	16.9%	15.9%
SCANDINAVIA	4.0%	6.1%	1.4%	3.3%	11.2%	14.5%	9.9%	15.9%	6.4%	9.6%
EASTERN EUROPE	41.2%	41.8%	36.7%	38.1%	36.1%	38.7%	32.5%	34.1%	36.3%	37.9%
SWITZERLAND	13.4%	7.8%	3.4%	- 3.4%	1.5%	- 8.8%	0.1%	- 6.7%	4.3%	- 3.1%
EUROPE (W/O FRANCE)	27.3%	21.9%	24.8%	19.1%	30.8%	20.3%	28.4%	19.7%	27.9%	20.2%
NORTH AMERICA	54.2%	26.2%	53.6%	21.0%	49.4%	15.9%	38.9%	13.0%	48.5%	18.5%
ASIA PACIFIC	102.7%	39.8%	105.5%	41.8%	92.8%	29.8%	71.0%	14.1%	91.4%	30.1%
OTHERS	26.9%	22.1%	43.9%	30.6%	38.5%	22.1%	9.8%	4.4%	29.2%	19.3%
TOTAL	31.3%	20.7%	30.4%	18.9%	30.2%	17.0%	25.8%	14.9%	29.3%	17.7%



Q&A

ALLEN

2022 Annual Results

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