ORIGINAL MOTION PICTURE SOUNDTRACK

HUGH JACKMAN    ZAC EFRON    MICHELLE WILLIAMS    REBECCA FERGUSON    ZENDAYA

THE GREATEST SHOWMAN

ORIGINAL SONGS BY
BENJ PASEK & JUSTIN PAUL

HXM

„*Experience* frisst Strategie schon zum Frühstück"

# ANDRITZ IN A NUTSHELL

**WHAT WE DO:**

**WHAT WE ACHIEVE:**

Large-scale, state-of-the-art engineering and services solutions

Sustainable transformation of energy production

Sustainable transformation of manufacturing

Empowering the circular economy and driving the green transition
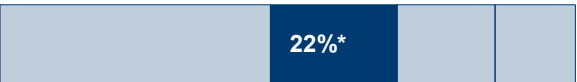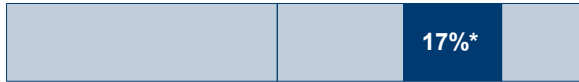
# A WORLD MARKET LEADER WITH FOUR BUSINESS AREAS



OVER
## 29,700
EMPLOYEES WORLDWIDE

OVER
## 280
COMPANIES WORLDWIDE

OVER
## 40
COUNTRIES

| PULP & PAPER | METALS | HYDRO | SEPARATION |
|---|---|---|---|



**47%*** | **22%*** | **17%*** | **14%***
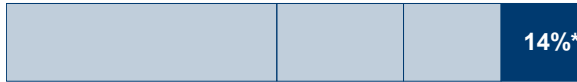
| Pulp: **#1**<br>Paper: **#3** | Forming: **#1**<br>Processing: **#1-2** | **#1-2** | **#1-3** in sludge dewatering & drying |
|---|---|---|---|

\* Share of total Group revenue 2022
\# Global market position, estimated by ANDRITZ

# RECORD RESULTS IN 2022

Financial highlights

### ORDER INTAKE
## 9.3 billion EUR
(2021: 7.9 billion EUR / +18%)

### REVENUE
## 7.5 billion EUR
(2021: 6.5 billion EUR / +17%)

### NET INCOME
## 403 MEUR
(2021: 322 MEUR / +25%)

### ORDER BACKLOG
## 10 billion EUR
(2021: 8 billion EUR / +22%)

### NET LIQUIDITY
## 1 billion EUR
(2021: 700 MEUR / +40%)

### EBITA / EBITA MARGIN
## 649 MEUR / 8.6%
(2021: 547 MEUR / 8.5%)

- A very limited budget

- A short and fixed time-line

- A complex global organisational landscape

- No standard global processes

- No standard global data model

- Multiple integrations required to a wider IT Landscape

- A global pandemic

- Use of the Flexso "Accelerator" approach to:

  - reduce implementation costs
  - reduce time to delivery
  - provide standardised, best practice processes

- A lean, global team to represent the needs of all regions, ensuring "buy-in" from the beginning

- Leverage of internal IT expertise to support delivery of the target integrated landscape.

- Use of virtual technology allowed rapid meetings and decision taking

# #APEOPLE - PROJECT DELIVERABLES

- A simplified and scalable HR IT Landscape, integrated to the wider IT landscape

- GDPR compliancy and enhanced data security

- Harmonised, simplified efficient people processes, using one IT Tool, providing a consistent approach for management across Legal Entities and Countries

- A "Single Source of Truth" for real-time employee and organisation data to support management decisions and Operational IT Tools

- Faster reporting capabilities and the possibility for ad-hoc reports – managers will have greater insights into their employee data through automated dashboards

- Global visibility of employee skills, talent pools, succession and development plans, with transparent career and personal development opportunities

- Significantly reduced HR administration due to automation Employee Self-Service and Manager Self-Service, allowing more focus on value-adding activities to support the business  (cost saving > € 2,3 Mio p.y.)