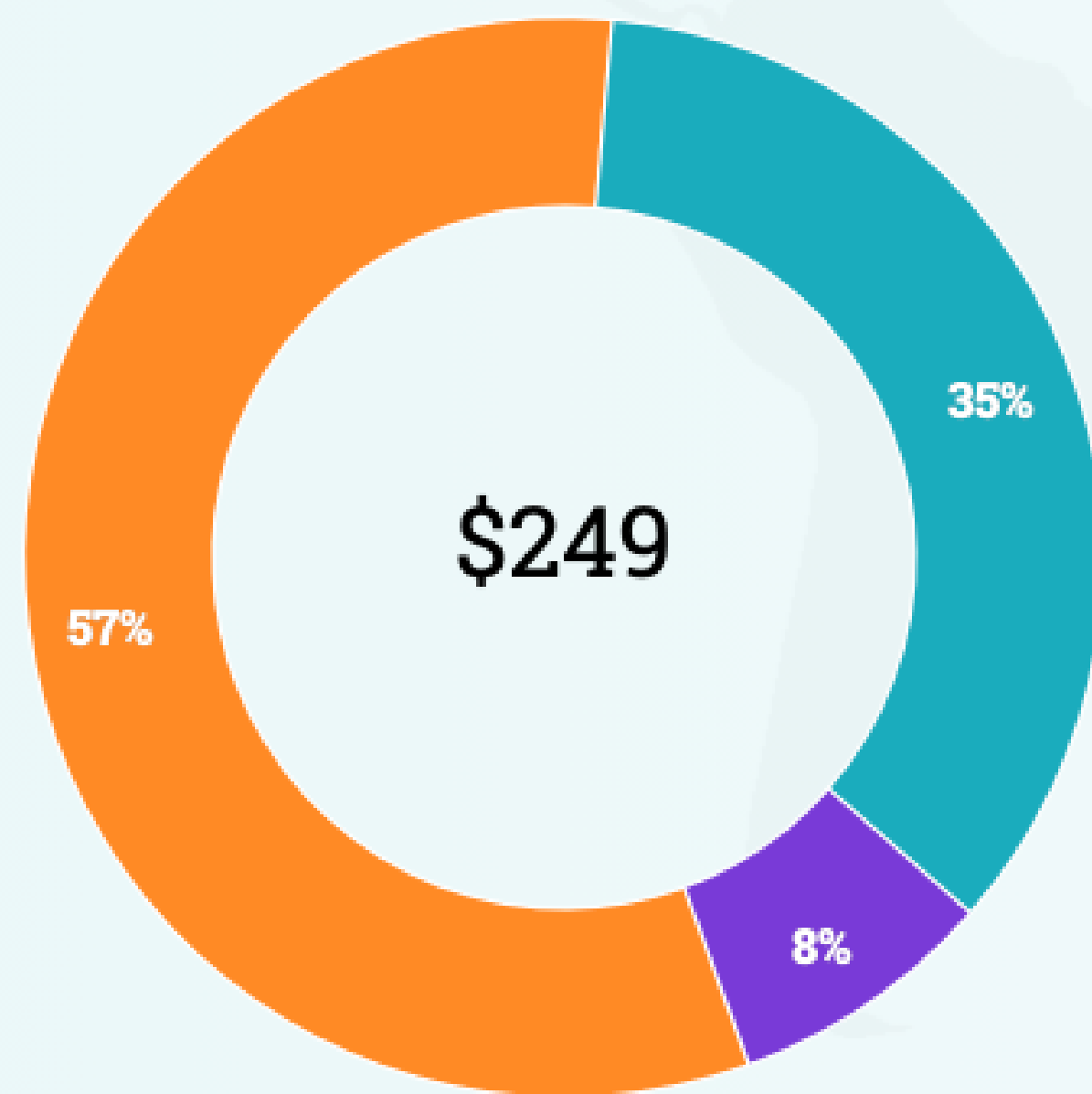


2020 Performance

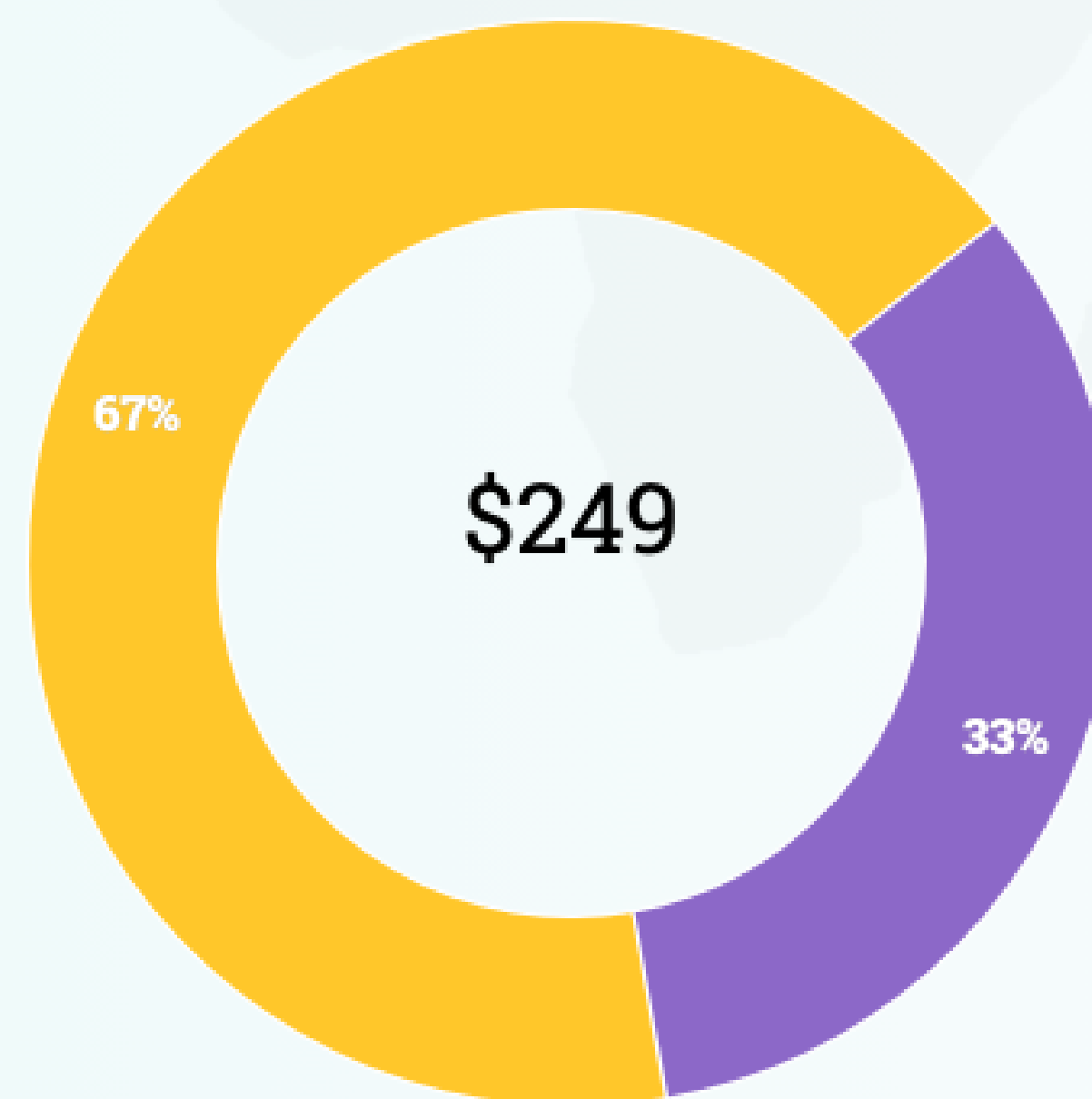
Revenue

Region



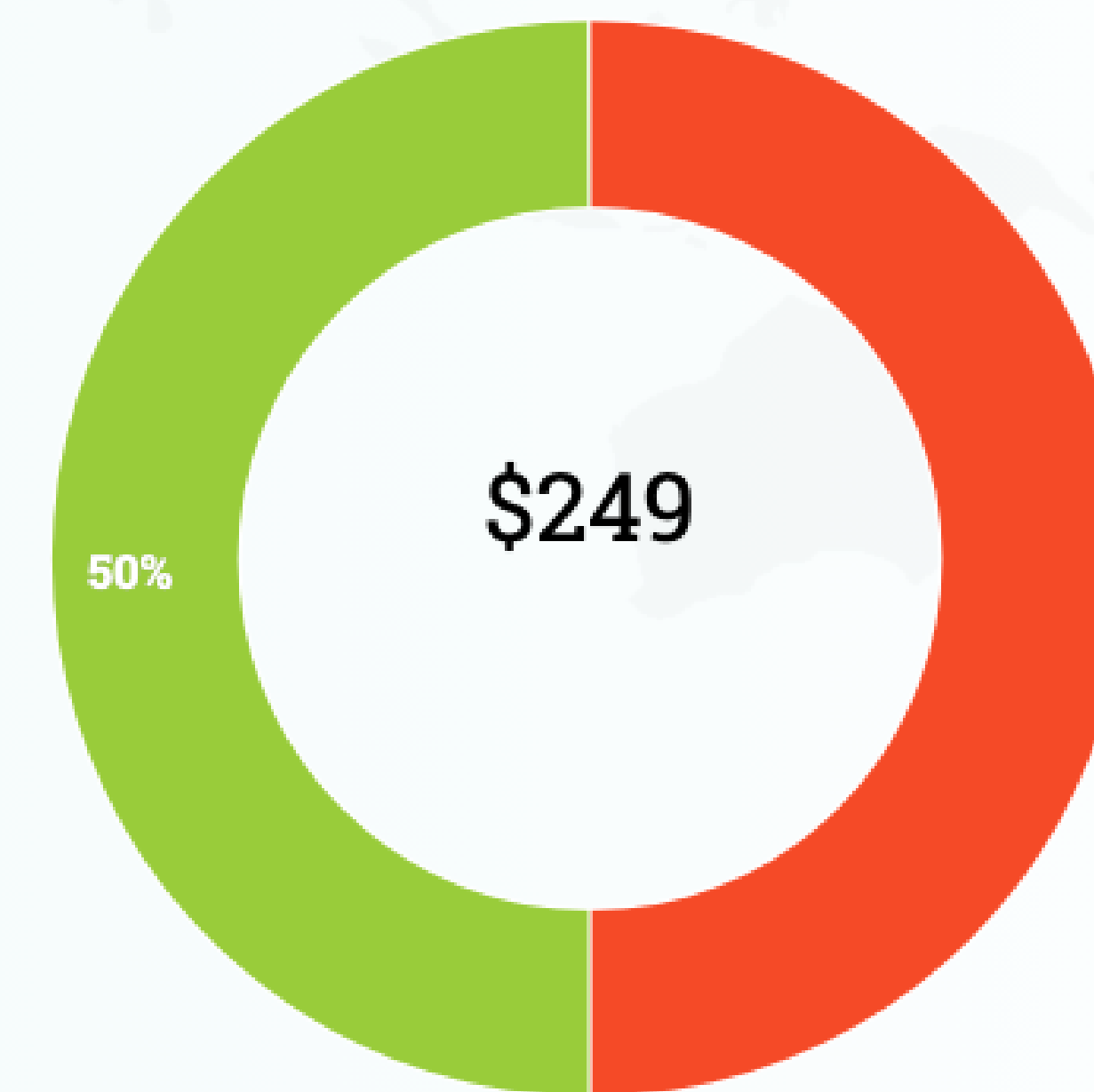
- Americas
- Europe
- Asia Pacific

Mix



- Advisory Services
- Recurring Revenues

Digital



- Digital Revenue Share

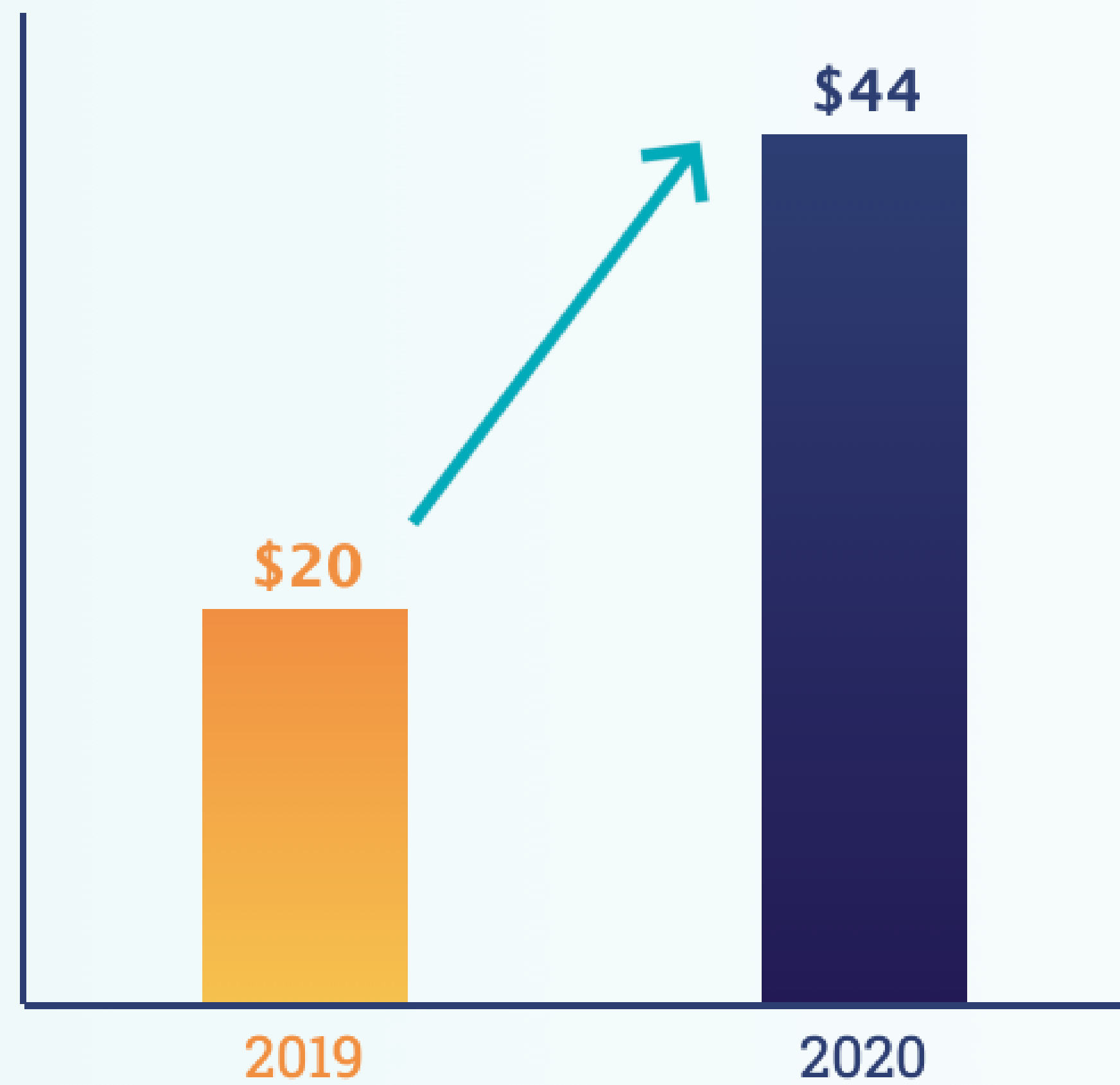
|

Earnings

Adjusted EBITDA
\$28.3
Million

Operating Income
\$9.3
Million

Cash Flow From Operating Activities



Debt

