

Excellence in Workforce Management

ATOSS Software AG

ATOSS 

ATOSS – Leading in the field of Workforce Management

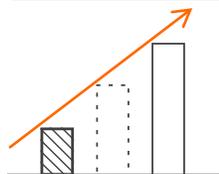
Highlights at a glance

ATOSS creates state-of-the-art solutions for the new world of work. For more than 30 years, ATOSS has been focused on improving customers' efficiency, supporting their innovative capabilities, and enhancing employee motivation and satisfaction.

>30 years

Market experience

ATOSS is first mover and innovator in the field of workforce management



Double-digit revenue growth (YoY since FY 2014)

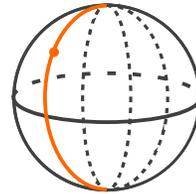
As of 12/31/2023; * subscription & maintenance customers

~ 15,600

Customers worldwide from SMB to blue chips*

Customers in

50+



countries worldwide, including 31 in Europe

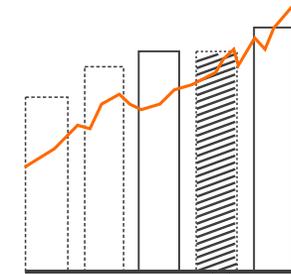
34%

EBIT margin

SDAX

07/2021

High visibility as stock corporation



TecDAX

05/2023

770+

Employees

11

Software languages

> 4 million

Employees integrated in ATOSS solutions

~ 12,700

Cloud customers*

A young man and woman are laughing and relaxing on a dark grey sofa in a room filled with OBI cardboard boxes. The man is wearing a blue shirt and a plaid shirt, and the woman is wearing a pink top. They are both smiling and looking towards the right. The room is filled with OBI boxes, some stacked on top of each other and some on the floor. The boxes are orange and white with the OBI logo. The scene is lit with warm, indoor lighting.

Market for Workforce Management & Business Model

OBI | Retail

The Workforce Management Landscape Continues to Evolve

Global market trends are driving double-digit growth in the workforce management market.



Digitalization of the labor world

The application of **artificial intelligence (AI)** in workforce management (WFM) solutions for employees and managers adds **significant business value** to WFM.



Increasingly complex regulatory environment

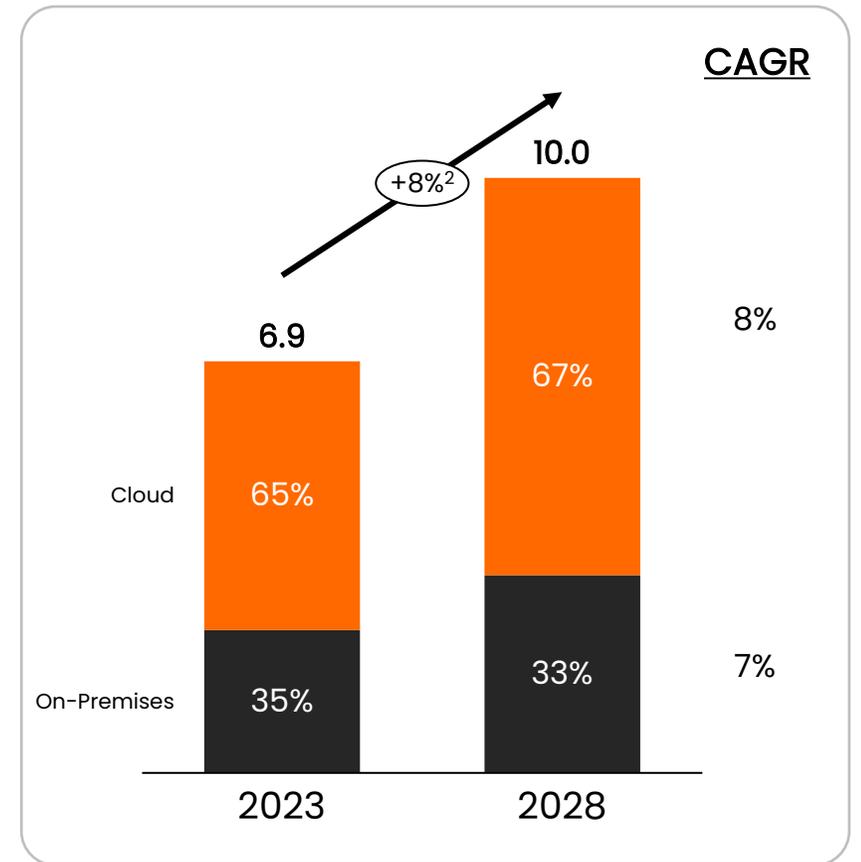


Scarcity of resources and skilled staff

A shortage of workers has prompted **investment in advanced scheduling and planning functions** so existing workers are deployed as effectively as possible.

Driven by the "talent crunch", **many employers have prioritized investments in improving the employee experience** to both reduce worker attrition and improve worker effectiveness.

WFM market by deployment (\$ billion)¹



(1) Technavio, Workforce Management (WFM) Software Market Analysis – North America, Europe, APAC, Middle East and Africa, South America-US, Canada, China, UK, Germany – Size and Forecast 2023-2028; (2) Average growth rate.

ATOSS' Product Portfolio Supports Customers' Shifting Needs

Full-range solutions span varying areas of need and complexity, resulting in strong ROI for customers.

ATOSS helps companies to have ...

...the right employee

...with the right qualification

...at the right place

...at the right time

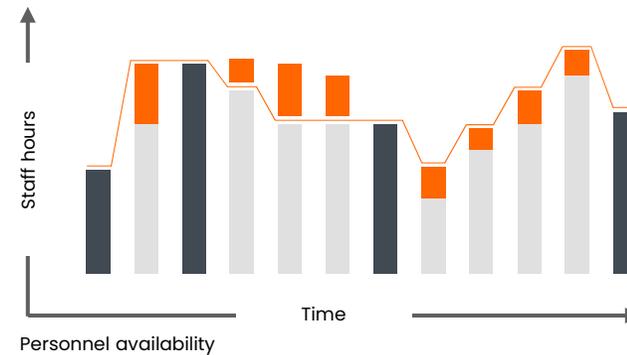
...at the right cost

...at full compliance

Current situation

Fluctuation in demand
Little flexibility and long response times

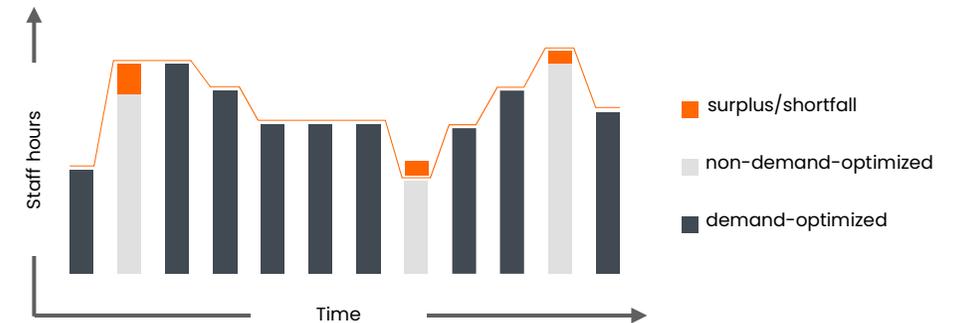
OPTIMIZATION POTENTIAL



Goal

Demand and cost-optimized synchronization of working time and order volume

AFTER OPTIMIZATION



Exemplary:

Effects generated from ATOSS Projects – Cross-industry

-15%

Personnel costs with the same number of staff

-22%

Balance-sheet provisions

-60%

Residual leave

-70%

Planning input

-82%

Overtime

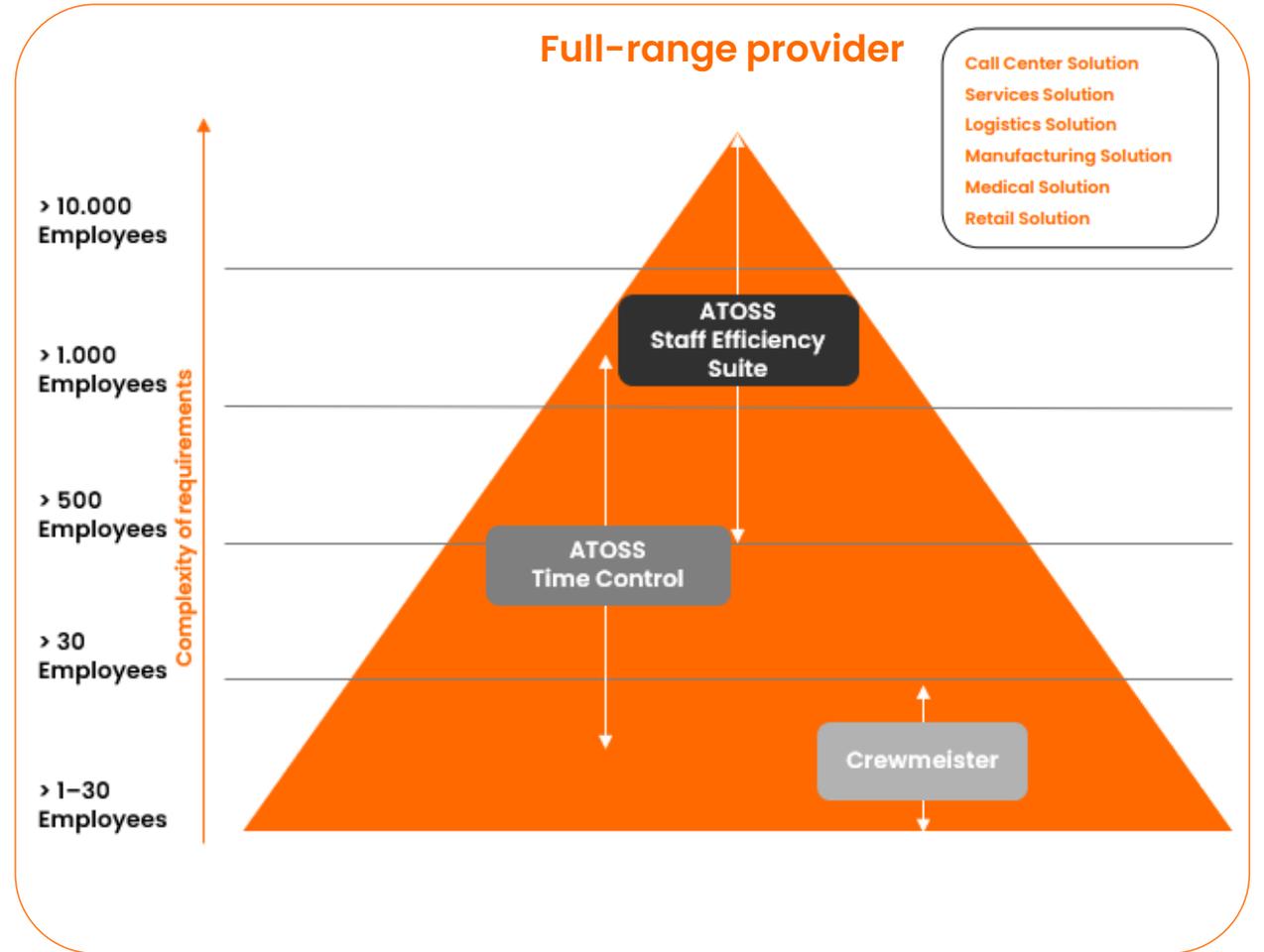
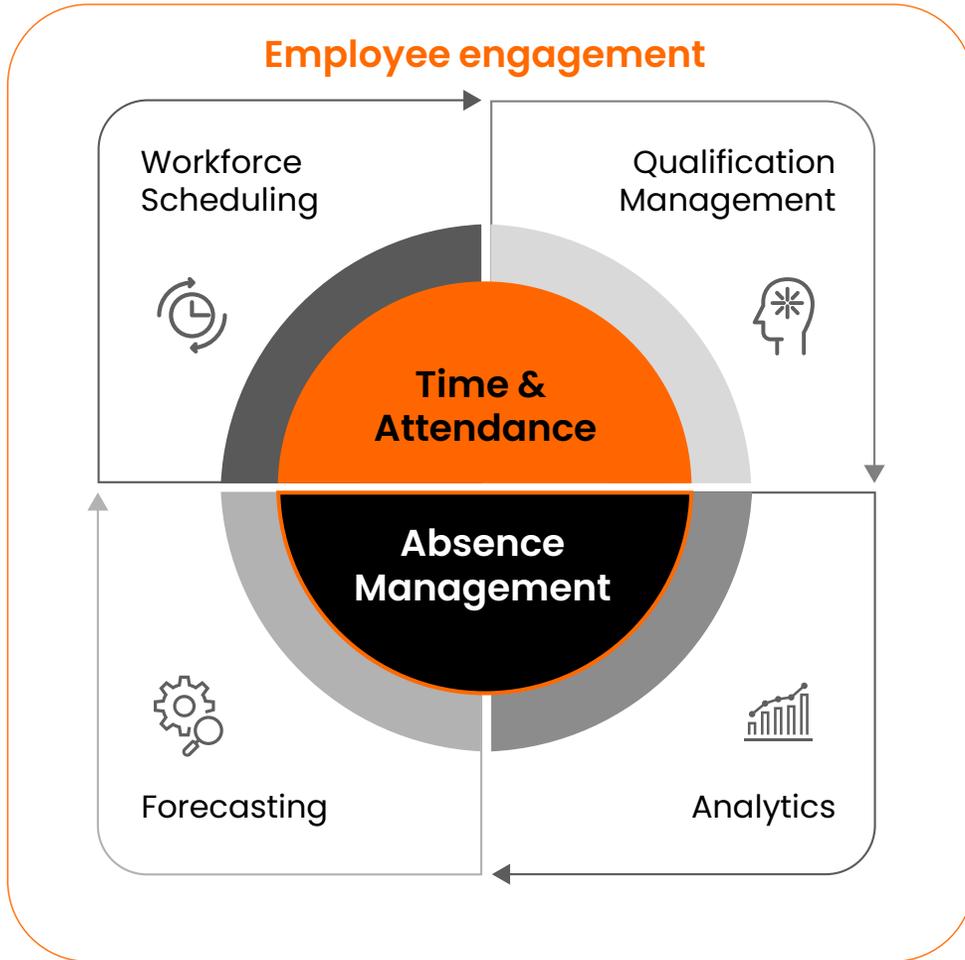
+5%

Conversion rate

+11% Revenue

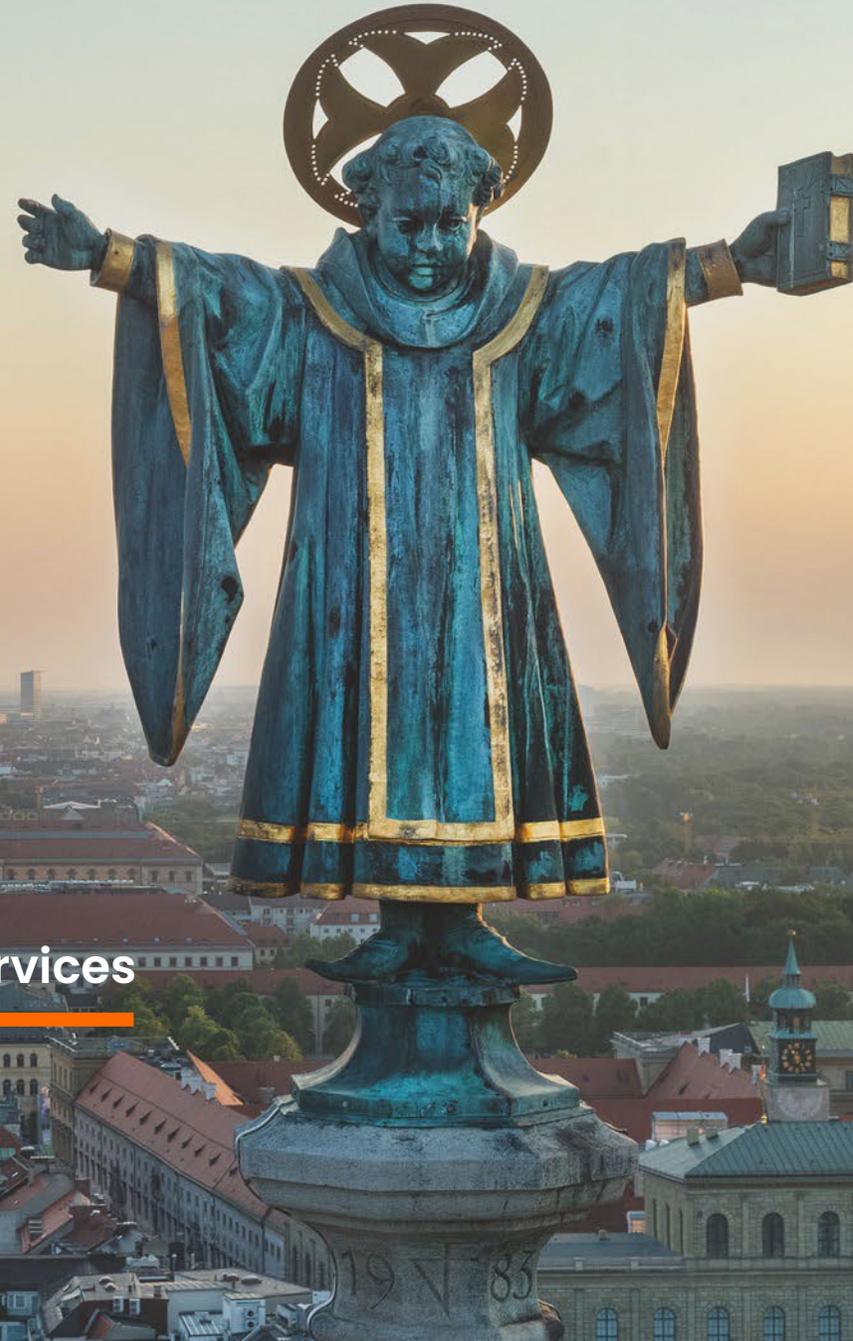
Workforce Management in a Nutshell

Efficiency via Highly Flexible Staff Deployment



Financials & KPI's

Landeshauptstadt München | Public & Social Services

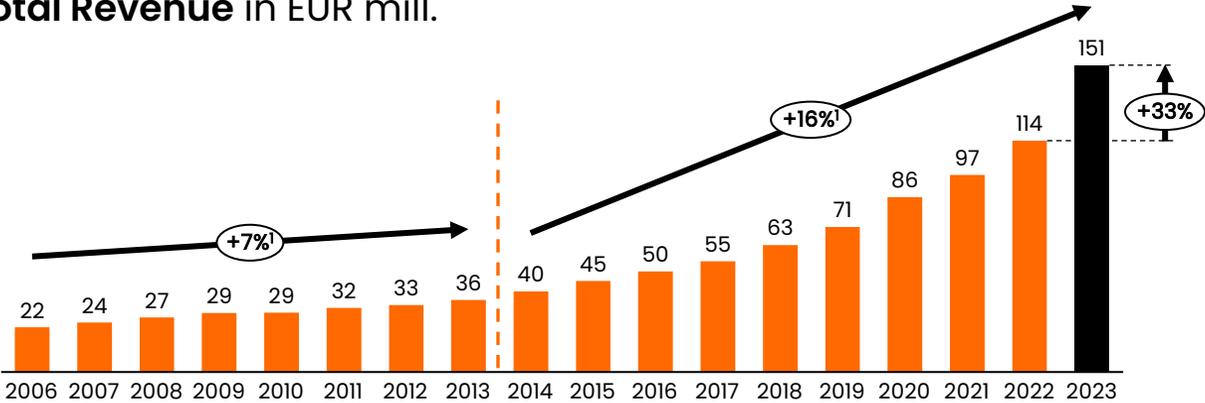


ATOSS – 18th Record in Succession

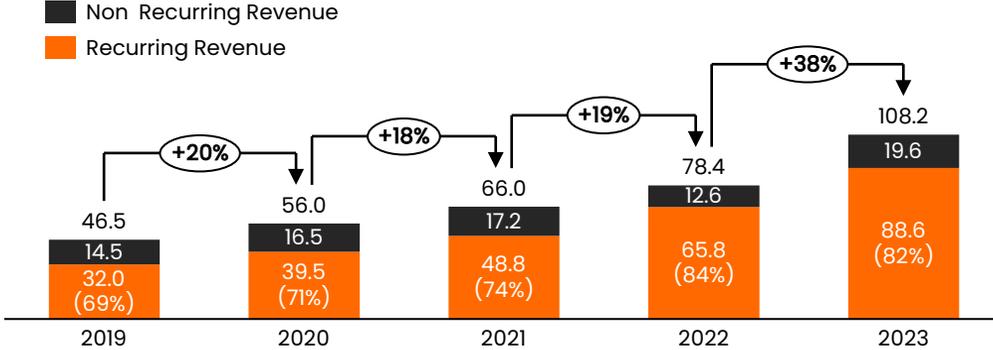
Running like Clockwork

Strong growth track record, excellent traction in cloud transition and expansion outside the DACH region.

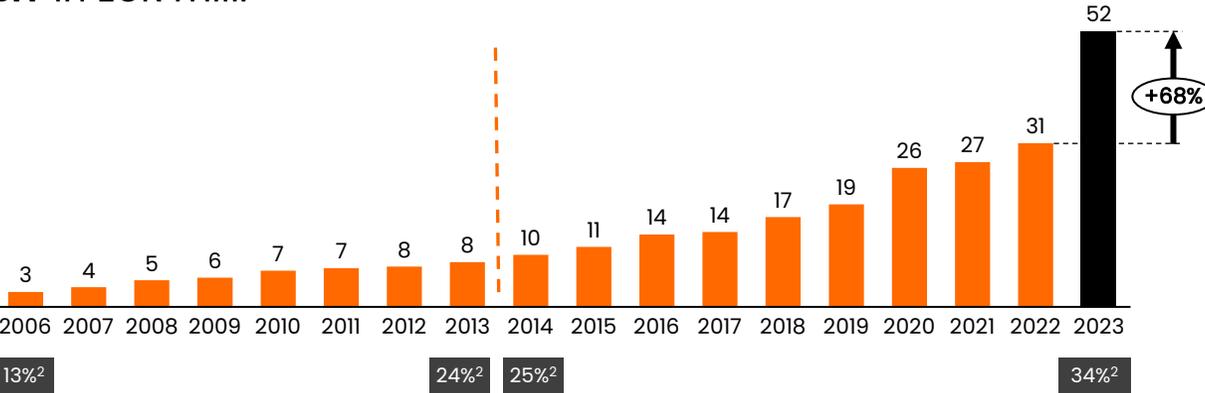
Total Revenue in EUR mill.



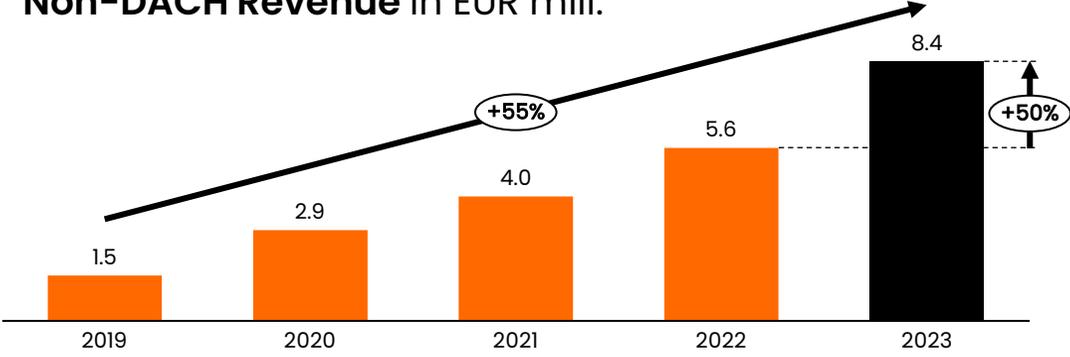
Software Revenue in EUR mill.



EBIT in EUR mill.



Non-DACH Revenue in EUR mill.



(1) Average growth rate; (2) EBIT as % of total revenue.

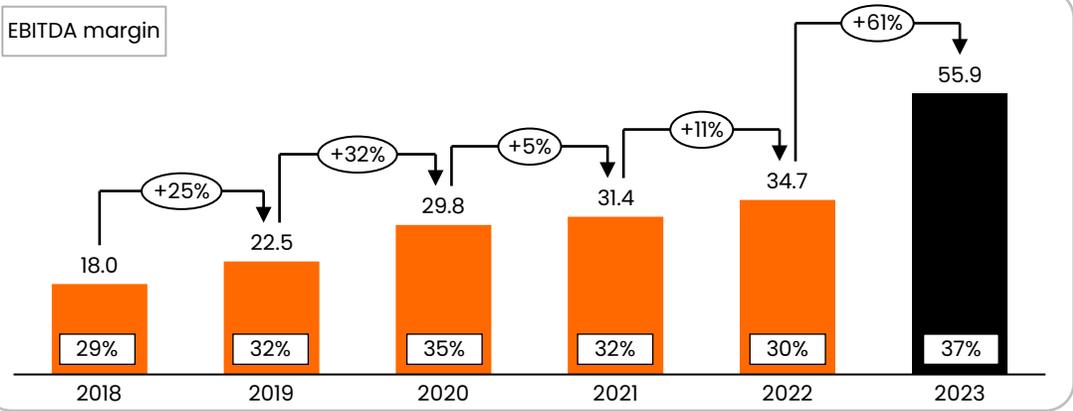


ATOSS – 18th Record in Succession

Top Key Figures 2023

EBITDA in EUR mill.

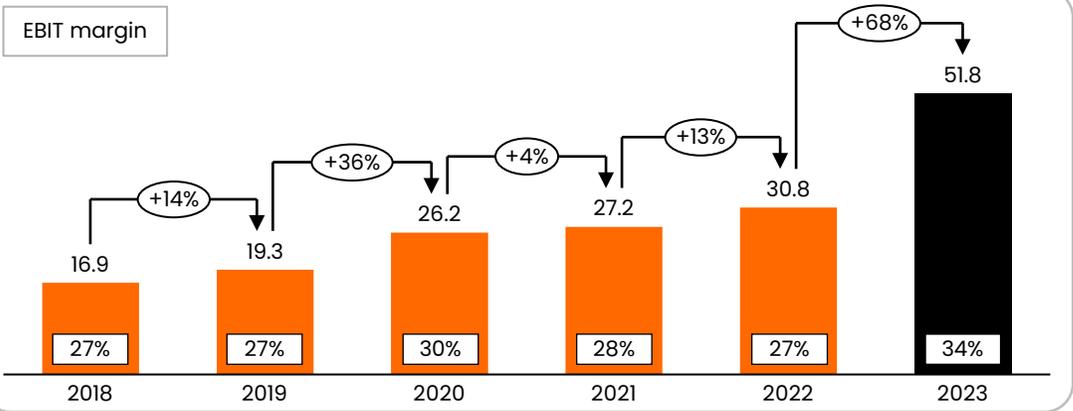
EBITDA margin



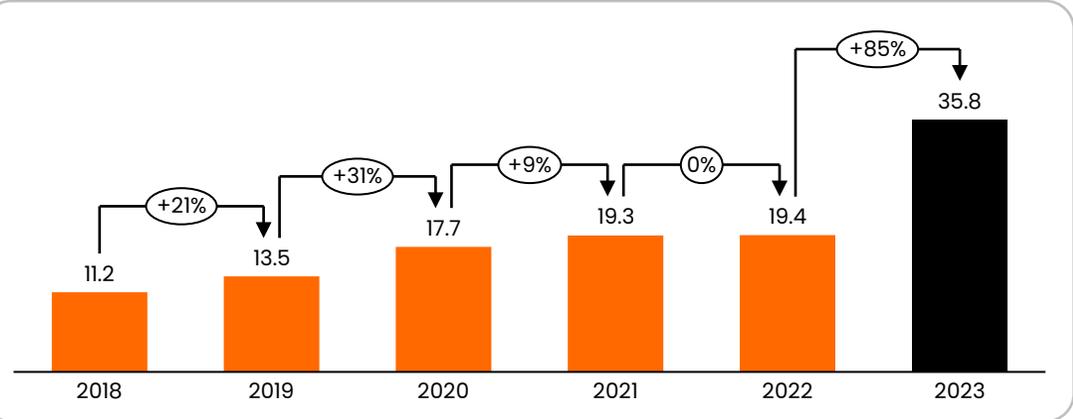
EBIT

in EUR mill.

EBIT margin

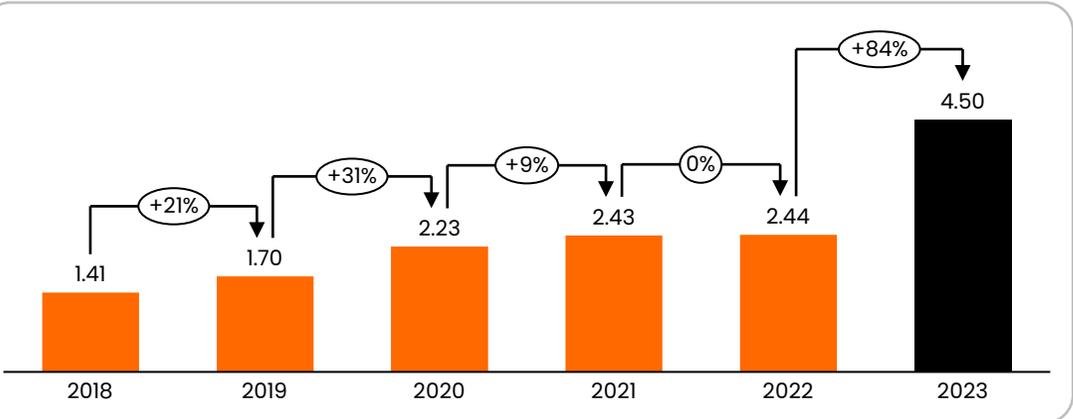


Net profit in EUR mill.



EPS

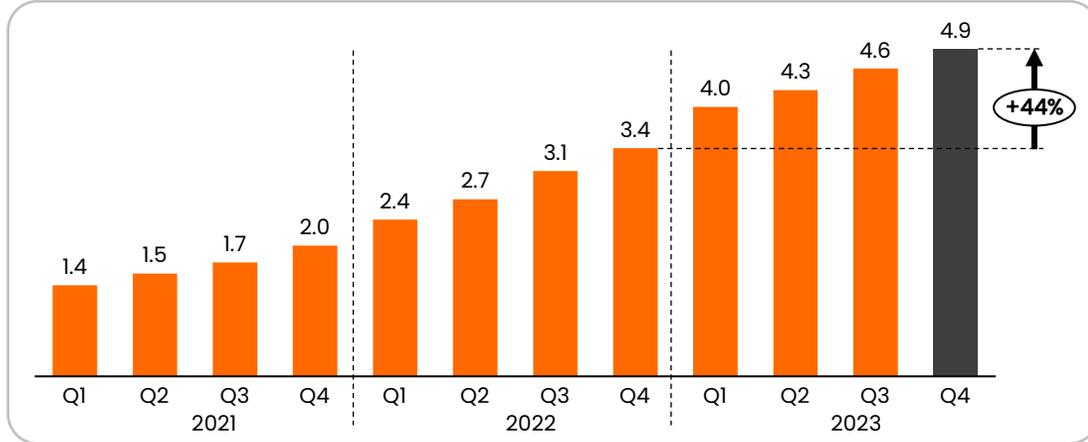
in EUR



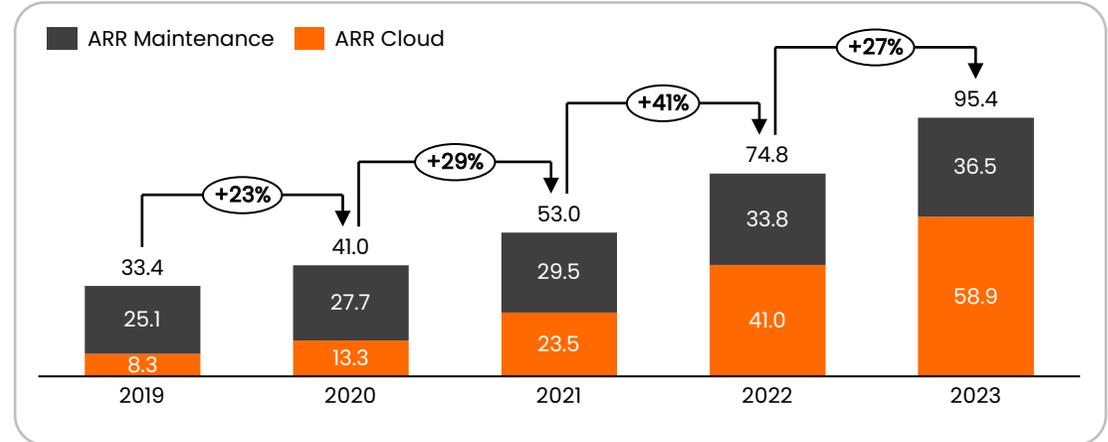
ATOSS Cloud Strategy - Excellent foundation for further success

(Cloud + Maintenance) Quarterly Development 2023

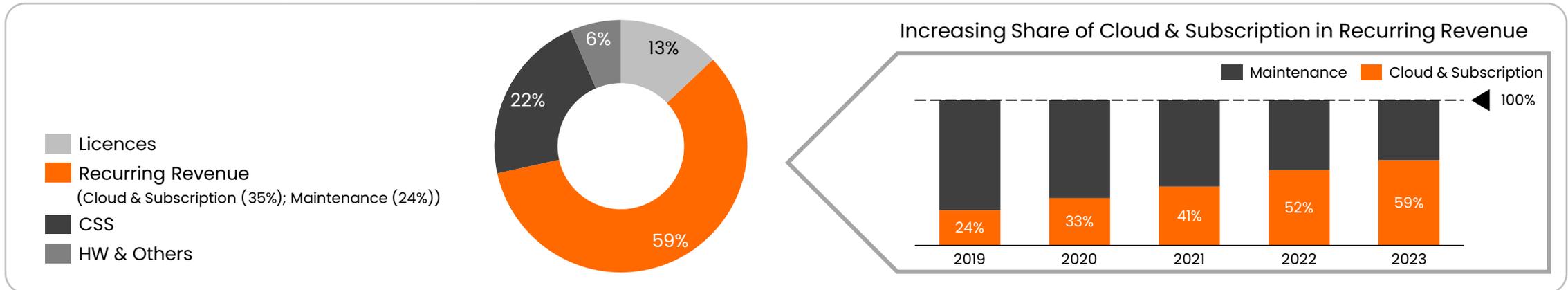
Cloud MRR: Quarterly development in EUR mill.



ARR Total (Cloud + Maintenance) in EUR mill.



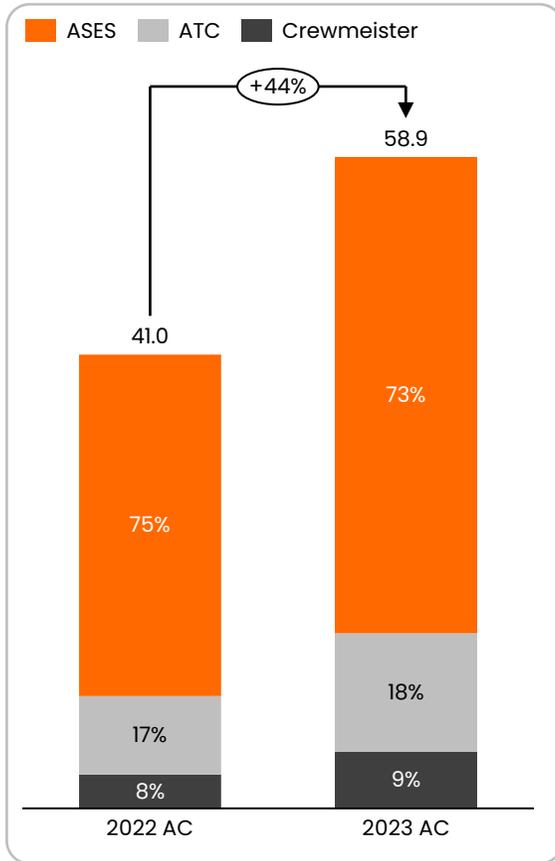
Share of Cloud & Subscription in Recurring Revenue in %



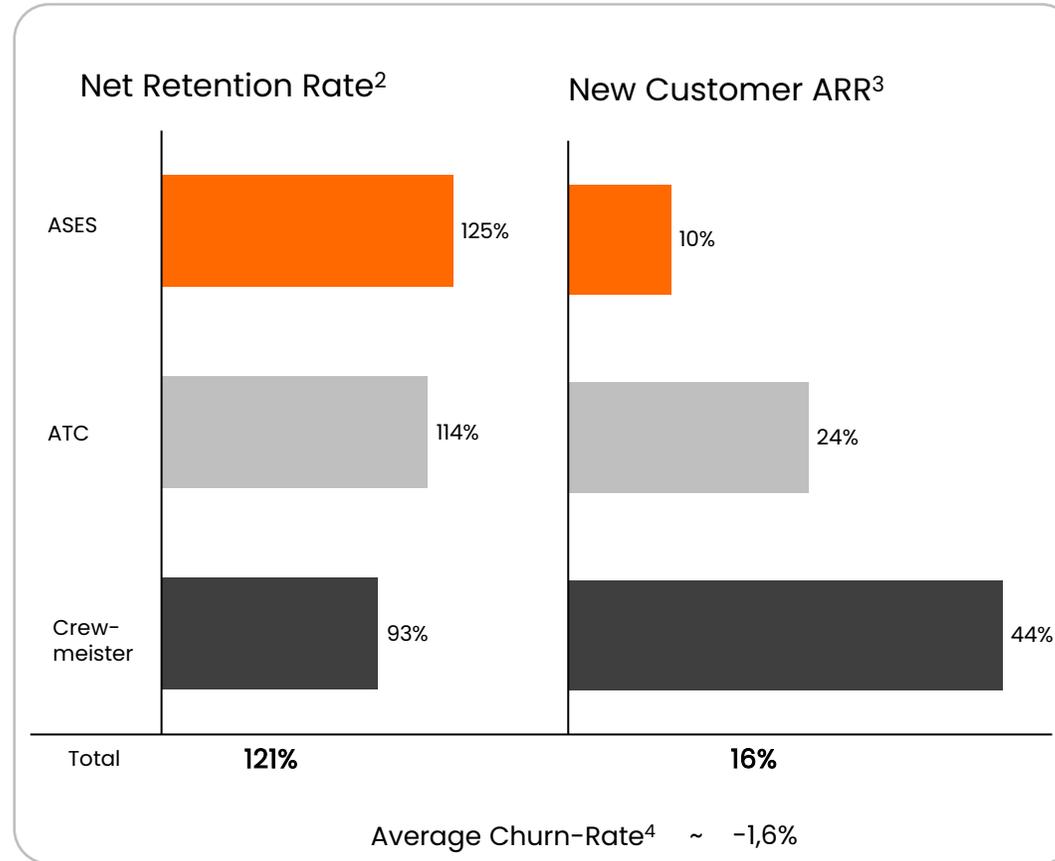
ATOSS Cloud development by products

Q4 2023

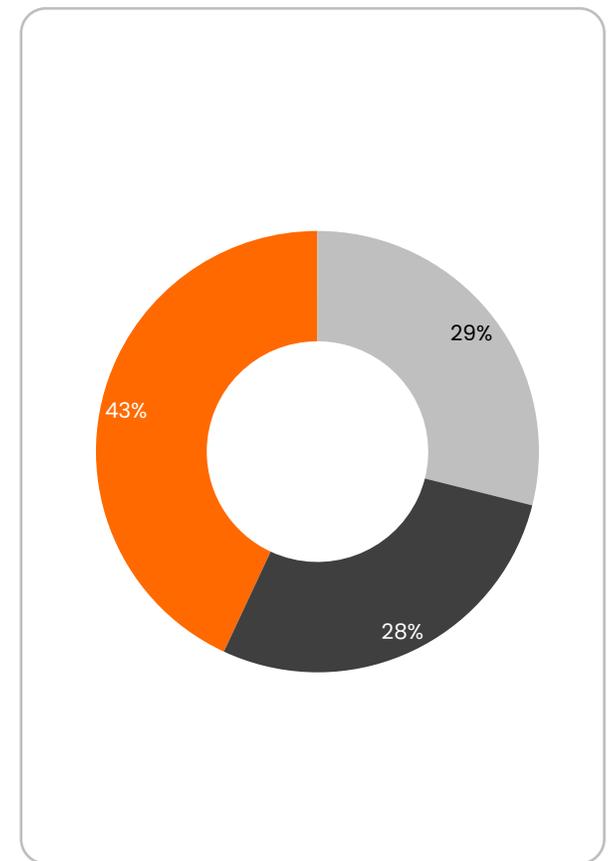
Cloud ARR¹
in EUR mill.



Cloud KPIs
in %



New customer ARR⁵
by product, in %



¹ ARR (Annual Recurring Revenue) comprises the turnover generated by the company over the next 12 months on the basis of current monthly cloud usage fees applicable as of the qualifying date

² Net Retention Rate: revenue generated from existing customers as of PY- taking into account expansion and churn

³ Share of New Customer ARR: revenue generated from new customers since Q4 PY - taking into account base, expansion, indexation and transfer of on-premises customers

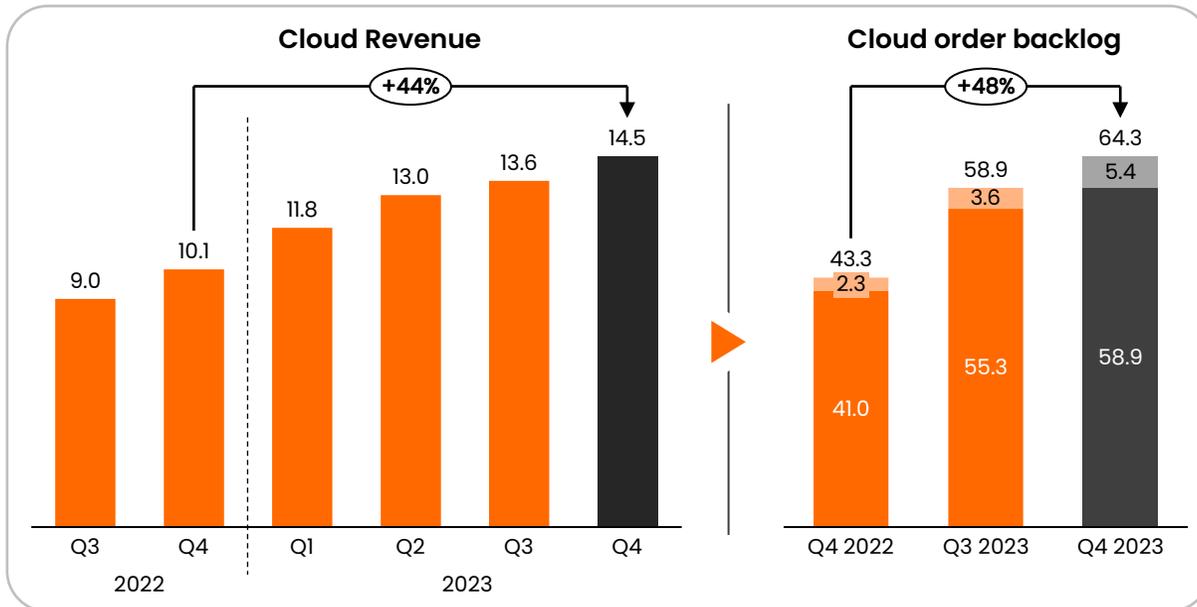
⁴ Churn-Rate: calculated as contract terminations and contractions divided by ARR (w/o Crewmeister)

⁵ Share of New Customer ARR: revenue generated from new customers since Q4 PY - taking into account base, expansion, indexation and transfer; without migration of on-premises customers

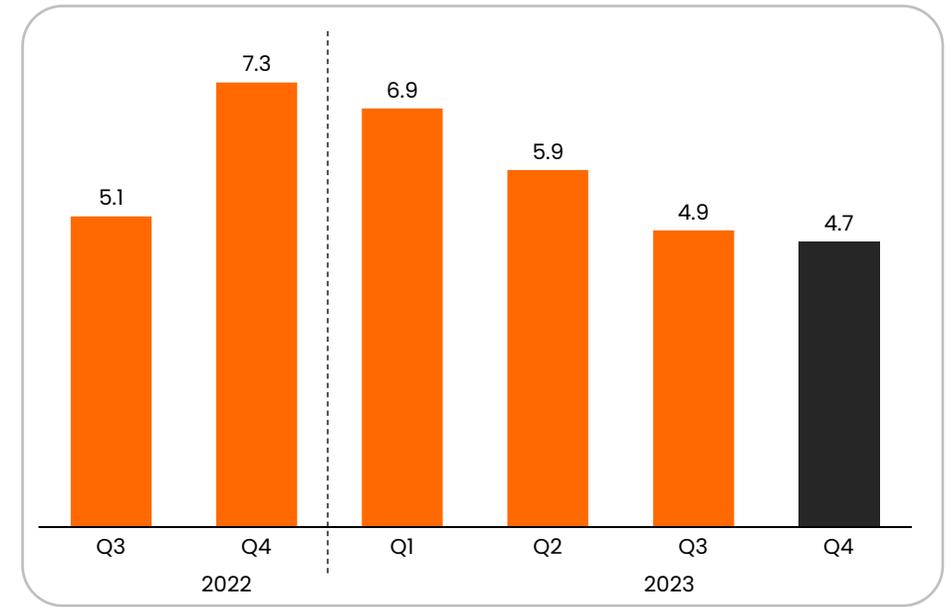
Order backlog

Growth ambitions strongly supported by order backlog

Cloud order backlog (12months)¹⁾
in EUR mill.



On-premises order backlog²⁾
Quarterly development in EUR mill.



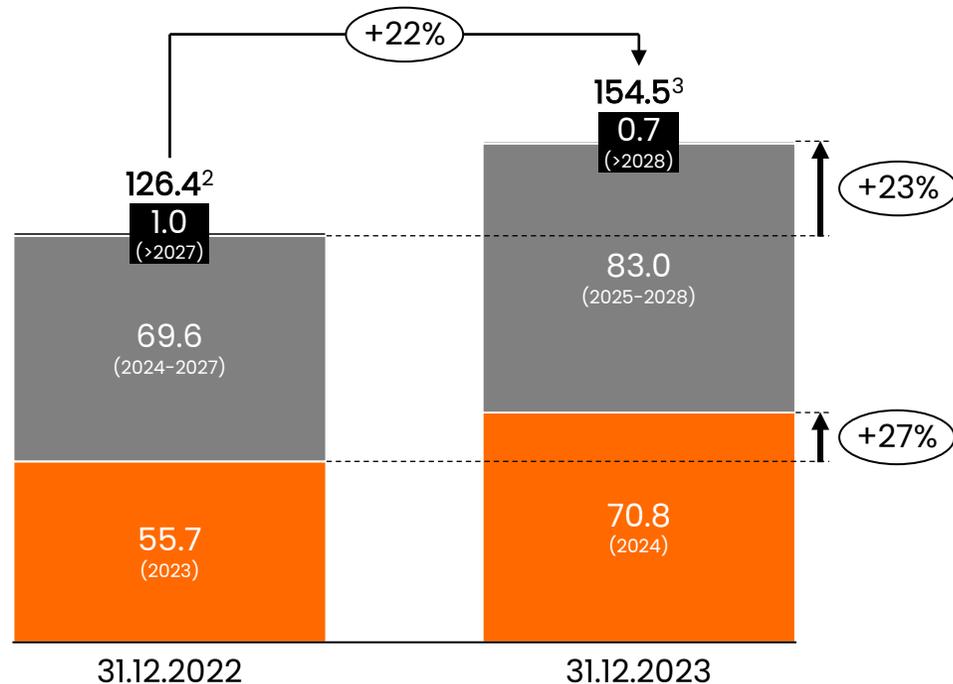
1) Cloud order backlog: ARR + contractually committed additions & expansions for the next 12 months

2) Typically revenue transformation within 12 -18 months

Total committed future revenue from contracts with customers

Cloud, Maintenance and Hotline

Future Revenue from contracts¹ (in EUR mill.)



¹ The total committed revenue from contracts with an original term of more than 12 months as of YE 2022 and YE 2023

² Cloud: 98.4 EUR mill. (78%); Maintenance & Hotline: 28.0 EUR mill. (22%)

³ Cloud: 128.1 EUR mill. (83%); Maintenance & Hotline: 26.5 EUR mill. (17%)

Rise in total committed revenues from contracts with customers by **+ 22 %** vs. 31.12.2022

70.8 EUR mill.

contractually committed revenues from cloud & maintenance in 2024

Contractually committed revenues from contracts with customers within the next 2 – 5 years increased by **+23 %** (vs. 31.12.2022) to 83 EUR mill.

Growth Strategy

WISAG | Service Industry

Core Pillars of ATOSS' Growth Strategy

Growth leading the way for increased Recurring Revenue from Cloud Business and an ever-growing global subscriber base.

Continuous steady growth while actively driving cloud transformation of business

Increase international revenue share outside the DACH region

Continued focus on operational excellence to maintain and further expand margins of business

Advance full range strategy with solutions for enterprise, mid-market and SMEs customers (Crewmeister)

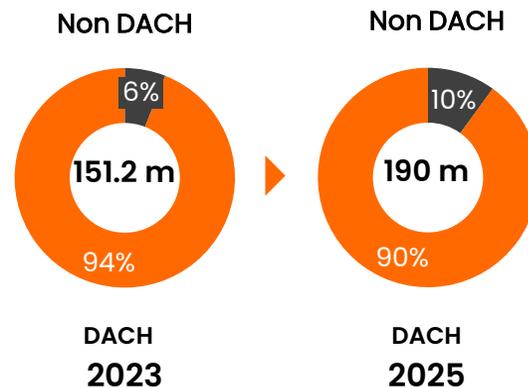
Maintain commitment of further product development

Projections 2023-2025

Total Revenue Growth CAGR*
19%

Increasing Share of Recurring Revenue
~ 70%

Allocation of revenue shares (Projections)



EBIT Margin from **≥30%**

Crewmeister Outlook 2025

- Positive EBIT
- ~19.000 customers
- ARR of ~9m EUR

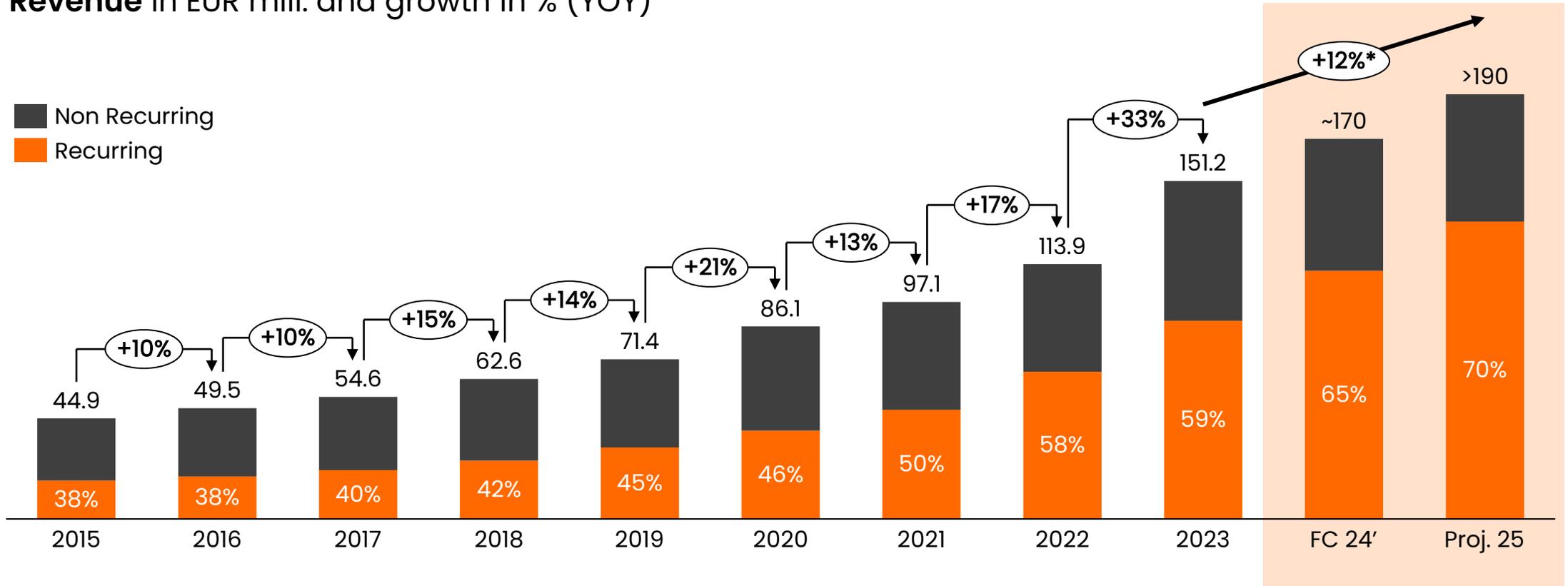
R&D investment
~ 17% of total revenue

*Base: Year end 2022

ATOSS Cloud Transformation

Growth leading the way for increased Recurring Revenue (Model Projectory)

Revenue in EUR mill. and growth in % (YOY)

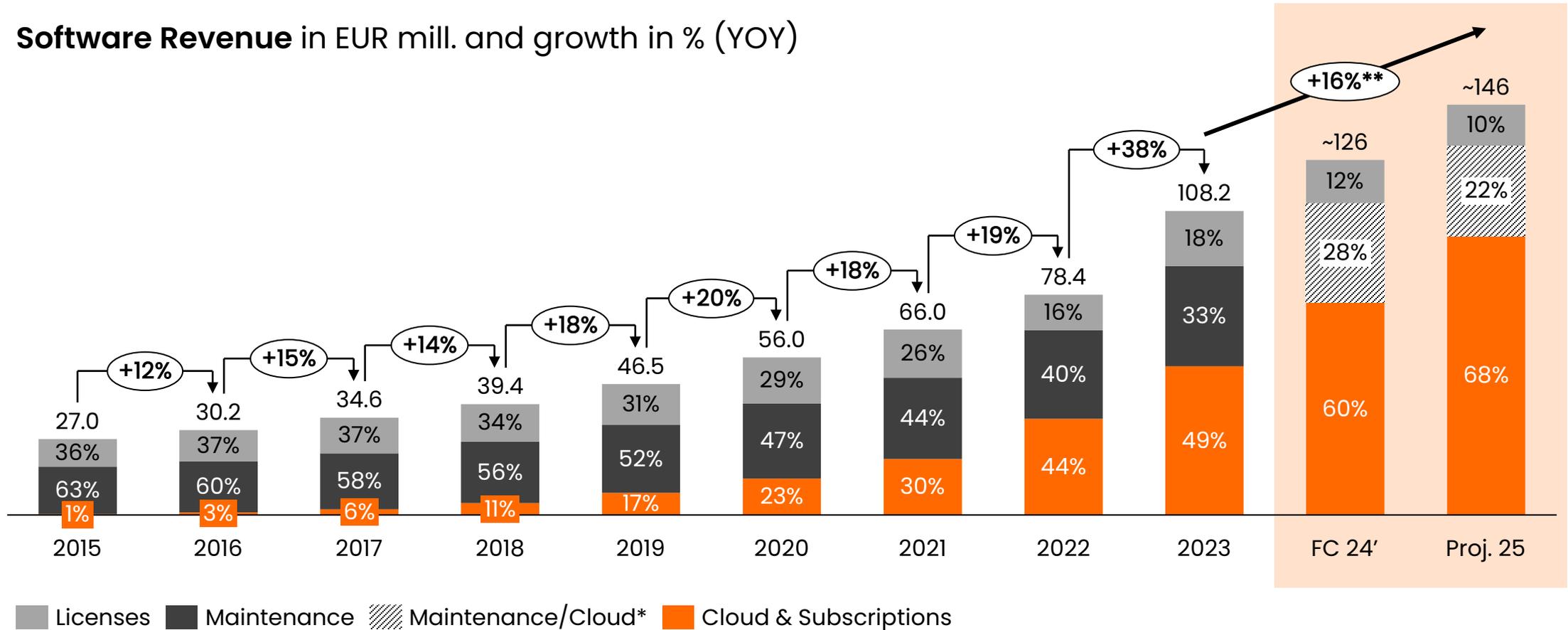


* Compound Annual Growth Rate

ATOSS Cloud Transformation

Growth Leading the way for increased Recurring Revenue (Model Projectory)

Software Revenue in EUR mill. and growth in % (YOY)



* depending on extent of transformation of existing on-premise customers into cloud and subscription customers; ** Compound Annual Growth Rate

Internationalization strategy

ATOSS solutions operating worldwide

Increased International Revenue
Share non-DACH

ATOSS Solutions currently in **50+ countries: multilingual solutions, 11 software languages**

ATOSS Strategy

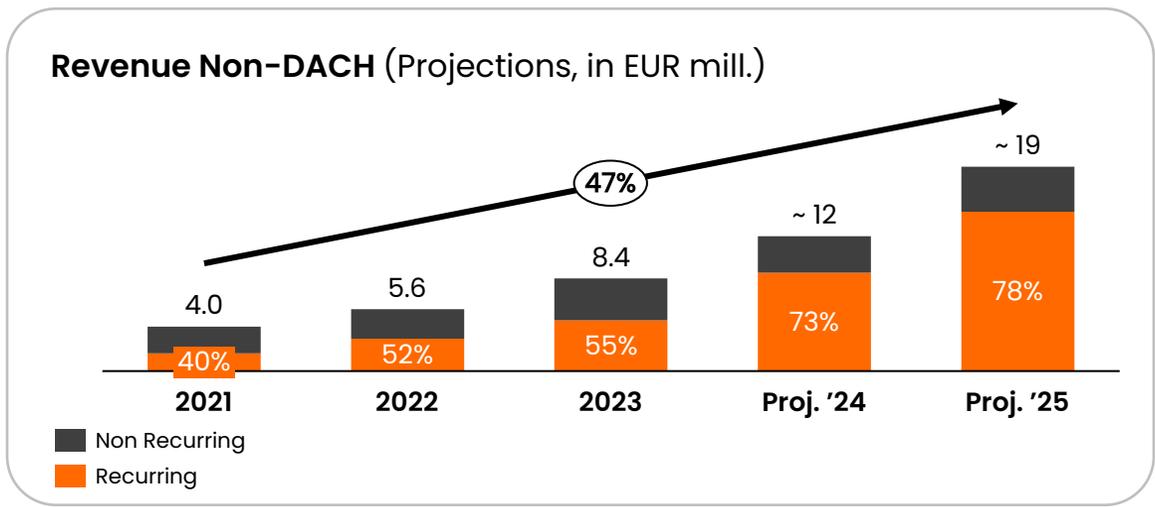
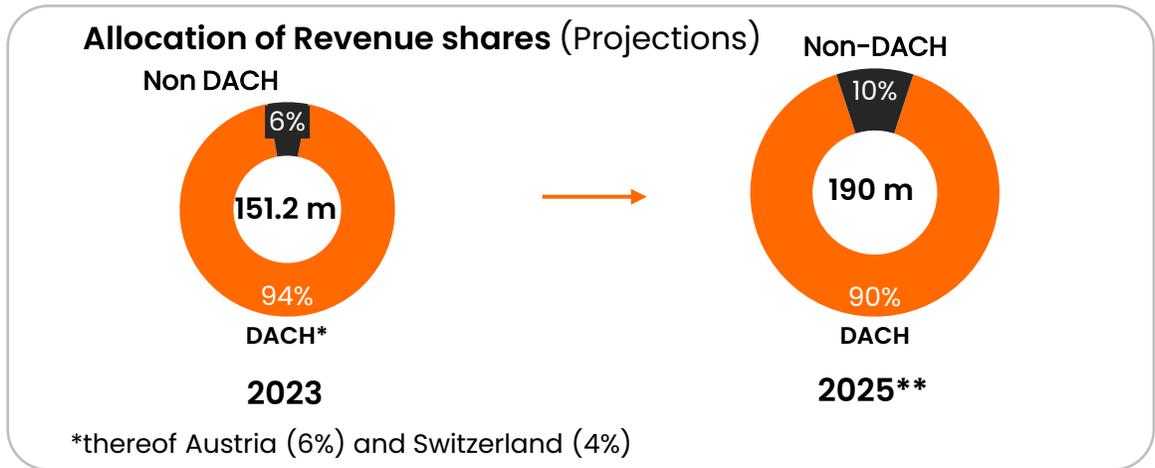
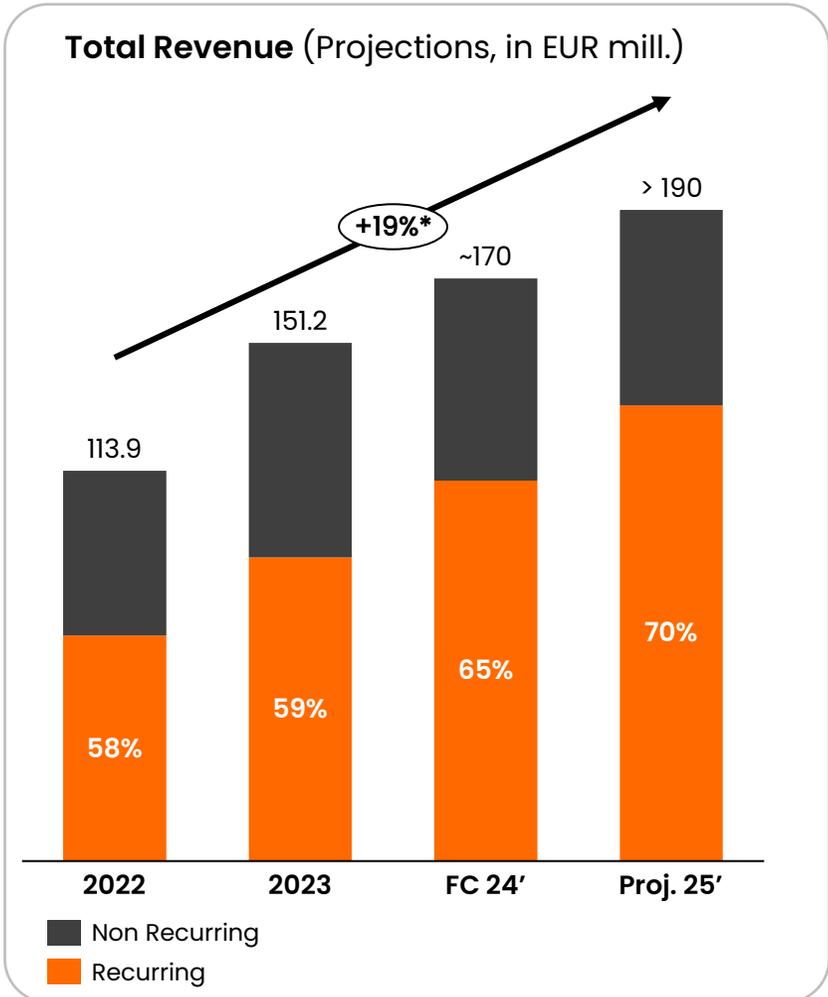
- **Expand regional sales & service hubs**
- **Expansion of international partner network**

As of 31.12.2023



ATOSS Internationalization

Supporting overall growth strategy with expansion in Non-DACH countries



* Compound Annual Growth Rate;

ATOSS Full Range Strategy

Crewmeister continues successful development



Highlights

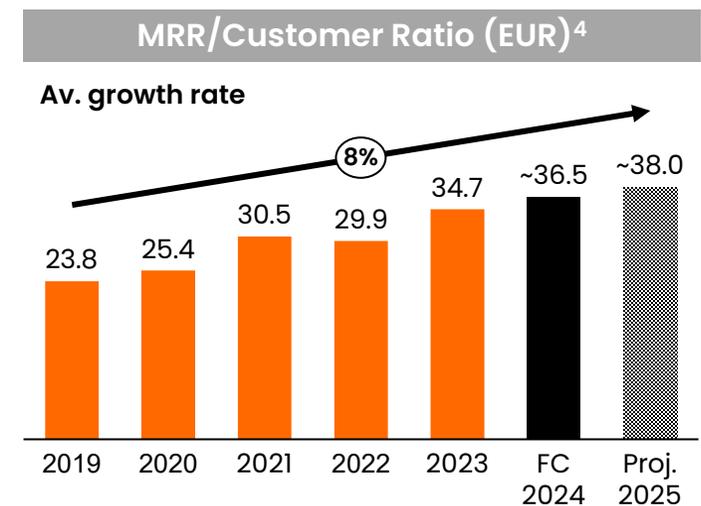
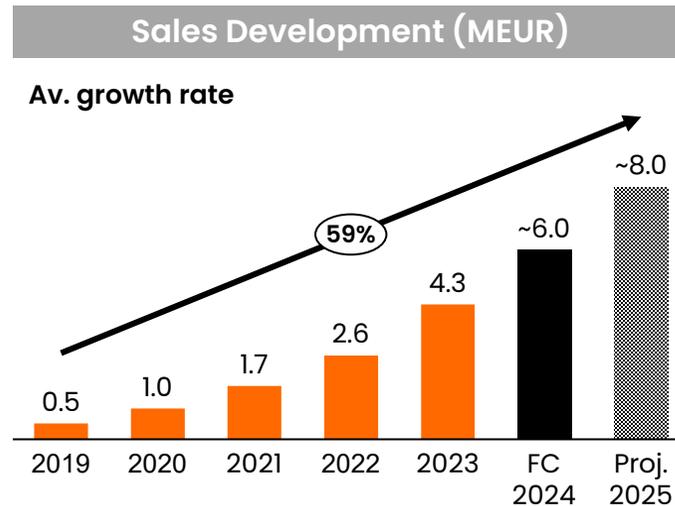
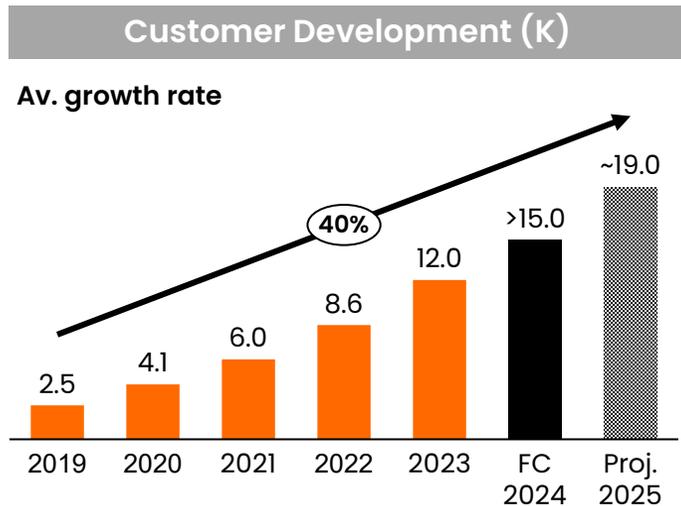
- Positive impact by BAG decision
- New product features developed
- High customer satisfaction

Key metrics

- Av. Customer Acquisition costs (CAC¹): 299 EUR
- Av. Customer Lifetime Value (CLTV²): 1,736 EUR
- CLTV/CAC-Ratio: 5.8
- Av. Monthly Churnrate³: 1.52 %
- Cloud Gross Margin: +79%

Outlook 2025

- Positive EBIT
- ~19.000 Customers
- ARR of ~9m EUR



¹ CAC (Customer acquisition cost) (ø 2023): cost of resources for the business in order to acquire a new customer. Customer acquisition cost involves sales and marketing costs.

² CLTV (Customer lifetime value) (ø 2023): estimate of all the future gross profits to be accumulated from a relationship with a given customers

³ Churnrate (12/2023): Ratio, in the current year (12 month avg.), of customer terminations (number) and the total number of customers (number) with an existing contract at the end of the year/month

⁴ MRR/Customer Ratio shows the monthly recurring revenue per customer calculated on the MRR and Customers as of the 31st of December each year

ATOSS – Growth Projections

Strong Growth and Margins while building Recurring Revenue

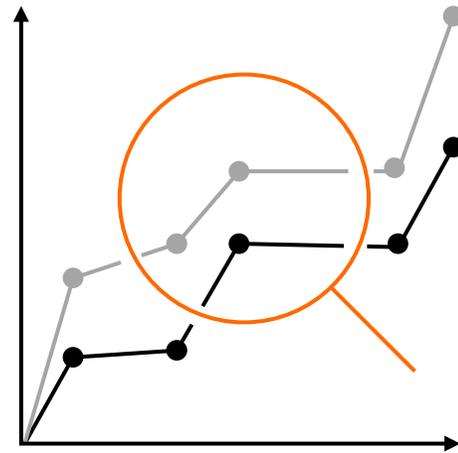
Guidance 2024

Total Revenue

170 EUR Mill.

EBIT Margin

30%



Projections 2023 – 2025

Total Revenue Growth
(Base: Year end 2022)

CAGR **19%**

Increasing Share of
Recurring Revenue
(Target: Year end 2025)

~ 70%

Software Revenue
Growth
(Base: Year end 2022)

CAGR **23%**

EBIT Margin
(Target: Year end 2025)

≥30%

Sustainability at ATOSS



It's our vision to create a
working world, in which
everyone benefits

Christof Leiber
CFO, ATOSS



Sustainability at ATOSS

Our sustainability pillars



Customer and society

- Data protection and data security
- Customer satisfaction
- Social and cultural activities

Employees at ATOSS

- Recruitment and retention
- Continuous training and learning
- Health promotion and recreation
- Diversity



Sustainability at ATOSS

Our sustainability pillars



Integrity and compliance

- Prevention of discrimination, corruption, bribery, respect for human rights
- Compliance Management System – acting in accordance with all laws, social guidelines and values

Environmental protection

- Energy & CO2 reduction
- Conservation of resources



Sustainability at ATOSS

Our goals (1/2)

Customer and society

Customers

Goals for 2025:

- Recurring revenue: >70%
- Revenue CAGR: 19%
- Grow Customer Number: 20,000+
- Expand International Customer base

In addition:

- Cloud Churn: < 2% per year
- Net Retention Rate: > 110%
- R&D investment: ~ 17% of total revenue
- Net promoter score: ≥ 10

Social

- Continued donations in the areas of culture, environment, children and social projects

Employees at ATOSS

Employee Experience

Goals by 2024:

- Employee Engagement Index: >80%
- Leadership Index: 3.7
- Employee Net Promoter Score: ≥ 25
- Working Flexibility Satisfaction Index: ≥ 75

Diversity & Inclusion

Goals by 2027:

- Company-wide gender distribution:
50% female / 50% male
- Gender distribution of managers:
40% female / 60% male
- Gender distribution Executive Leadership Team:
30% female / 70% male

Sustainability at ATOSS

Our goals (2/2)

Integrity and Compliance

Integrity and Compliance

- Compliance training: **100% success rate**
- Continuing to raise awareness of compliance and security issues
- Further internal training measures on topics such as equal treatment and compliance

Information security

- Recertification according to ISO/IEC 27001:2022
- Availability of cloud services: **>99.5%**

Environmental protection

CO2 footprint

Goals by 2024:

- Development of a **reduction path** for CO2 emissions till 2030 (incl. base line for CO2-Emissions acc. Scope 1,2 and 3)
- Extension ATOSS **sustainability reporting** due to new legal requirements (“Corporate Sustainability Reporting Directive” (CSRD))
- Further actions for reducing emissions in the **area of employee mobility**

Goals by 2025:

- **100% green electricity** at all ATOSS sites by 2025

Resource efficiency

Goals by 2024:

- Rollout **electronic-signature software**

Employees at ATOSS

Working with Passion & Purpose

“The team is the key to sustainable success”

- Intensive and structured onboarding
- Detailed career model
- Working in diverse teams / short decision-making paths
- Meaningful working environment

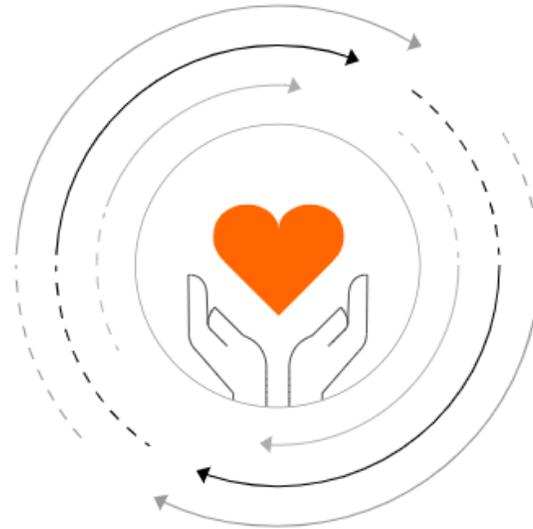
„We are top employer“

- Employee Engagement Index: 80%



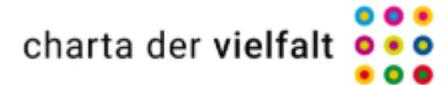
“Continuous employee growth”

- 775 employees (12/22: 693)



„We live diversity and promote equal opportunities and inclusion“

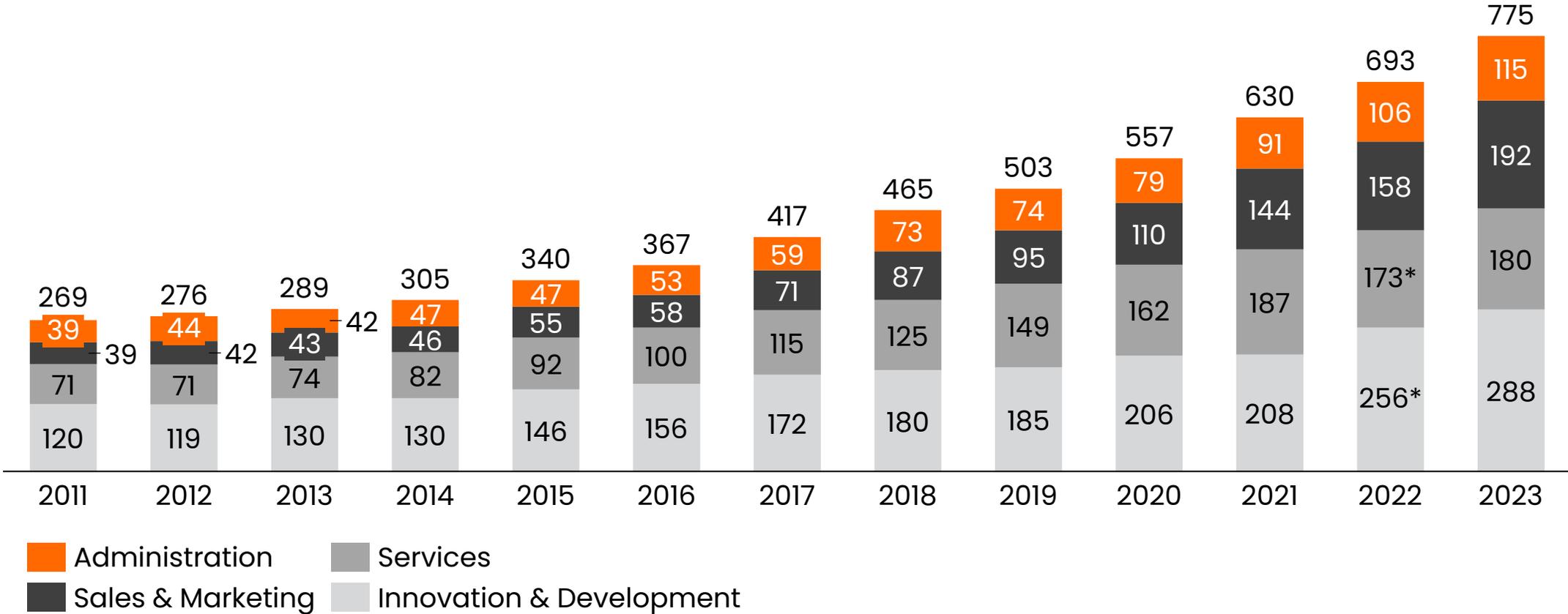
- Member of “Charta der Vielfalt”
- Employees from around 49 countries
- 59% male/41% female > ongoing diversity goals by 2027



“Individuality in Working Life – Employee Well-being in Focus”

- Hybrid and flexible working model
- Sport offers and health management
- Team and after-work events

Continuous Expansion of Personnel Capacities



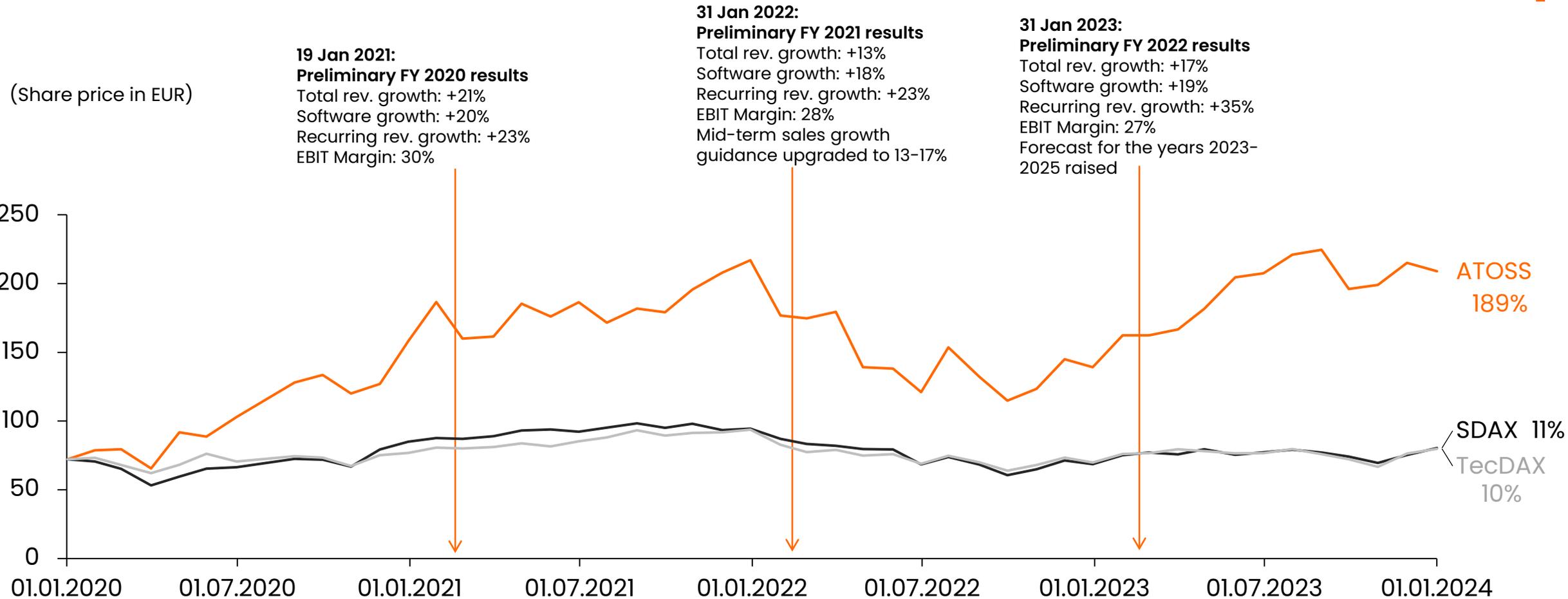
* In FY 2022 shift of Cloud Services Team from Services Department to Innovation & Development Department

The image shows two men in a modern, industrial-style setting. On the left is an older man with white hair, a full white beard, and glasses, wearing a dark jacket. On the right is a younger man with dark hair and a beard, wearing a dark suit jacket over a light-colored shirt. They are both looking at a laptop held by the older man. The background features a complex metal structure with a grid-like pattern, possibly a staircase or a walkway, under a bright, overcast sky. The overall tone is professional and collaborative.

Additional Attachments

The ATOSS Share

Share price performance* (01/2020 – 12/2023)

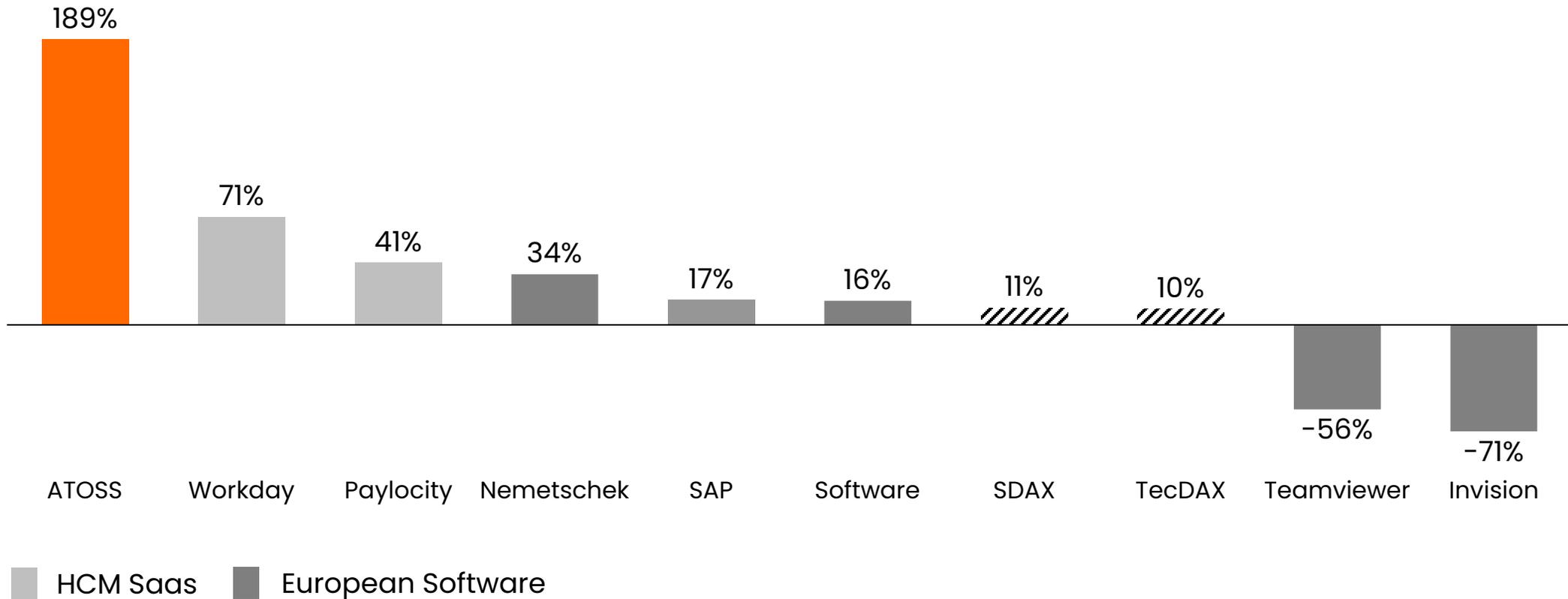


*SDAX/TecDax Index rebased on ATOSS' share price of EUR 72,25 as of 01/02/2020

ATOSS Stock

High Performer in European Software and HCM Stocks since COVID

Share price performance* (01/2020 – 12/2023)

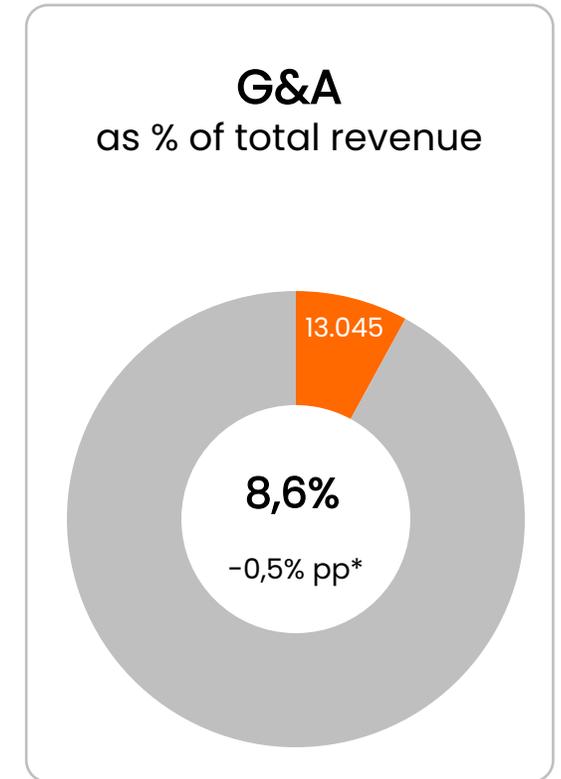
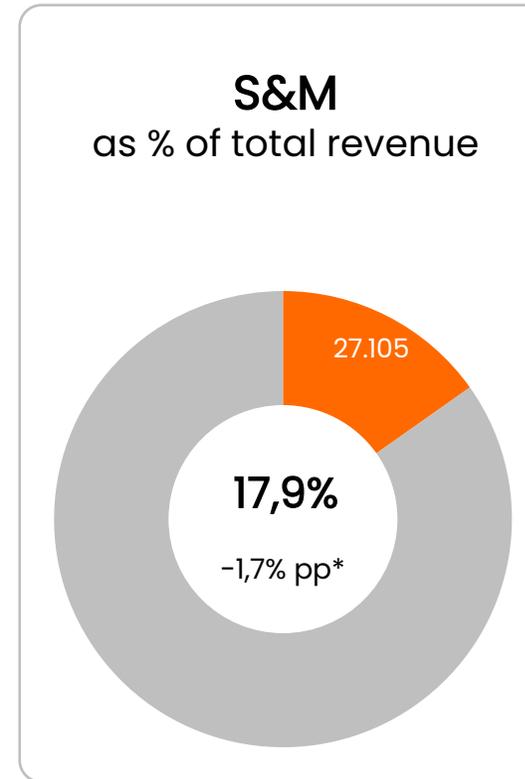
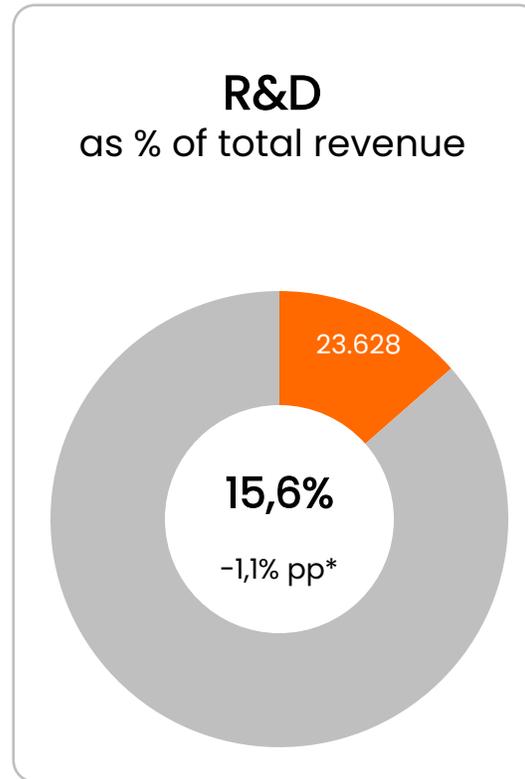
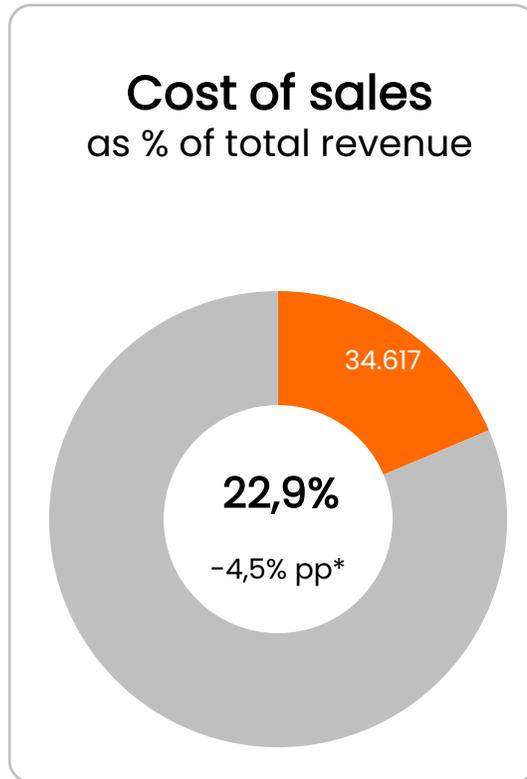


* ATOSS, Nemetschek, Software, Teamviewer, SAP, Invision, SDAX: XETRA-Opening price 01/02/2020 and -Closing price 12/31/2023; Paylocity: Frankfurt Stock Exchange-Opening price 01/02/2020 and -Closing price 12/31/2023; Workday: Tradegate-Opening price 01/02/2020 and -Closing price 12/31/2023

Cost ratios

2023 (preliminary)

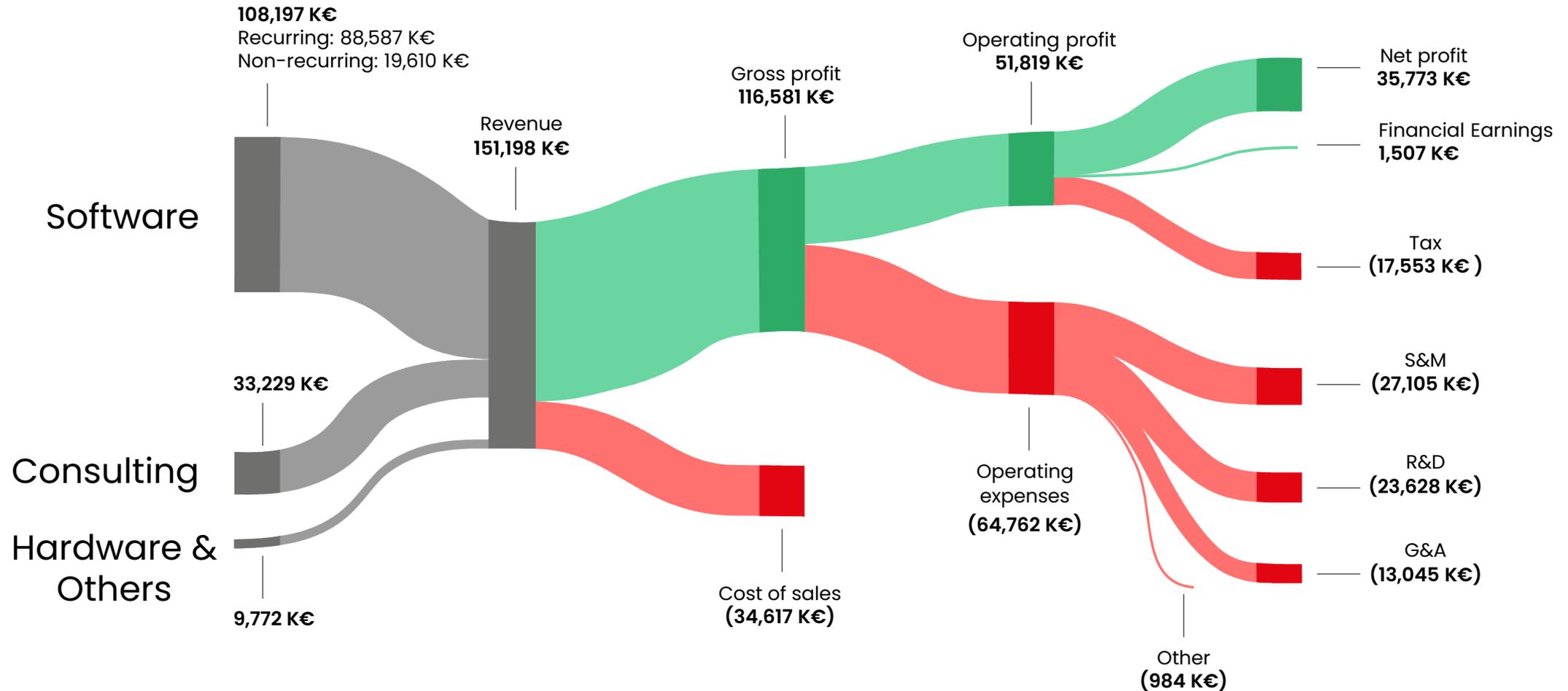
Total Revenue: EUR 151.2 million



* Delta to PY YTD

Income Statement

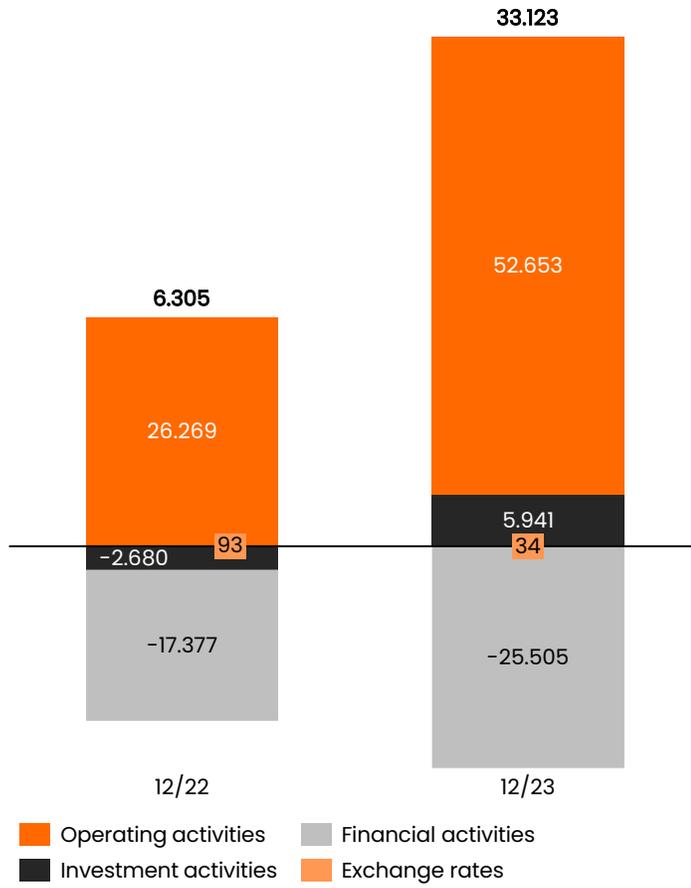
2023 (preliminary)



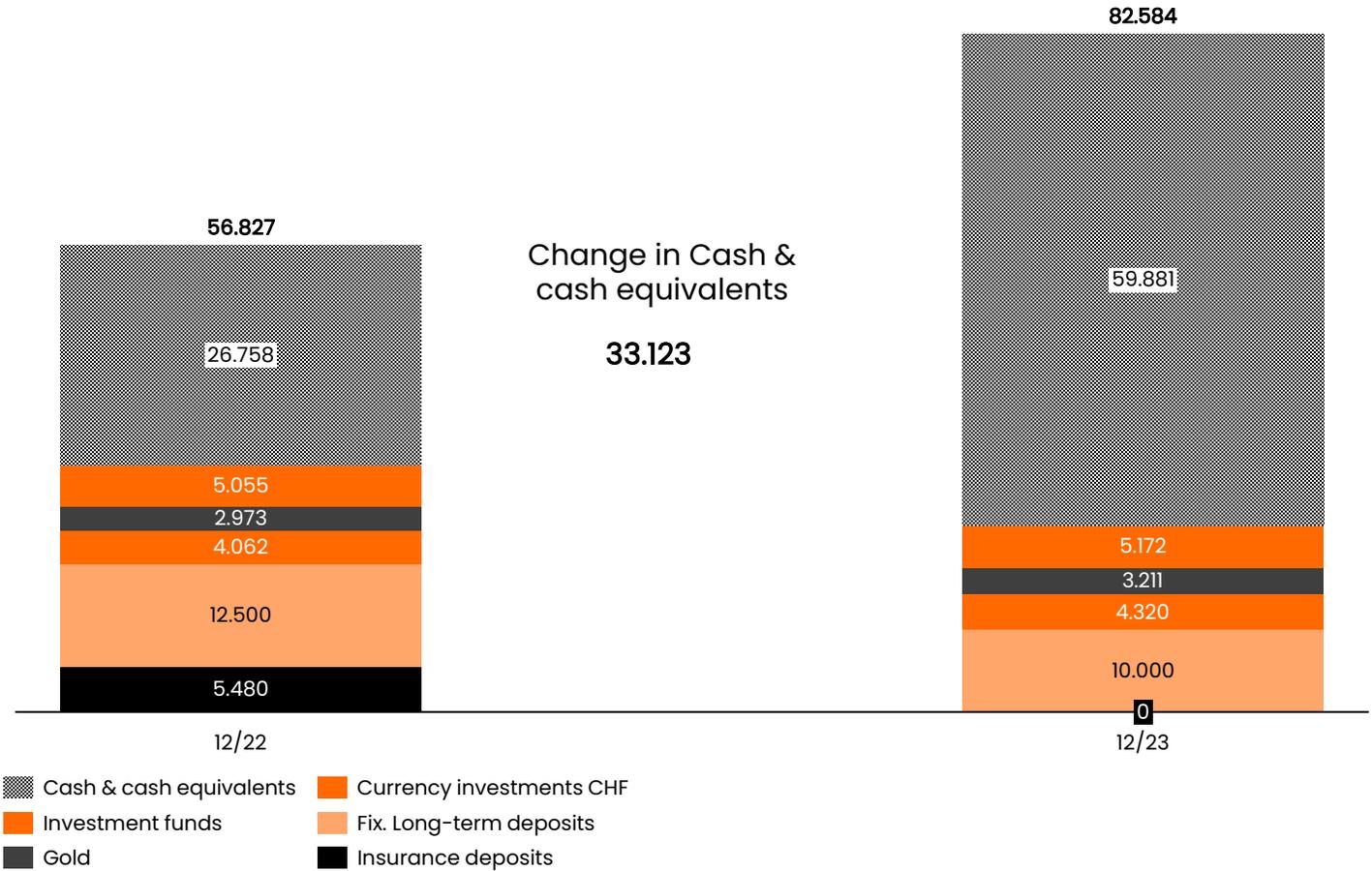
Financial Development Q4 2023

Impressive cash position

Cash Flow in KEUR



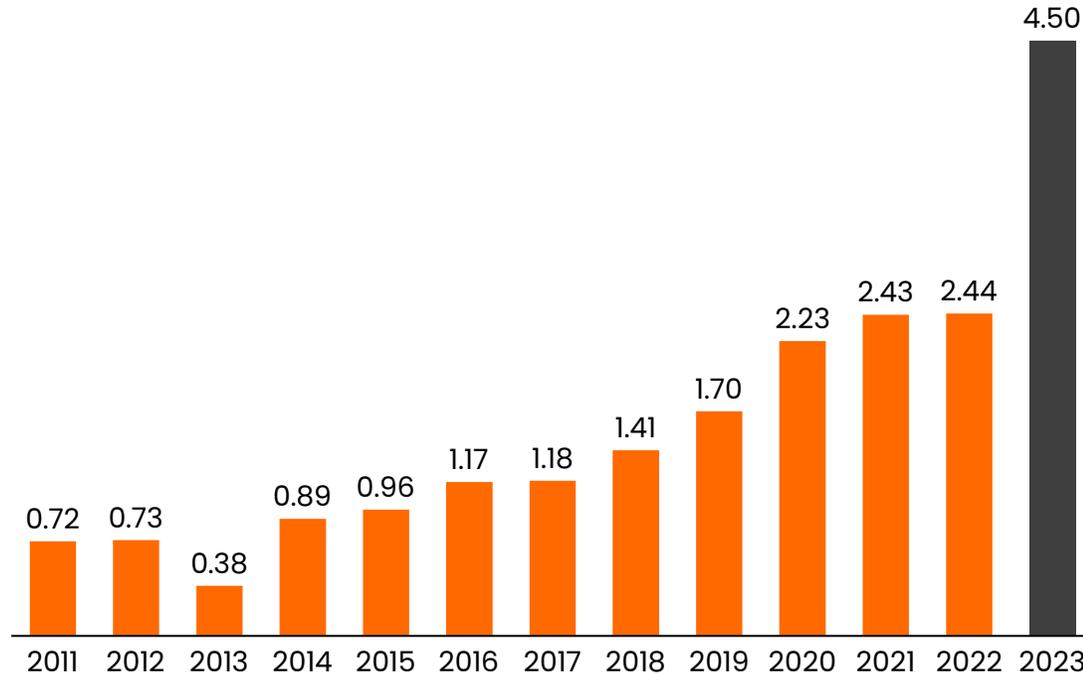
Liquidity in KEUR



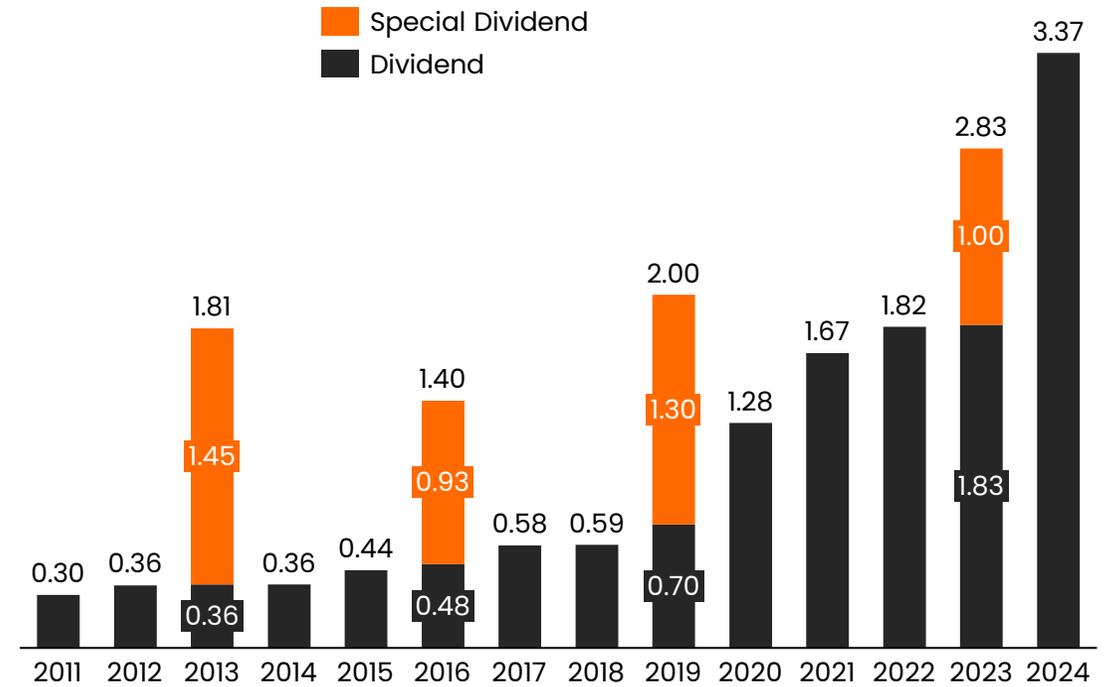
The ATOSS Share

Dividend Policy

EPS* per 31. December in EUR



Dividend* in EUR



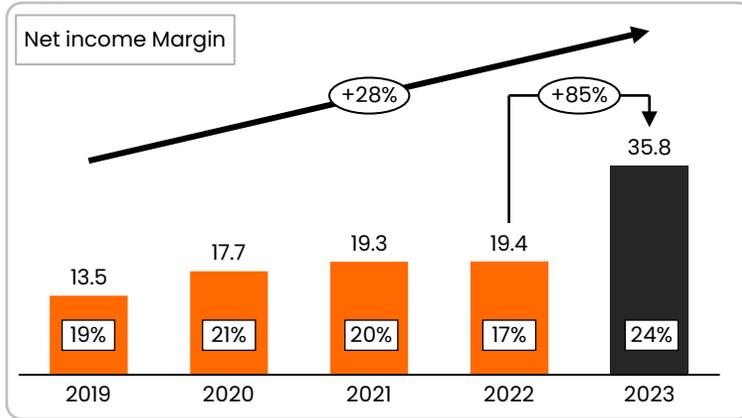
ATOSS stays true to its dividend policy with continuity to the previous year

* The previous year's figures have been adjusted due to stock split in 2020; Rounding up to 2 decimal places

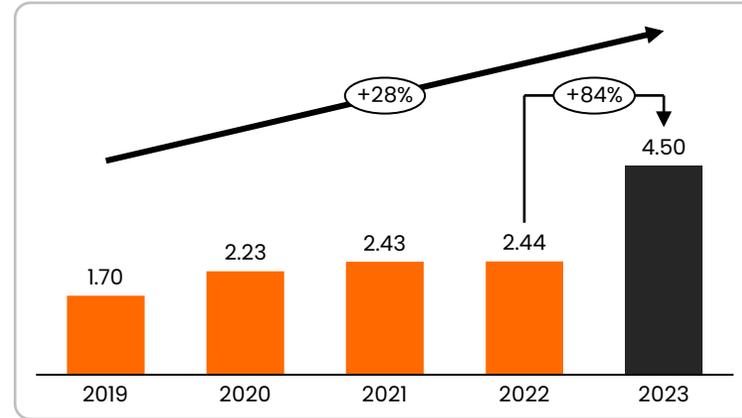
Financial KPIs

Financial strength excellent base for further growth

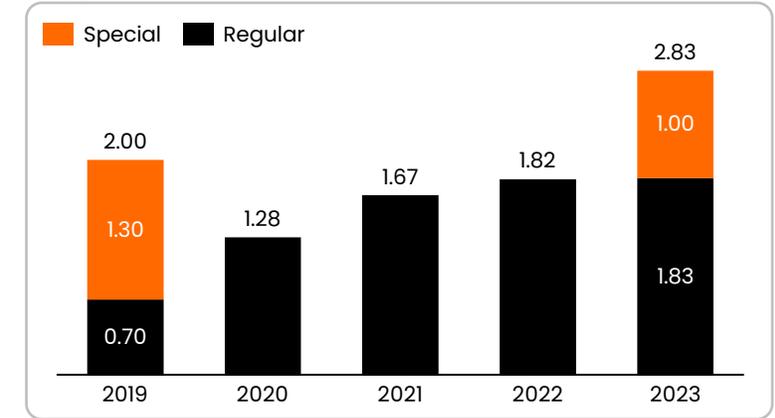
Net income in EUR mill.



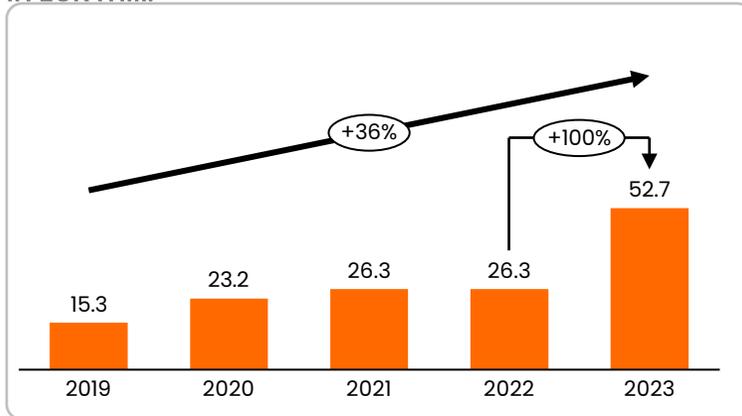
EPS* in EUR



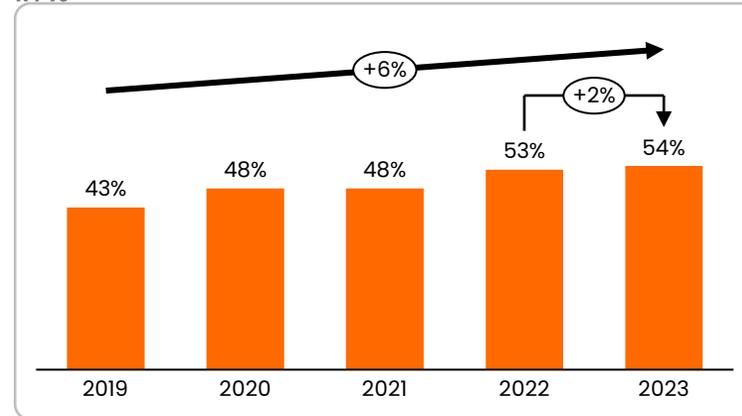
Dist. Dividend per share* in EUR



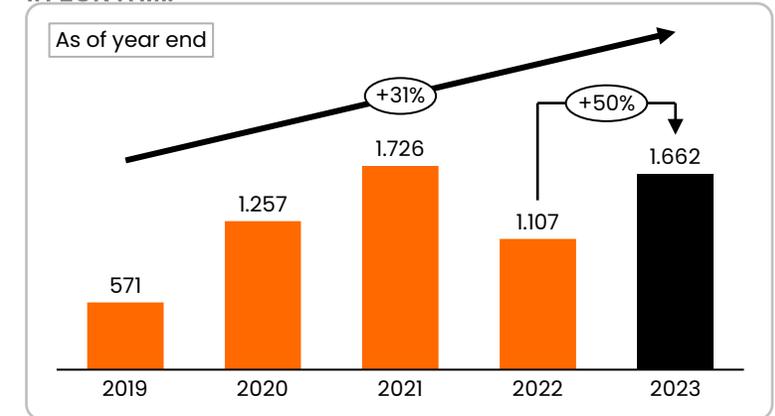
Operational Cashflow in EUR mill.



Equity Ratio in %



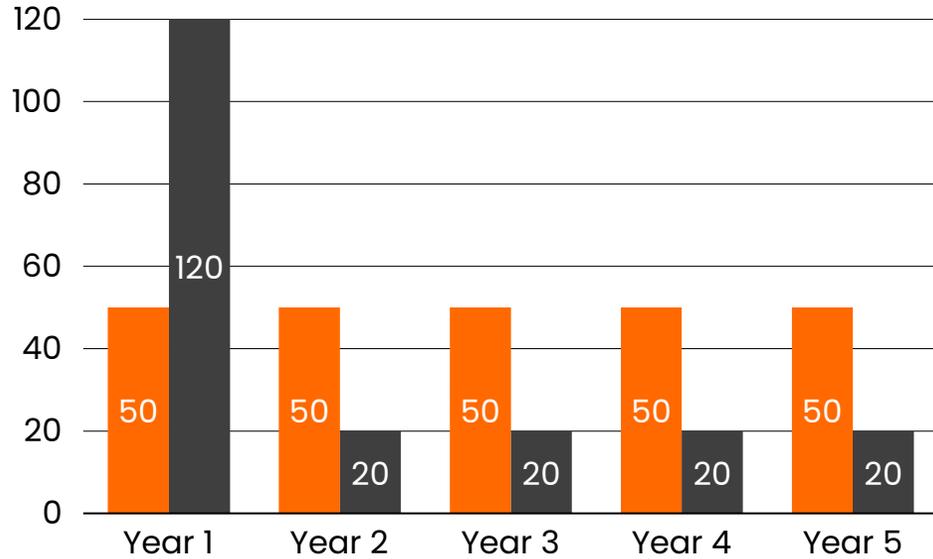
Market capitalization in EUR mill.



On-Premises vs. Cloud Model

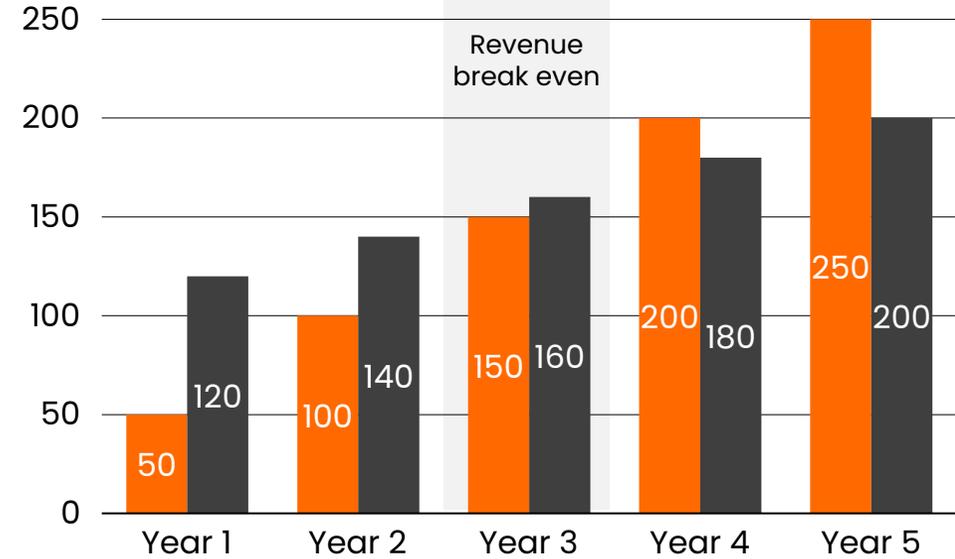
Revenue/Payment scheme

Cloud vs. On-Premises



Cloud (Saas) On-Premises

Cloud vs. On-Premises (accumulated)

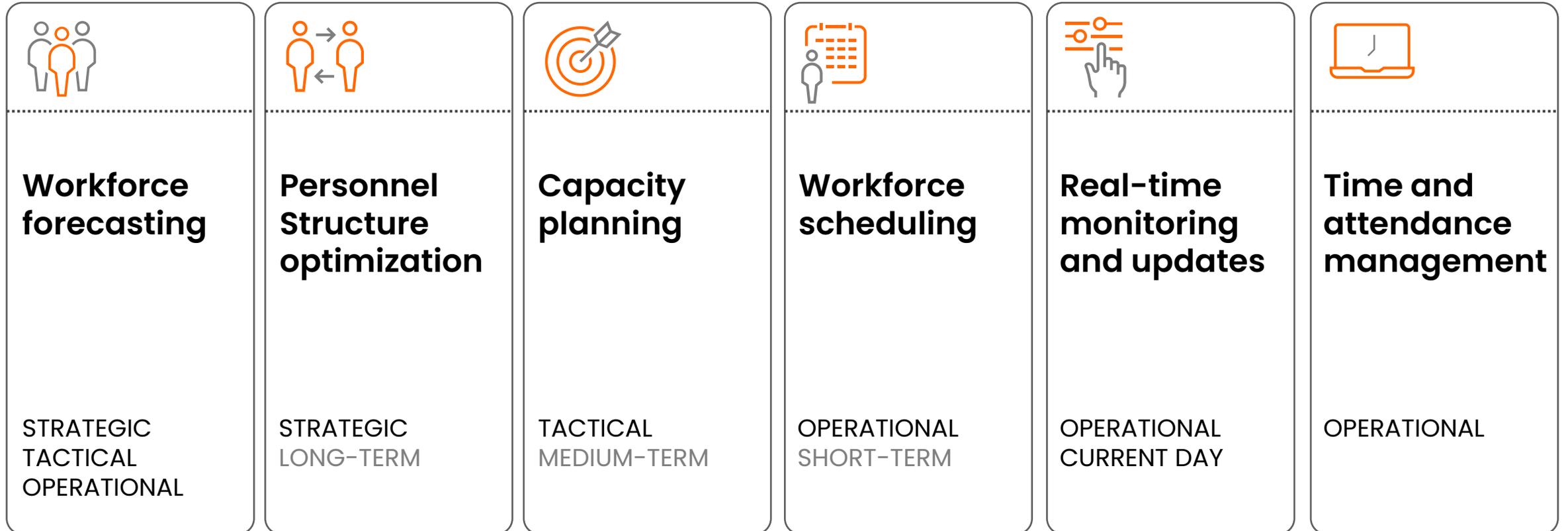


Cloud (Saas) On-Premises

- Cloud Services lead to Service Optimization & Cost Savings for ATOSS Customers
- Service Optimization & Cost Savings allow for increased accumulated revenue after 3.5 years

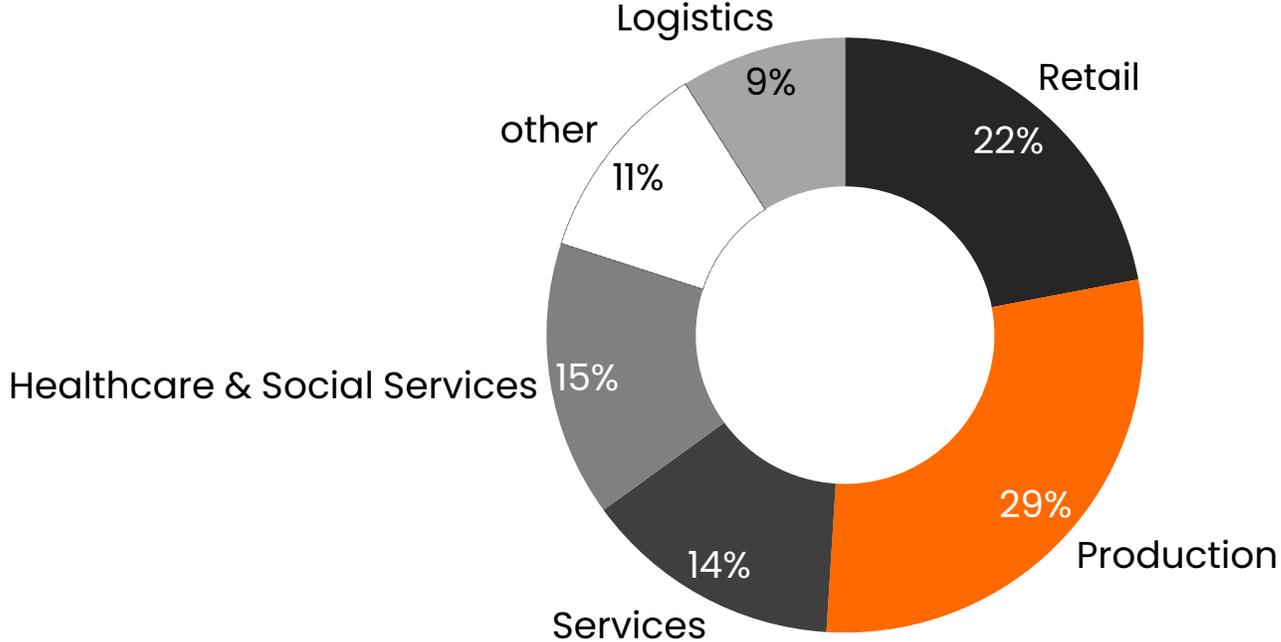
Comprehensive Workforce Management

6 steps for success



Flexibilisation of working time →

ATOSS Sales by Segment*



The five largest customers account for approx. 7 percent of company's sales.

* FY 2022/revenue

Disclaimer



This presentation contains forward-looking statements based on the beliefs of ATOSS Software AG. Such statements reflect current views of ATOSS Software AG with respect to future events and results and are subject to risks and uncertainties. Actual results may vary materially from those projected here, due to factors including changes in general economic and business conditions, the introduction of competing products, lack of market acceptance of new products, services or technologies and changes in business strategy. ATOSS Software AG does not intend or assume any obligation to update these forward-looking statements.

ATOSS Software AG 2024