

# Excellence in Workforce Management

ATOSS Software SE

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ATOSS 

# Disclaimer

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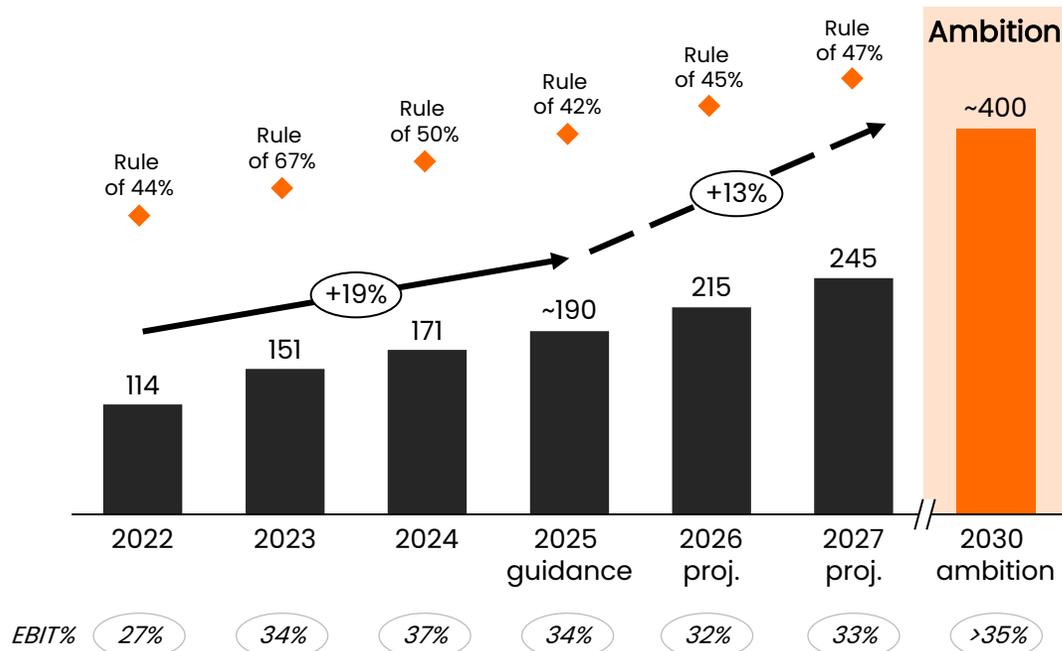
**ATOSS Software SE 2025**

# ATOSS – Leading in the field of Workforce Management

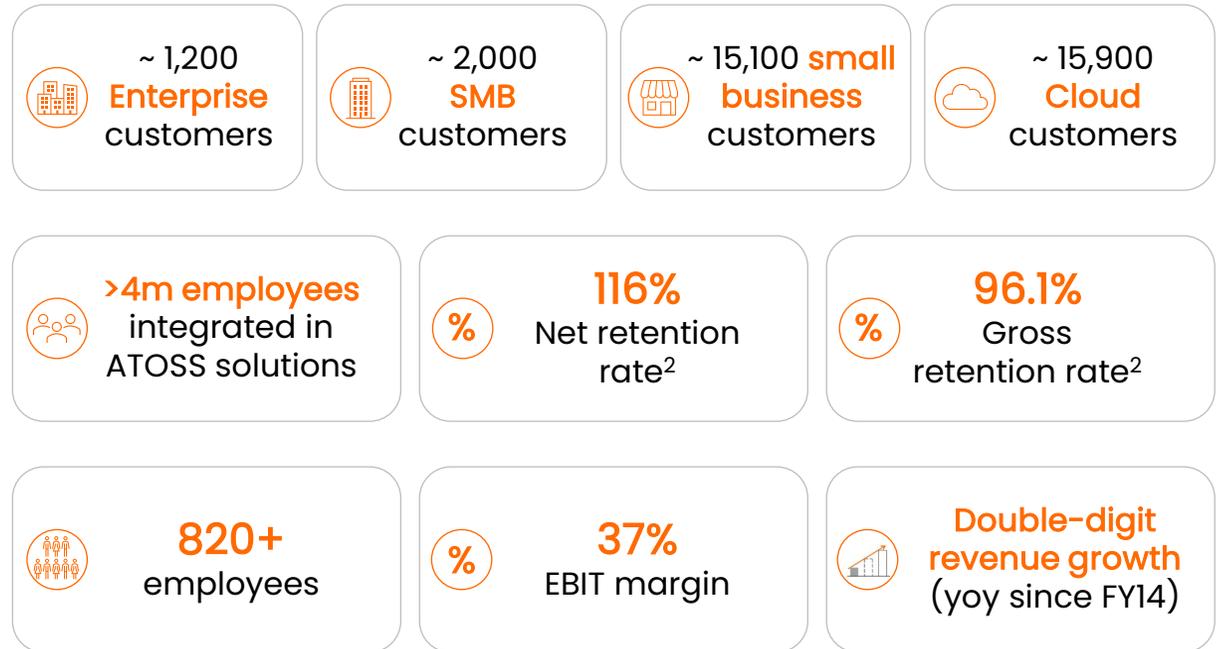
## Strong growth potential with a clear path to 16% CAGR through 2030

We are a leading Workforce Management provider with tailored solutions for international Enterprise, SMB, and small-business customers, fueled by strong historic growth and performance metrics to drive our future growth strategy

### Total revenue in EURm



### Key factors supporting growth ambition<sup>1</sup>



1. As of 12/31/2024 ; 2. w/o Crewmeister



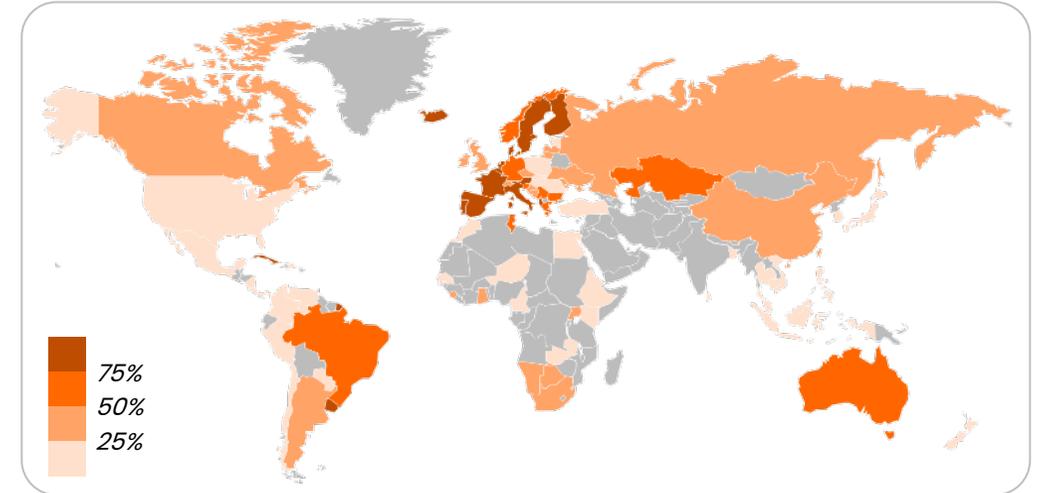
# 01 Market for Workforce Management, business model and product update

# Workforce Management landscape continues to grow and evolve

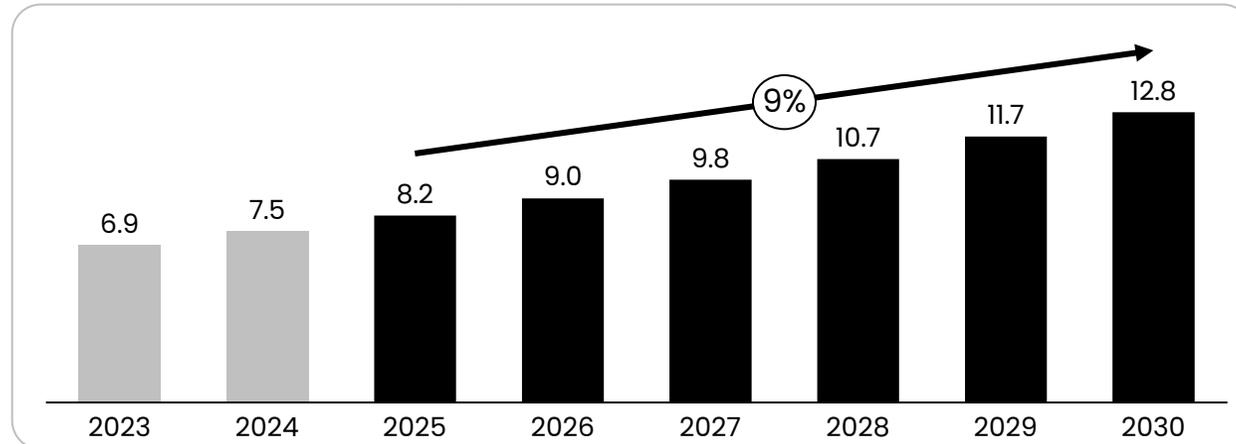
## Global trends in the WFM market

- 1 **Digitalization of labor:** AI-driven WFM solutions enhance efficiency and business value for both employees and managers<sup>1</sup>
- 2 **Increasing regulatory complexity:** Europe's multi-layered regulations including collective bargaining agreements increase demand for WFM solutions that simplify compliance and streamline management, particularly for hourly paid workers
- 3 **Resource and skilled staff scarcity:** Workforce scarcity has accelerated investment in advanced scheduling and employee experience initiatives to optimize deployment, retention and efficiency<sup>1</sup>

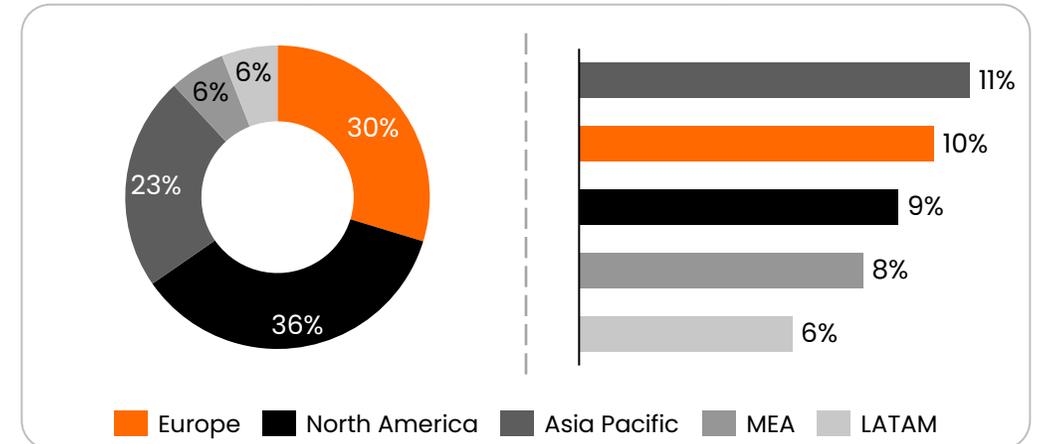
## Global collective bargaining coverage rate<sup>2</sup>



## WFM market size development (\$bn)<sup>3</sup>



## Market size by geo (2023)<sup>3</sup> CAGR by geo (2023-2030)<sup>3</sup>



1. Gartner, Market Guide for WFM Applications 2022; 2. ILOSTAT; 3. ATOSS estimates and third party data as of March 2025

# 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

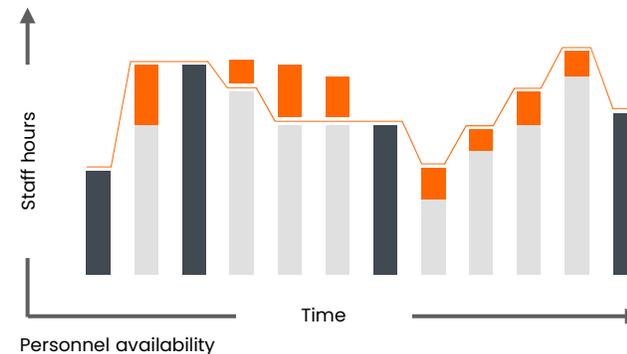
...with optimal employee experience

## Current situation

Fluctuation in demand

Little flexibility and long response times

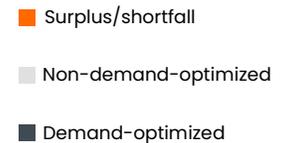
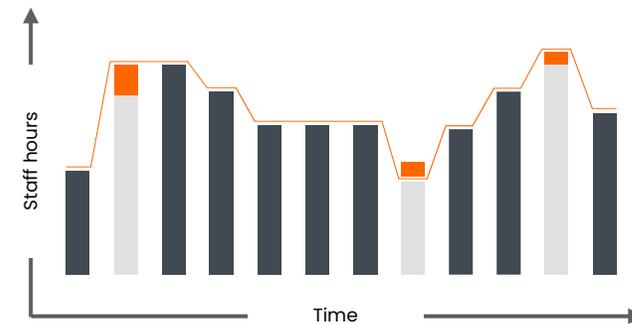
### OPTIMIZATION POTENTIAL



## Goal

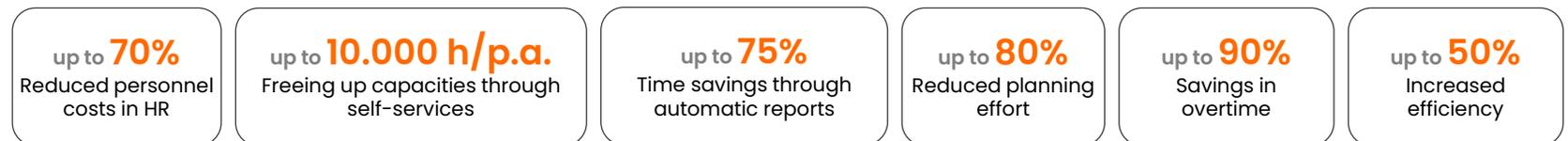
Demand and cost-optimized synchronization of working time and order volume

### AFTER OPTIMIZATION



### Exemplary:

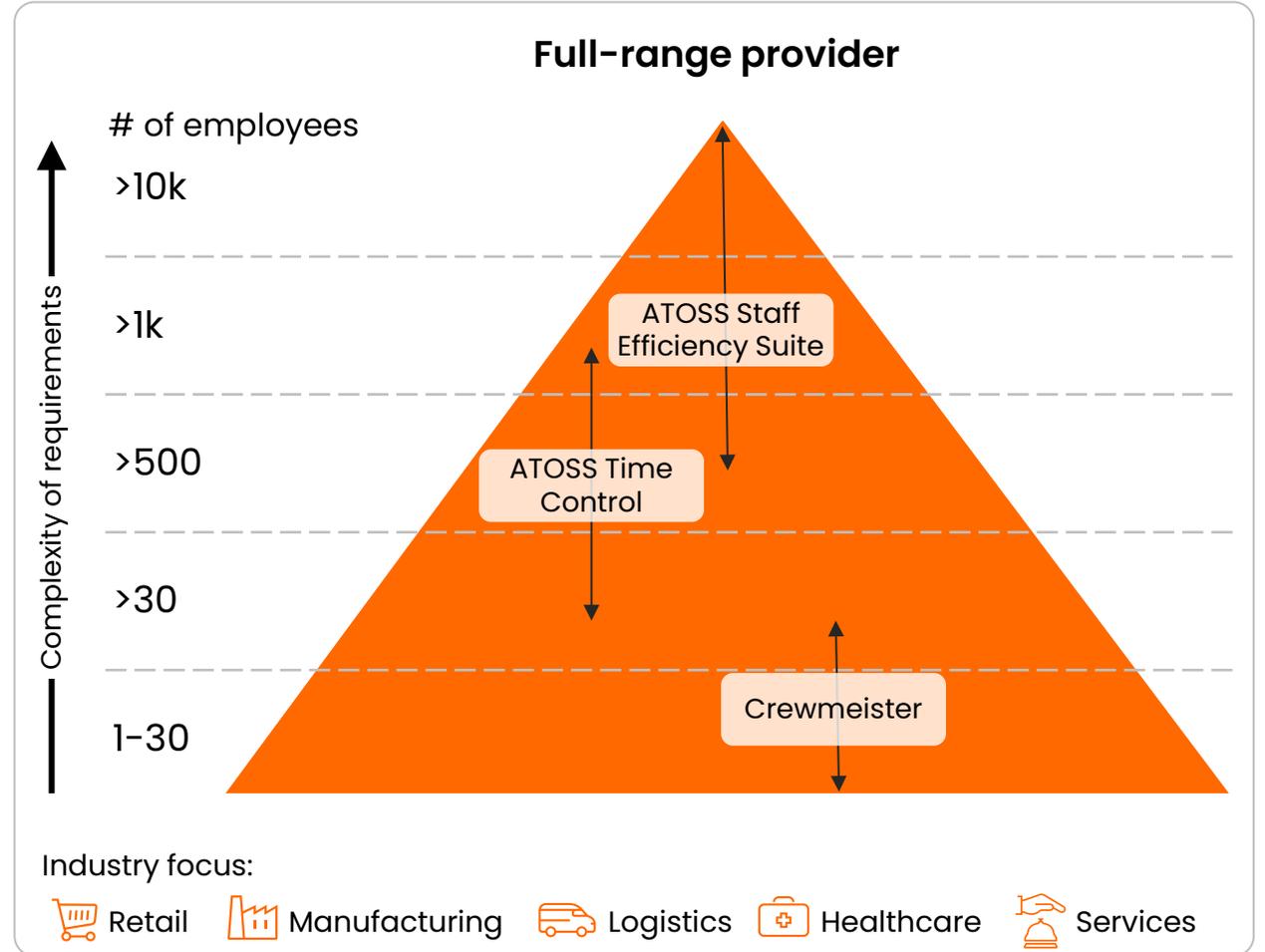
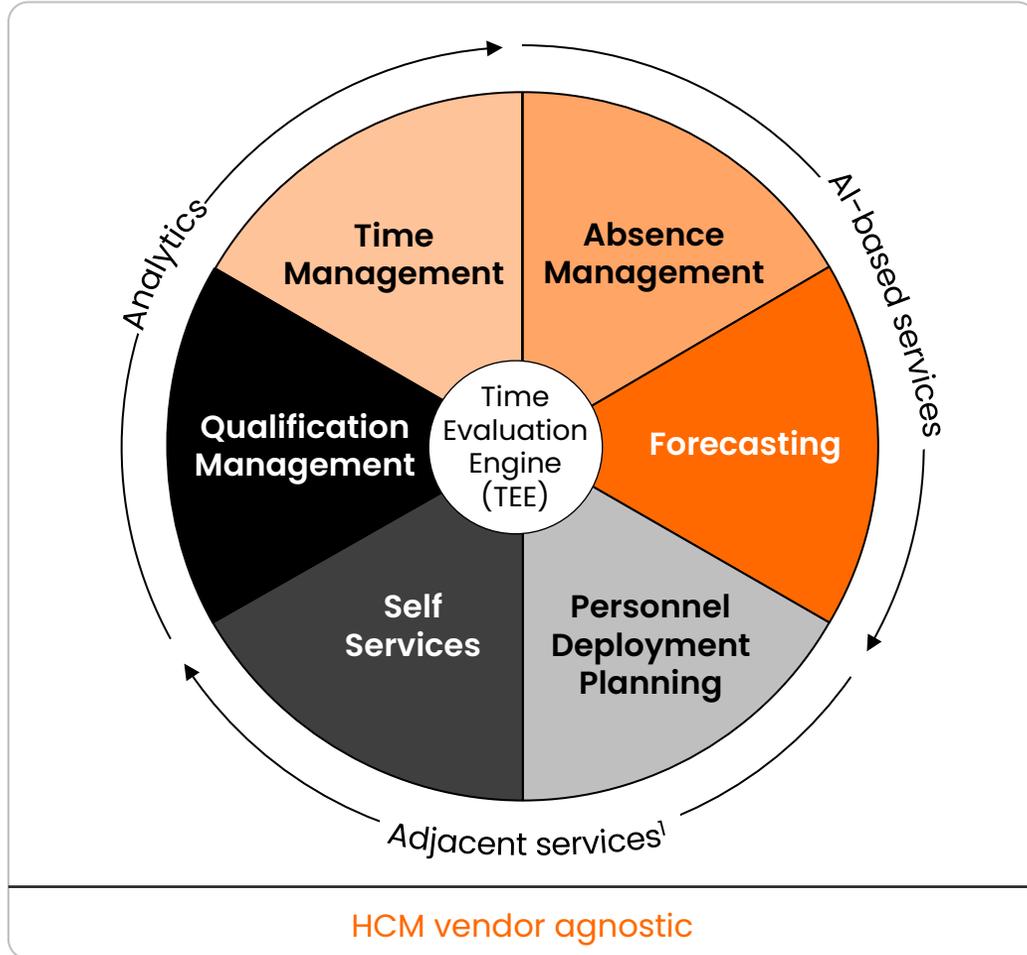
### Effects generated from ATOSS projects – Cross-industry (figures per year)<sup>1</sup>



<sup>1</sup> Figures based on specific client case studies

# Workforce Management by ATOSS in a nutshell

## Efficiency via highly flexible staff deployment



1. Included in ATOSS product vision

# Product update

## Current AI services portfolio & 2025 pipeline

We initiated the rollout of our first AI services for ASE/S in 2024, with **five services** already in **general availability**.

Service name	Current status	Description
 Demand Driver Forecast	General availability since 04/2025	Demand drivers such as customer or patient numbers are analyzed in order to accurately determine personnel requirements based on forecasted work volumes, historical data and budget allowances
 Anomaly Detection	General availability since 04/2025	Identifies anomalies using machine learning. Administrators have the opportunity to check and correct data to ensure improved data quality, which serves as the basis for more precise forecasts
 Vacation Rate Forecast	General availability since 08/2025	Based on historical vacation data, AI generates vacation rate forecasts that are integrated into the Capacity Planning process, reducing manual effort and boosting the accuracy of long-term workforce planning
 Illness Rate Forecast	General availability since 08/2025	Identifies recurring trends and generate accurate forecasts based on historical illness data. Illness rate forecasts are integrated directly into the Capacity Planning workflow, reducing manual effort for the planner
 Workforce intelligence	General availability since 08/2025	Delivers workforce insights with dashboards and custom analyses. Users can filter charts, adjust timeframes, set alerts, track trends. Forecasting tools optimize planning and open future benchmarking capabilities.



**Next steps:** Going forward we plan to expand our ASE/S portfolio with additional AI services and leverage synergies available from ASE/S to extend the AI solutions to the rest of our solution portfolio as well.

# 02 Financials & KPIs Q3- / 9M-2025



# Key takeaways

Q1-Q3 2025

1

**Strong Q3 and solid 9M 2025:** Topline growth of 11% YoY, driven by 28% Cloud growth, partially offset by non-recurring revenue streams software licenses and hardware

2

**Strong order development in Q3 leading to growth for Cloud & Subscriptions; weakness in On-Prem order intake**

- Growing New ACV from Cloud & Subscriptions (main revenue driver)
- Overall order intake 9M 2025 at prior year level
- Strong Cloud order backlog and robust ARR growth

3

**EBIT margin for 9M 2025 at 35%:** Margin above full-year guidance

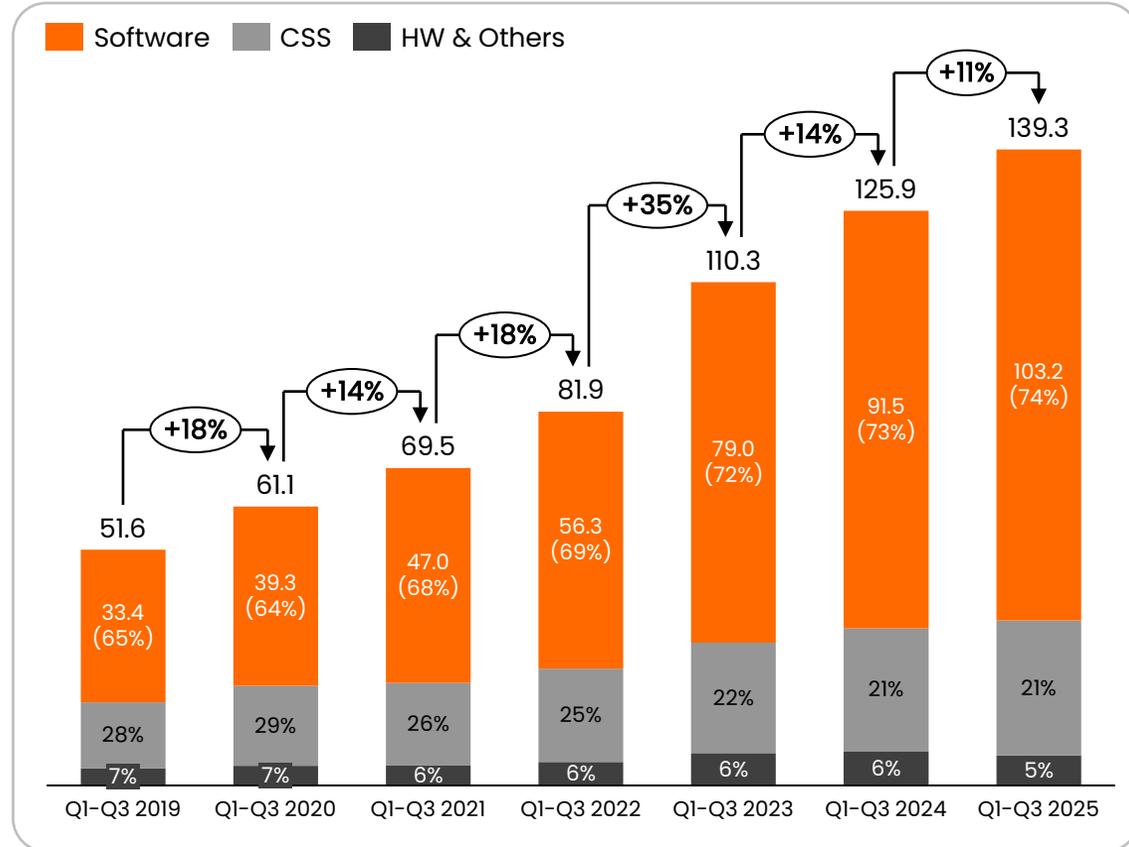
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**Outlook 2025 - Revenue confirmed | EBIT margin raised:** FY revenue guidance of €~190m unchanged, EBIT Margin guidance raised from >31% to 34%

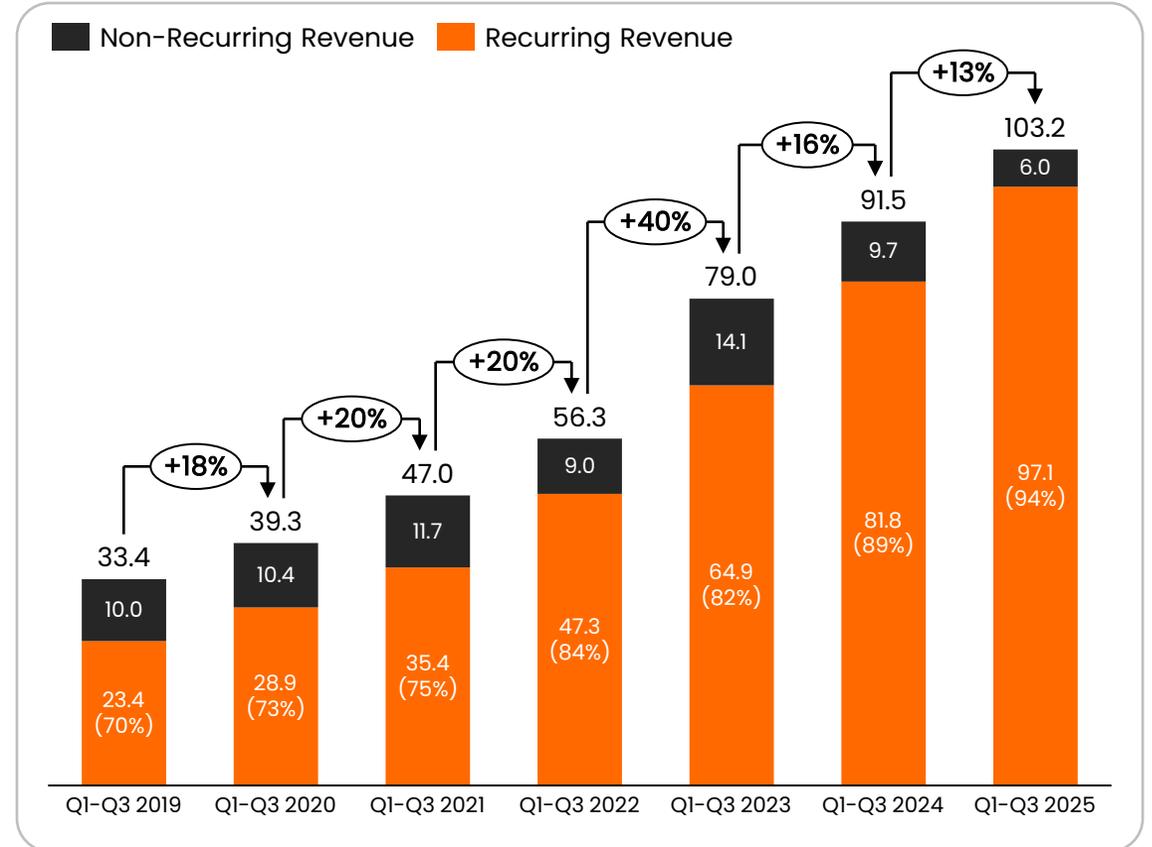
# Revenue

## Q1-Q3 2025

Total Revenue in EURm

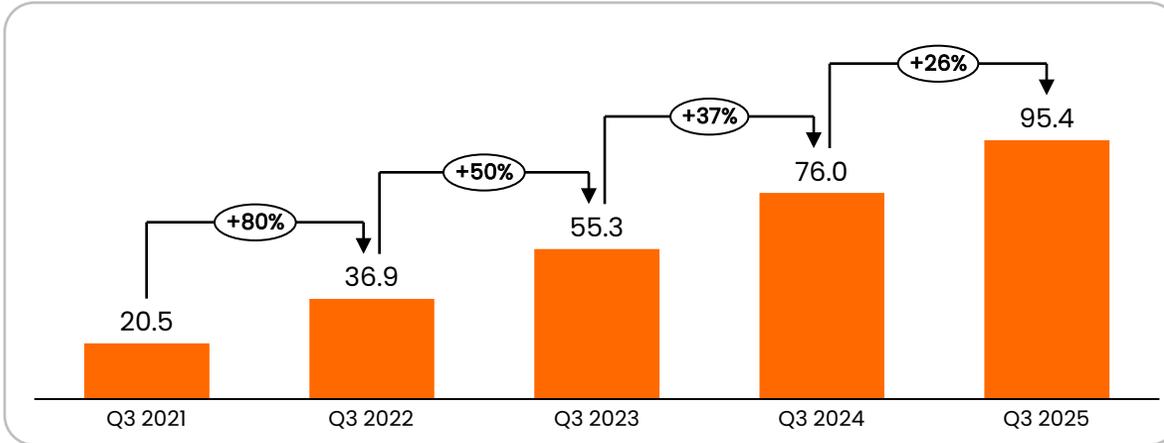


Software Revenue in EURm

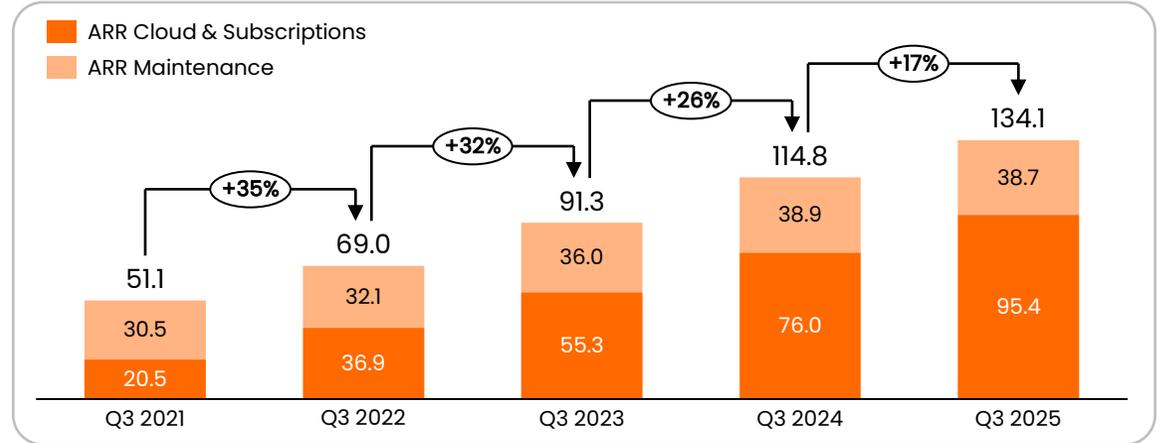


# Strong development of recurring revenues driven by Cloud & Subscriptions

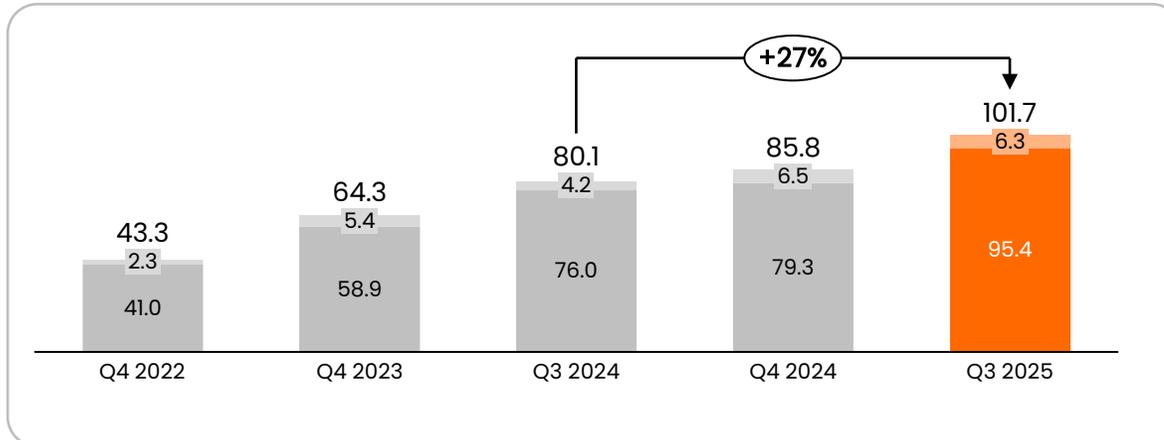
ARR Cloud & Subscriptions in EURm



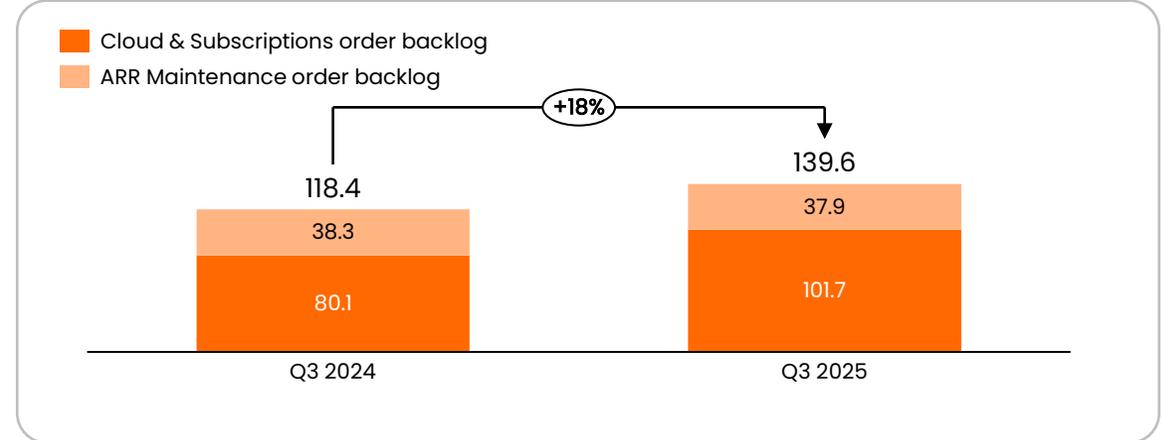
ARR Total (Cloud & Subscriptions + maintenance) in EURm



Cloud & Subscriptions order backlog (12 months)<sup>1</sup> in EURm



ARR backlog Total (12 months) in EURm



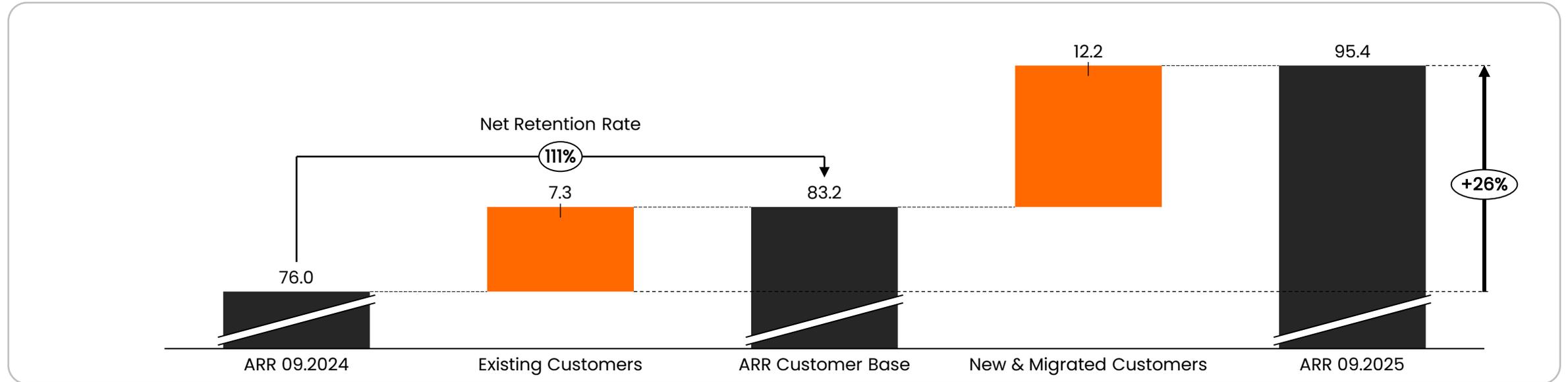
1.Cloud & Subscriptions order backlog: ARR + contractually committed additions, expansions and churn for the next 12 months

2.Cloud & Subscriptions order backlog + ARR Maintenance backlog (ARR Maintenance + contractually committed additions, expansions and churn for the next 12 months)

# ATOSS Cloud & Subscriptions development by products

## Q3 2025

Cloud & Subscriptions ARR<sup>1</sup> in EURm



		GRR <sup>2</sup>	NRR <sup>3</sup>			
ASES	56.1	95.7%	7.6   113.6%	63.7	6.3	70.0
ATC	13.3	95.7%	1.1   108.3%	14.5	2.5	16.9
Crewmeister	6.5	77.5%	-0.6   91.6%	6.0	2.5	8.5

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. Gross Retention Rate: Percentage of existing customers or revenue retained over the last 12 months, excluding expansion and new customers

3. Net Retention Rate: Revenues generated from existing customers as of PY- taking into account expansion and churn (based on PY ARR)

# Income statement (IFRS)

## Q1-Q3 2025

EURk	Q1-Q3 2025	% of total revenue	Q1-Q3 2024	% of total revenue	YoY %
<b>Total revenues</b>	139,327	100%	125,889	100%	11%
<b>Software</b>	103,178	74%	91,490	73%	13%
Licenses	6,046	4%	9,735	8%	-38%
Maintenance	29,580	21%	29,091	23%	2%
Cloud & Subscriptions	67,552	48%	52,664	42%	28%
Consulting	29,576	21%	26,869	21%	10%
Hardware	2,833	2%	4,668	4%	-39%
Others	3,741	3%	2,862	2%	31%
EBITDA	51,683	37%	49,001	39%	5%
<b>EBIT</b>	<b>48,167</b>	<b>35%</b>	<b>45,743</b>	<b>36%</b>	<b>5%</b>
EBT	50,498	36%	48,171	38%	5%
<b>Net profit</b>	<b>34,056</b>	<b>24%</b>	<b>32,878</b>	<b>26%</b>	<b>4%</b>
EPS in euro	2.14		2.07		

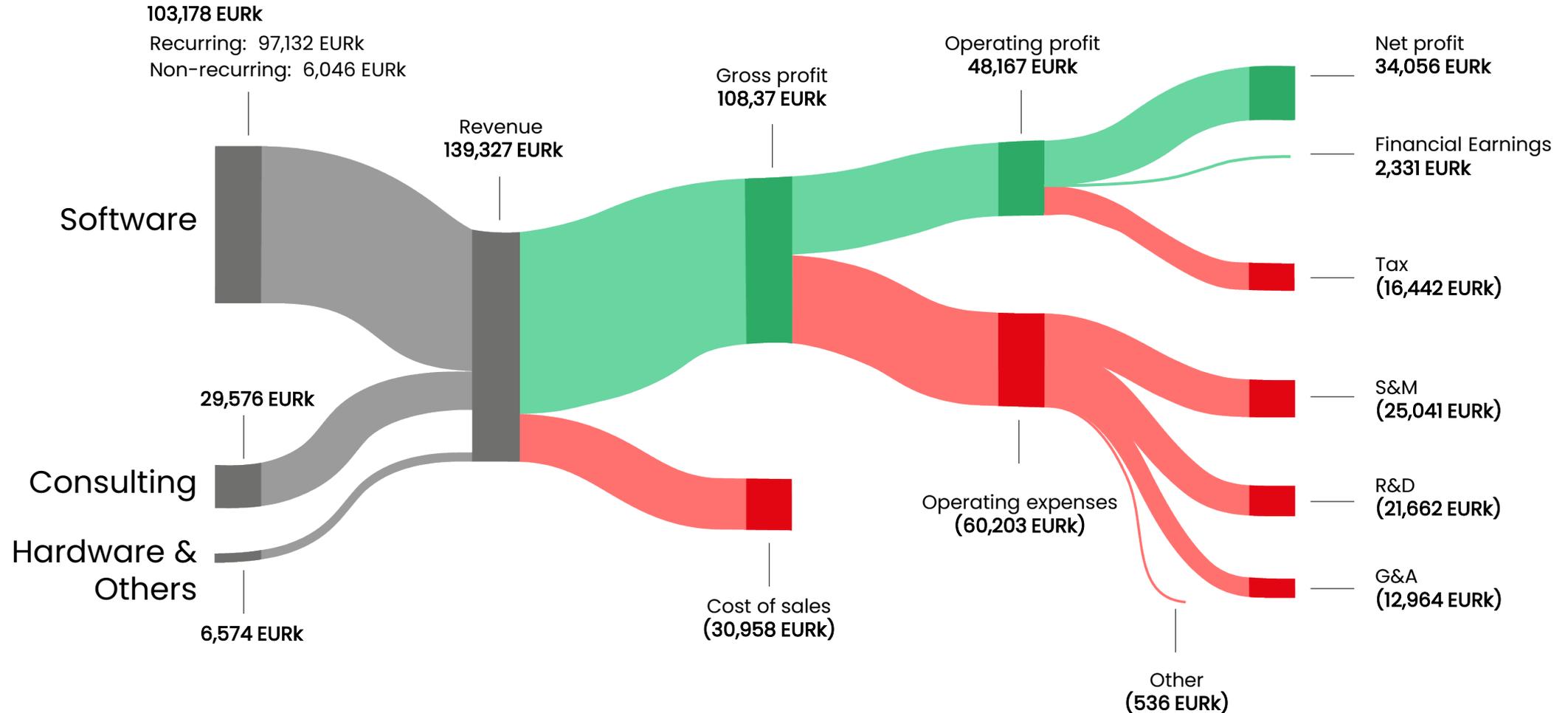
# Income statement (IFRS)

Q3 2024 – Q3 2025

EURk	Q3 2025	Q2 2025	Q1 2025	Q4 2024	Q3 2024
<b>Total revenues</b>	<b>47,240</b>	<b>45,836</b>	<b>46,251</b>	<b>44,736</b>	<b>42,089</b>
<b>Software</b>	<b>34,938</b>	<b>34,211</b>	<b>34,029</b>	<b>33,366</b>	<b>30,587</b>
Licenses	1,773	1,559	2,714	3,805	2,120
Maintenance	9,730	9,891	9,959	9,872	9,740
Cloud & Subscriptions	23,435	22,761	21,356	19,689	18,727
Consulting	10,127	9,414	10,035	9,074	8,913
Hardware	855	834	1,144	1,133	1,583
Others	1,321	1,377	1,043	1,163	1,006
EBITDA	18,390	16,572	16,721	18,828	17,148
<b>EBIT</b>	<b>17,182</b>	<b>15,404</b>	<b>15,581</b>	<b>17,684</b>	<b>16,067</b>
EBT	18,254	15,555	16,689	18,811	17,057
<b>Net profit</b>	<b>12,336</b>	<b>10,406</b>	<b>11,314</b>	<b>12,573</b>	<b>11,628</b>
EPS in euro	0.77	0.66	0.71	0.79	0.73

# Income statement

## Q1-Q3 2025

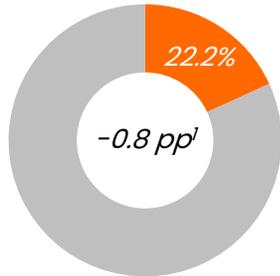


# Cost ratios

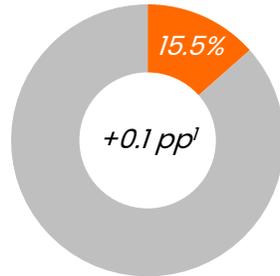
## Q1-Q3 2025 vs. FY 2025 Plan

Total revenue: EUR 139.3m

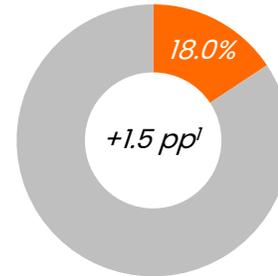
### Actual cost ratios Q1-Q3 2025 in %



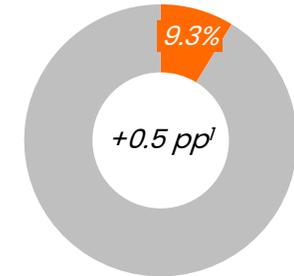
**Cost of sales**  
as % of total revenue



**R&D**  
as % of total revenue

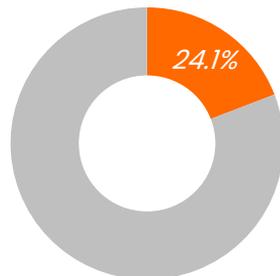


**S&M**  
as % of total revenue

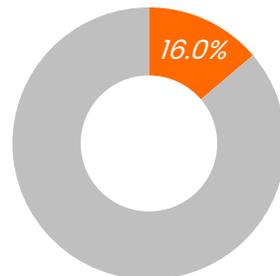


**G&A**  
as % of total revenue

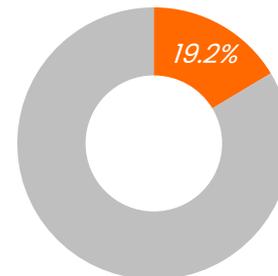
### Planned cost ratios FY 2025<sup>2</sup> in %



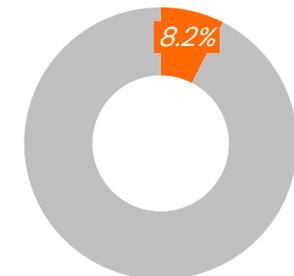
**Cost of sales**  
as % of total revenue



**R&D**  
as % of total revenue



**S&M**  
as % of total revenue



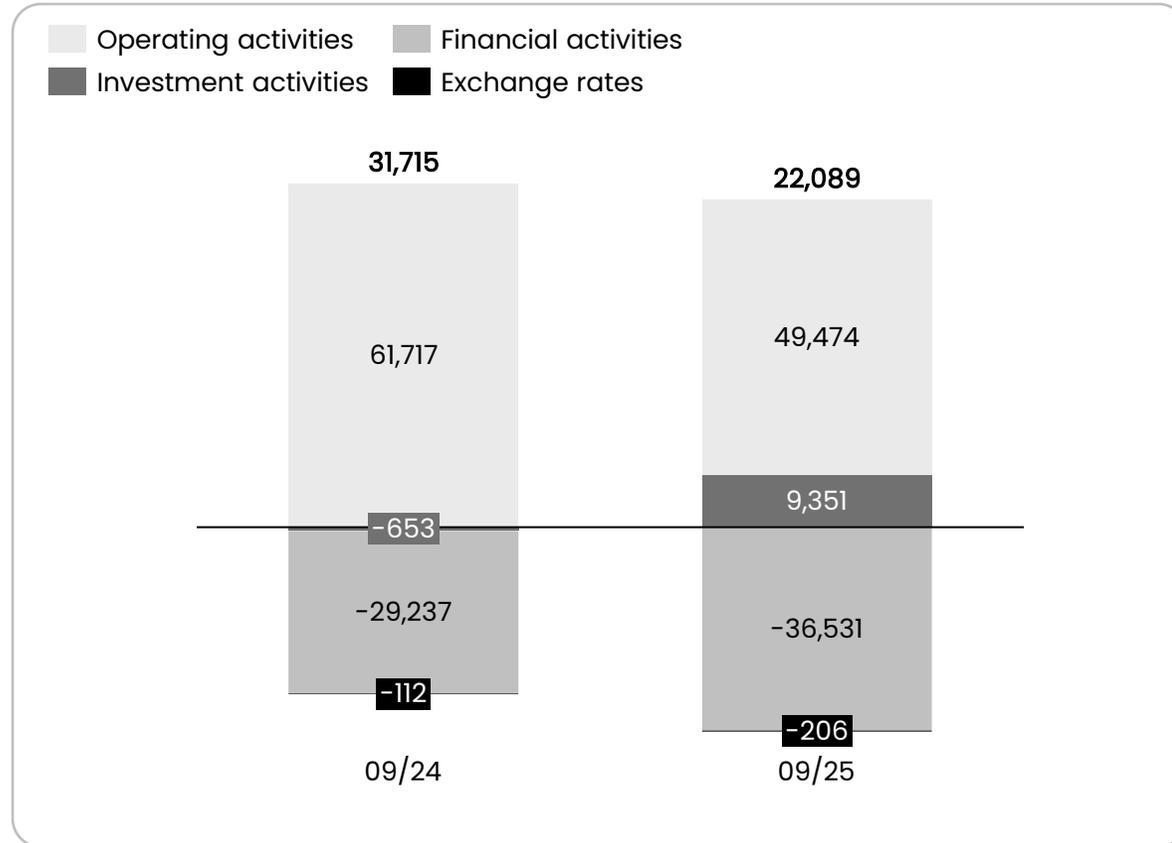
**G&A**  
as % of total revenue

1. Delta to PY YTD  
2. Excl. additional cost reserve of 1.5% for specific investments

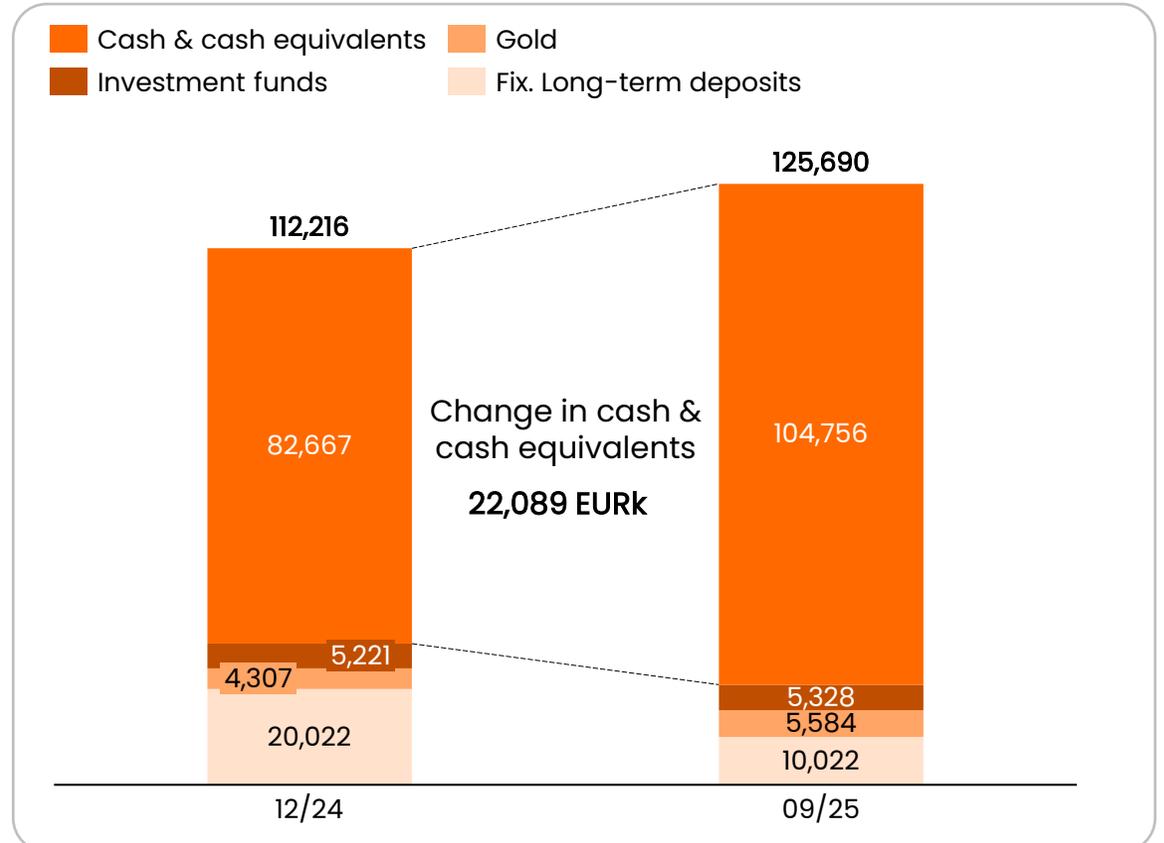
# Financial development Q1-Q3 2025

## Impressive cash position

Cash flow in EURk



Liquidity in EURk



# 04 Growth strategy

# ATOSS – Growth projections

Strong growth and margins while building recurring revenue

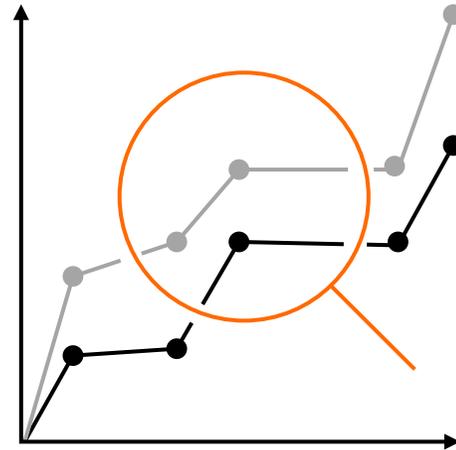
## Guidance 2025

Total revenue

**~190 EURm**

EBIT margin

**34%**



## Projections 2025 – 2027

Total revenue growth  
(Base: Year end 2024)

CAGR **13%**

Increasing share of recurring revenue  
(Target: Year end 2027)

**~75%**

Software revenue growth  
(Base: Year end 2024)

CAGR **16%**

EBIT margin  
(Target: Year end 2027)

**≥33%**

# 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

2025-2027:  
Total revenue growth CAGR  
**13%**

Increasing share of recurring revenue  
**~ 75%**  
(Target: Year end 2027)

**Increase international revenue share** outside the DACH region

- ATOSS solution is deployed across **most of the European countries** and supports **11 software languages**, enabling multilingual functionality
- In 2024, **6% of revenue** is generated outside the DACH region
- We will focus on **driving revenue** in our **existing European markets**, to further expand international revenue share

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

EBIT margins  
**≥31%**

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

**Crewmeister outlook 2027**

- ~27.000 customers
- ARR of ~15m EUR
- Reach profitability

**Further product development and enhancement**, e.g., AI & Analytics

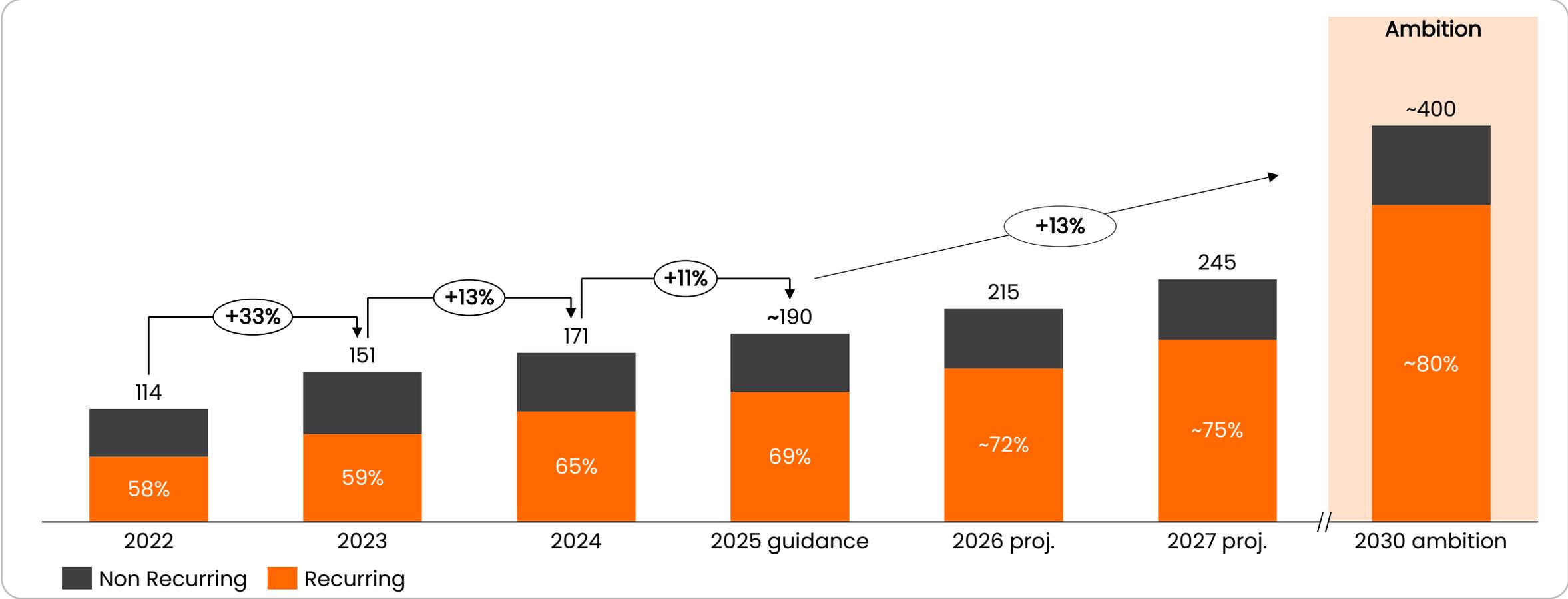
R&D investment  
**~16% of total revenue**

Projections 2025-2027

# ATOSS Cloud transformation (1/2)

Growth leading the way for increased recurring revenue (model projection)

Revenue in EURm and growth in % (YOY)

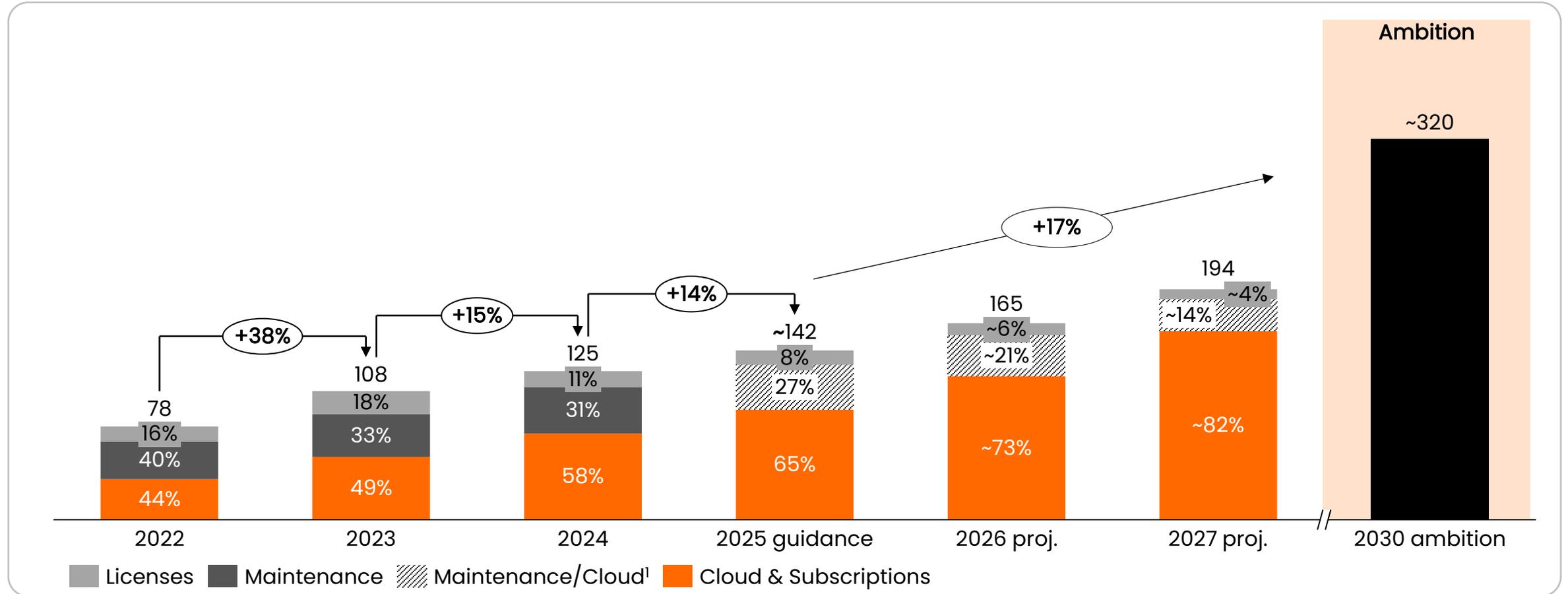


1. Compound Annual Growth Rate

# ATOSS Cloud transformation (2/2)

Growth leading the way for increased recurring revenue (model projection)

Software revenue in EURm and growth in % (YOY)



1. Depending on extent of transformation of existing on-premise customers into Cloud and subscription customers; 2. 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

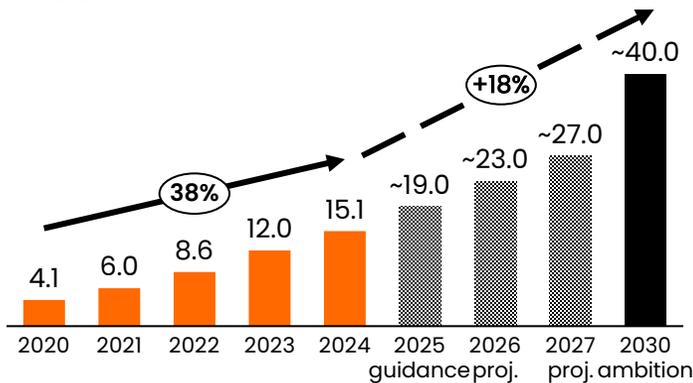
- Avg. Customer Acquisition Costs<sup>1</sup>: 583 EUR
- Avg. Customer Lifetime Value<sup>2</sup>: 2,236 EUR
- CLTV/CAC-Ratio: 3.8
- Avg. monthly churn rate<sup>3</sup>: 1.42 %
- Cloud gross margin: +79%

### Outlook 2025

- ~19.000 Customers
- ARR of ~9m EUR
- Further margin improvement

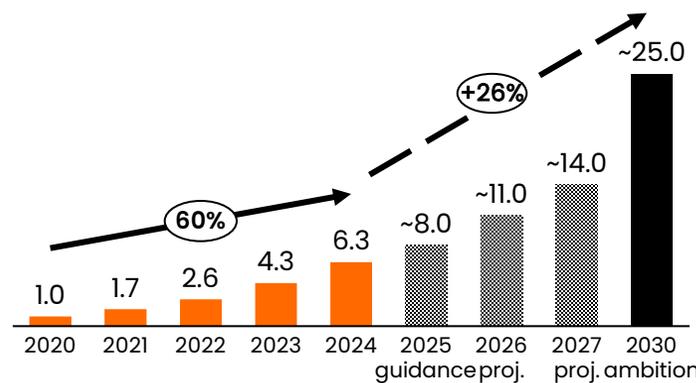
#### Customer development (k)

##### Avg. growth rate



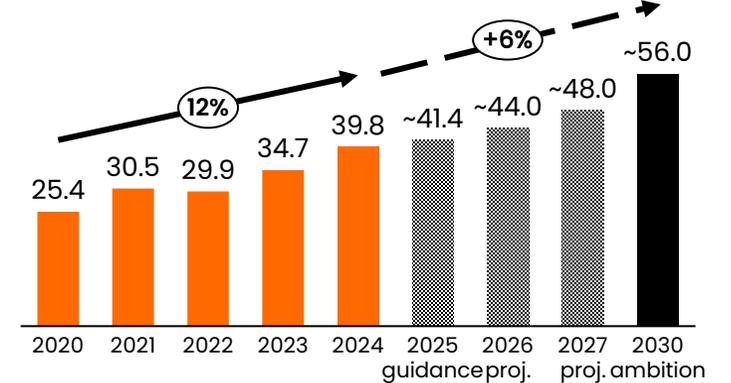
#### Sales development (EURm)

##### Avg. growth rate



#### MRR/Customer ratio (EUR)<sup>4</sup>

##### Avg. growth rate



1. CAC (Customer acquisition cost) (ø 2024): 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 2024): estimate of all the future gross profits to be accumulated from a relationship with a given customers

3. Churn rate (12/2024): 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

# 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 (1/2)



### 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 (2/2)



### 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 & CO<sub>2</sub> reduction
- Conservation of resources

# Sustainability at ATOSS

## Our goals (1/2)

### Customer and society

#### Customers

Goals by 2025:

- Recurring revenue: ~70%
- Revenue CAGR (2023–2025): 19%
- Grow customer number: 20,000+
- Expand international customer base

In addition:

- Cloud churn: <2% per year
- Net Retention Rate: >110%<sup>1</sup>
- R&D investment: ~16% 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 2025:

- 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

<sup>1</sup> Excluding Crewmeister

# Sustainability at ATOSS

## Our goals (2/2)

### Integrity and Compliance

#### Integrity and Compliance

- Continuing to raise awareness of compliance and security issues (incl. compliance training)
- Further internal training measures on topics such as equal treatment and compliance

#### Information security

- Recertification according to ISO/IEC 27001:2022

### Environmental protection

#### CO<sub>2</sub> footprint

Goals by 2045:

- **Net Zero Strategy:** reduction of Scope 1-3 greenhouse gas emissions by a total of 90 percent

Goals by end of 2025:

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

# 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

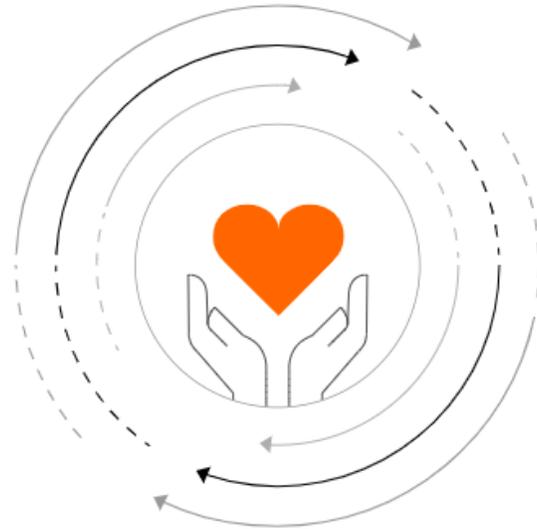
### „We are top employer“

- Employee Engagement Index: 83%



### “Continuous employee growth”

- 820 employees (12/23: 775)



### „We live diversity and promote equal opportunities and inclusion“

- Member of “Charta der Vielfalt”
- Employees from around 49 countries
- 60% male/40% female > ongoing diversity goals by 2027

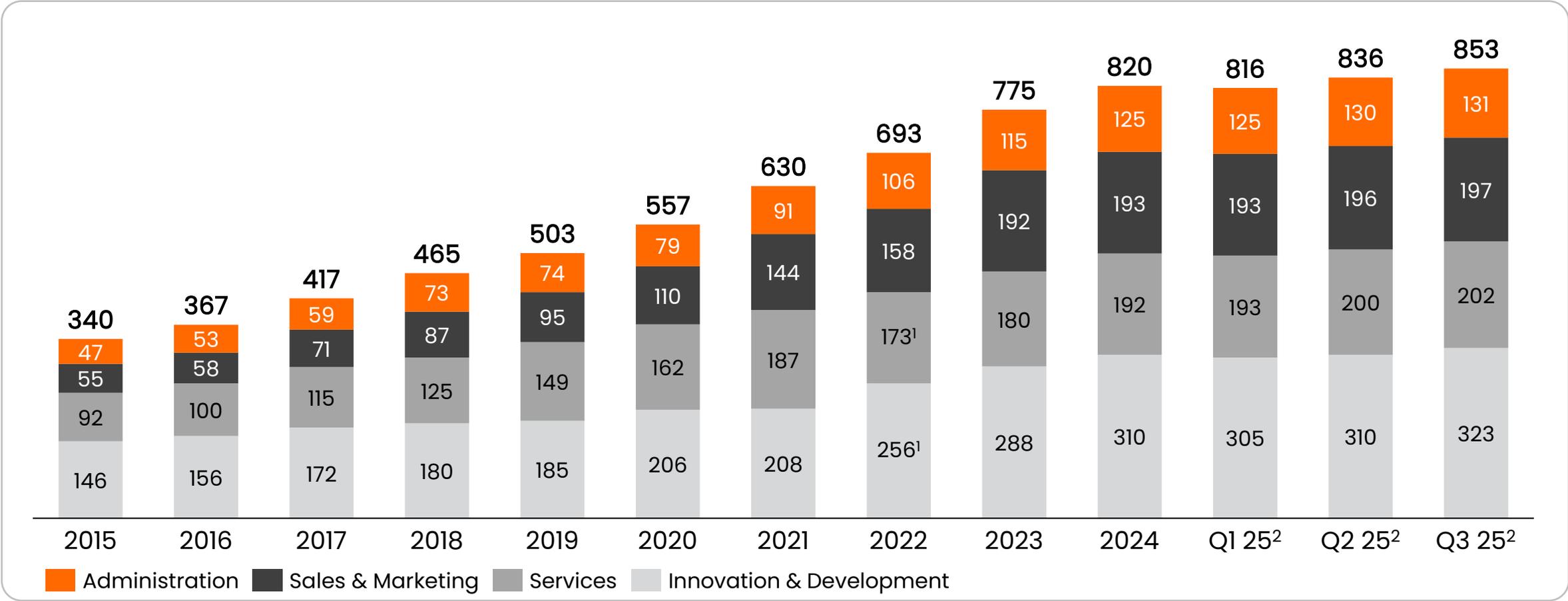


### “Individuality in Working Life - Employee Well-being in Focus”

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

# Continuous expansion of personnel capacities

Personnel development (headcount)



1. In FY 2022 shift of Cloud Services Team from Services Department to Innovation & Development Department  
 2. Including 11 employees in Global Capabilities Center



# Additional attachments

# Balance Sheet (IFRS)

## Assets

EURk	September 30, 2025	December 31, 2024
<b>Non-current assets</b>		
Intangible assets	122	168
Property, plant and equipment	3,871	4,099
Rights of use	6,972	6,105
Capitalized contract costs	9,432	7,285
Other non-current financial assets and precious metals	2,003	1,657
<b>Total non-current assets</b>	<b>22,400</b>	<b>19,314</b>
<b>Current assets</b>		
Trade receivables	13,955	9,313
Other current financial assets and precious metals	19,455	28,413
Other current non-financial assets	4,258	3,458
Cash and cash equivalents	104,756	82,667
<b>Total current assets</b>	<b>142,425</b>	<b>123,851</b>
<b>Total assets</b>	<b>164,825</b>	<b>143,165</b>

# Balance Sheet (IFRS)

## Equity and Liabilities

EURk	September 30, 2025	December 31, 2024
<b>Equity</b>		
Subscribed capital	15,906	15,906
Capital reserve	818	-2
Equity deriving from unrealized profits/losses	749	749
Unappropriated net income	63,601	63,425
<b>Equity attributable to the equity holders of the parent company</b>	<b>81,075</b>	<b>80,079</b>
Non-controlling interests	-109	-109
<b>Total Equity</b>	<b>80,966</b>	<b>79,970</b>
<b>Non-current liabilities</b>		
Pension provisions	1,858	1,817
Other non-current provisions	3,240	2,658
Non-current lease liabilities	4,215	3,609
Deferred tax liabilities	2,512	2,907
<b>Total non-current liabilities</b>	<b>11,824</b>	<b>10,991</b>
<b>Current liabilities</b>		
Trade accounts payable	1,577	1,959
Contractual liabilities	29,165	3,182
Current lease liabilities	3,248	2,980
Other current financial liabilities	9,367	7,365
Other current non-financial liabilities	18,477	17,651
Tax liabilities	10,013	18,914
Other provisions	188	152
<b>Total current liabilities</b>	<b>72,034</b>	<b>52,203</b>
<b>Total equity and liabilities</b>	<b>164,825</b>	<b>143,165</b>

# Cash Flow Statement (IFRS)

## Operating activities

EURk	Q1-Q3 2025	Q1-Q3 2024
<b>Earnings before taxes</b>	<b>50,498</b>	<b>48,171</b>
Depreciation	3,516	3,258
Financial income	-2,835	-2,784
Financial expenses	504	356
Non-cash personnel expenses	820	-574
<b>Change in net current assets</b>		
Trade receivables	-4,643	-3,174
Other current non-financial assets	-459	-1,136
Capitalized contract costs	-2,147	-955
Other assets	-117	71
Trade accounts payable	-382	-662
Other current financial and non-financial liabilities	2,789	1,514
Other current and non-current provisions	617	350
Contractual liabilities	25,983	22,333
Interest received	1,326	1,655
Interest paid	-1	-4
Income taxes received	107	811
Income taxes paid	-26,102	-7,513
<b>Cash flow generated from operating activities (1)</b>	<b>49,474</b>	<b>61,717</b>

# Cash Flow Statement (IFRS)

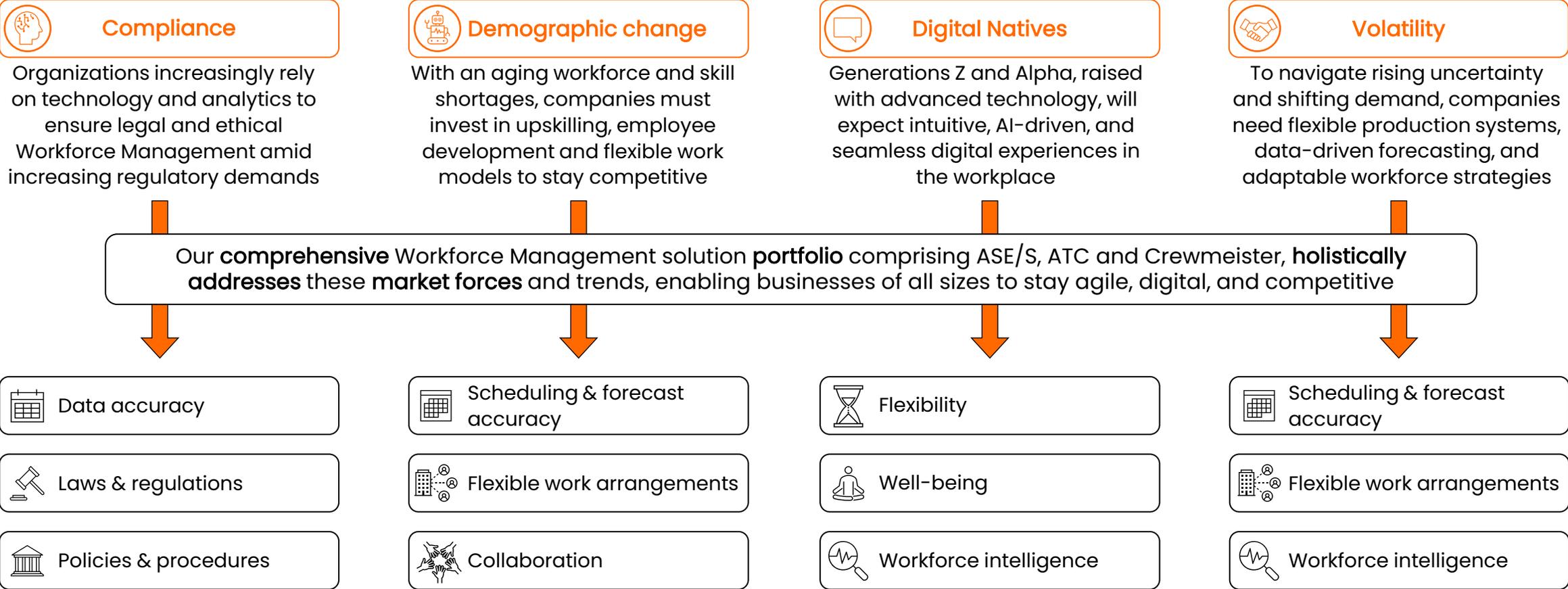
## Investment and financing activities

EURk,	Q1-Q3 2025	Q1-Q3 2024
<b>Cash flow from investment activities</b>		
Expenditure for the purchase of tangible and intangible assets	-649	-653
Proceeds from the disposal of financial assets	10,000	-
<b>Cash flow generated from investment activities (2)</b>	<b>9,351</b>	<b>-653</b>
<b>Cash flow from financing activities</b>		
Redemption element leasing liabilities IFRS 16	-2,549	-2,350
Interest element leasing liabilities IFRS 16	-101	-85
Dividends paid	-33,880	-26,802
<b>Cash flow generated from financing activities (3)</b>	<b>-36,531</b>	<b>-29,237</b>
<b>Changes in cash and cash equivalents - total (1) - (3)</b>	<b>22,295</b>	<b>31,827</b>
<b>Cash and cash equivalents at the beginning of the period</b>	<b>82,667</b>	<b>64,201</b>
Effects of exchange rate changes on cash and cash equivalents	-206	-112
<b>Cash and cash equivalents at the end of the period</b>	<b>104,756</b>	<b>95,916</b>

# Workforce Management market drivers

## How ATOSS' solution portfolio addresses key market trends

### Market forces and trends for Workforce Management:



# North Star strategy

## ATOSS' product roadmap and main adjacent investment areas

### ASES

**AI services:** Absence rate forecasting for illness & vacation (GA<sup>1</sup>: 01.08.25)

- Reduced configuration effort and increased forecast quality

**Workforce intelligence:** AI-based analytics (GA<sup>1</sup>: 01.08.25)

- Strategic insights on fluctuation, overtime and absences

**Integration of external workers:** Standardized interface according to the SETU standard for the integration of external workers (FCS<sup>2</sup>: 01.08.25)

- Effective mitigation of worker shortages

**Self scheduling:** Self Scheduling (Medical) Staff Center Mobile (GA<sup>1</sup>: 01.08.25), Desktop (GA<sup>1</sup>: 01.10.25)

- Enhanced employee experience

### ATC

**Notification management** (Q1/25)

- Improved proactive communication

**Employee self services** (Q2/25)

- Enhanced user experience

**Planning self services** (Q4/25)

- Increased flexibility in scheduling

**Employee chat** (Q3/25)

- Improved communication

**DATEV integration** (Q4/25)

- Seamless payroll processes

### Crewmeister

**Absence management NextGen** (Q3/25)

- Enhanced absence management with more flexible edits, requests, and absence types

**Time tracking NextGen** (Q4/25)

- Introduction of supplements and better support for flex workers

**Shift planner NextGen** (Q1/26)

- Improved shift assignment and introduction of shift swaps

**AI-based crew administrator** (Q2/26)

- Introduction of set-up guide and proactive AI recommendations and alerts

**Integration hub platform** (2026+)

### Main investment areas:



#### AI-based analytical solutions

Analytics solution to help customers gain better and deeper insight into their data



#### Agentic AI

Autonomous systems for faster execution, reduced effort, and proactive, scalable decision-making



#### Voice of the employee

Focus on employee feedback to integrate sentiment into decision making

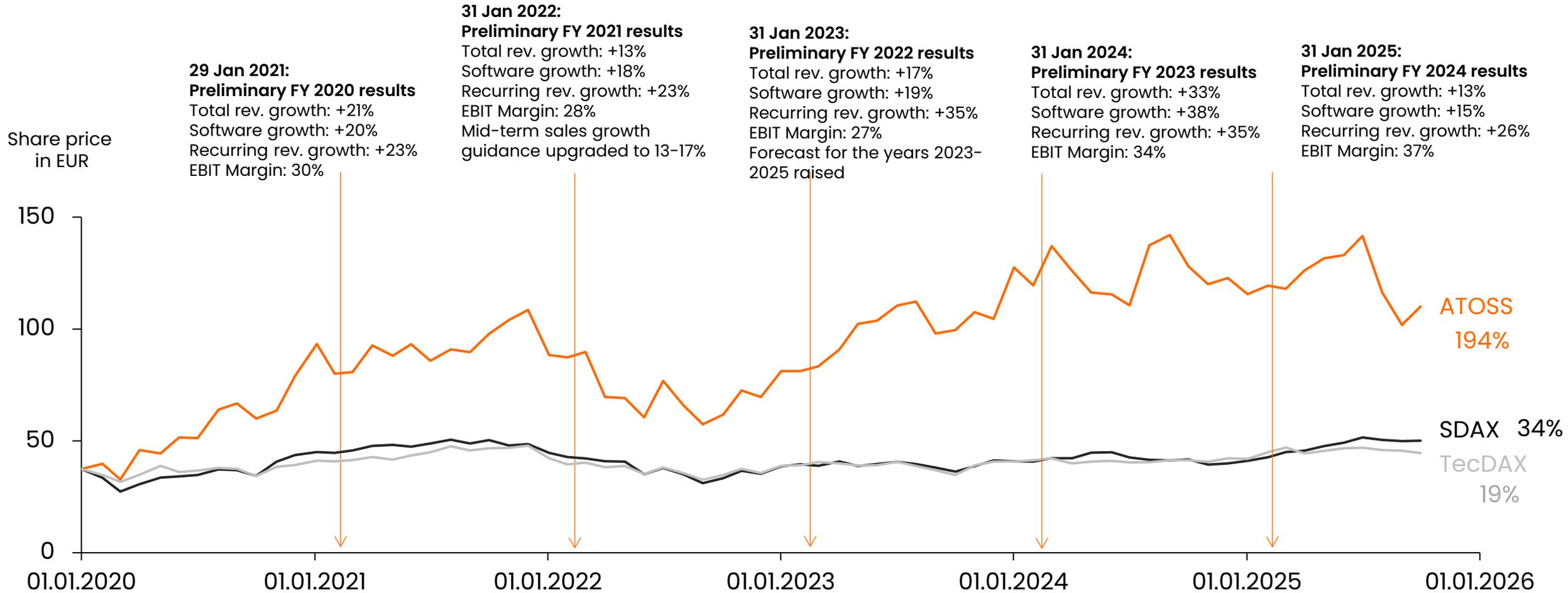


#### Collaboration solutions

App for frontline employees to streamline processes for deskless workers

# The ATOSS Share

## Share price performance<sup>1</sup> (01.2020 – 09.2025)

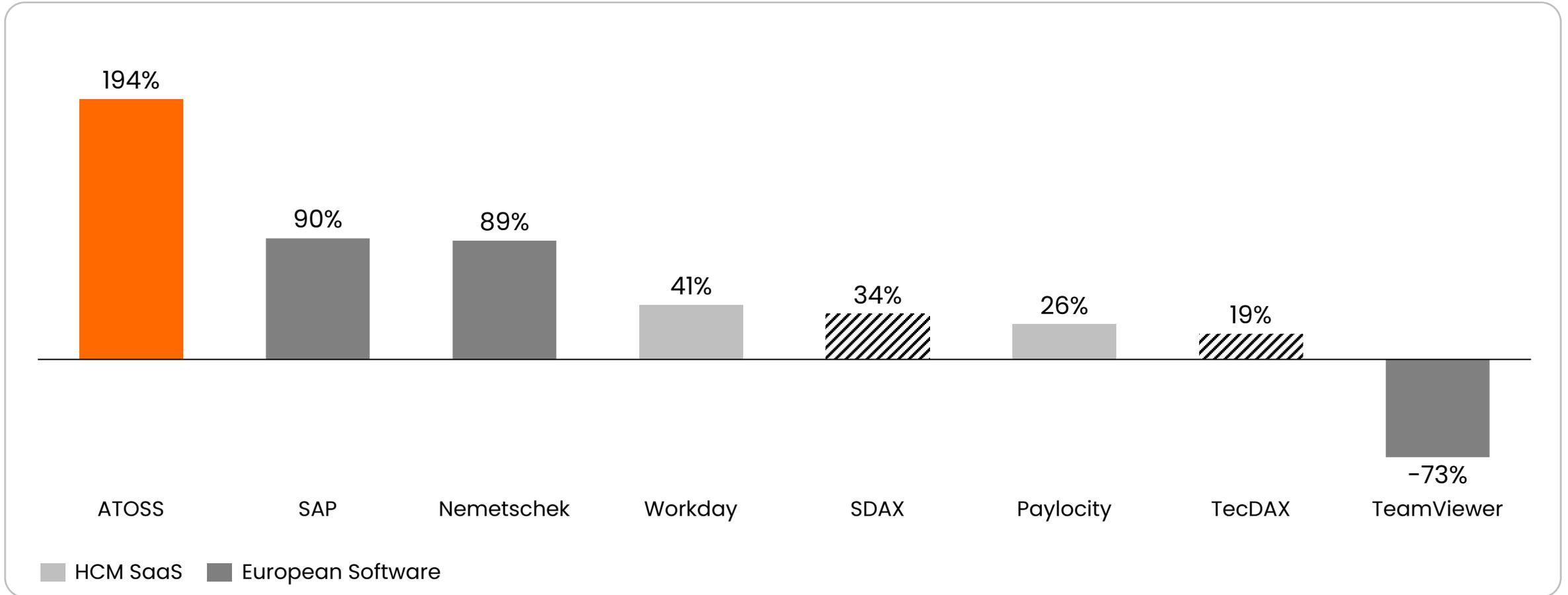


1. SDAX/TecDax Index rebased on ATOSS' share price of EUR 36,125 as of 01/02/2020

# ATOSS stock

High performer in European software and HCM stocks

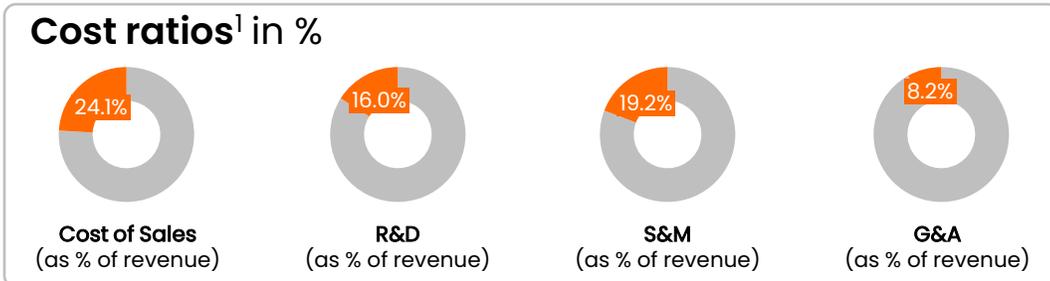
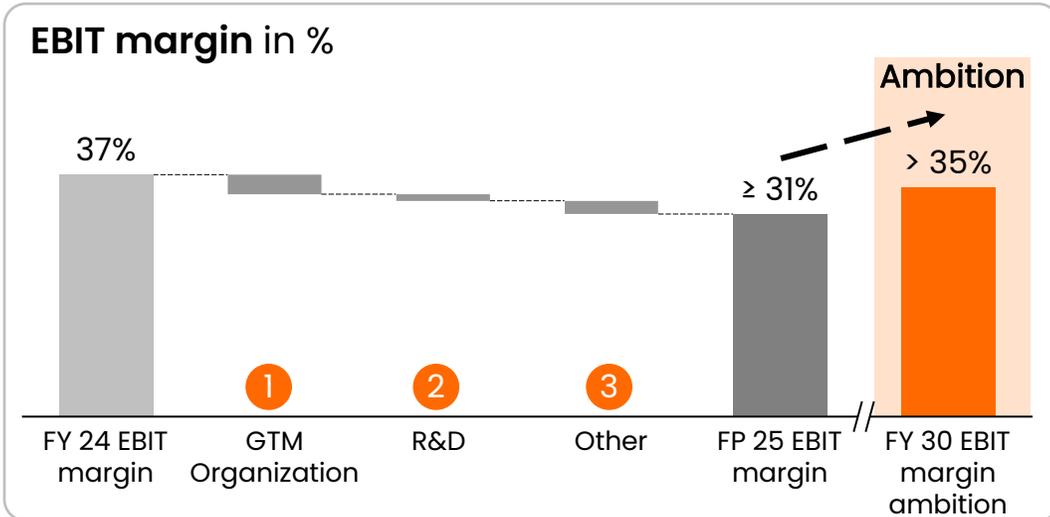
Share price performance<sup>1</sup> (01.2020 – 09.2025)



1. ATOSS, Nemetschek, TeamViewer, SAP, Invision, SDAX: XETRA-Opening price 01/02/2020 and -Closing price 09/30/2025; Paylocity: Frankfurt Stock Exchange-Opening price 01/02/2020 and - Closing price 09/30/2025; Workday: Tradegate-Opening price 01/02/2020 and - Closing price 09/30/2025

# Strategic investments in 2025 to drive long-term revenue growth and profitability

2025 marks the beginning of a strategic investment phase to build the foundation for sustainable growth and scalability



In 2025, we are entering a strategic investment phase to lay the foundation for sustainable long-term growth and scalability. Key focus areas include:

- 1 GTM Organization:** Building a scalable, data-driven sales engine by enhancing marketing, demand generation, and SDR capabilities to improve lead qualification
- 2 R&D:** Accelerating Cloud transformation by driving Cloud-based innovation to migrate existing customers to Cloud solutions
- 3 Other:** Digitalization projects to improve efficiency and further investments in Crewmeister

These initiatives will temporarily impact profitability but are critical to unlocking scalability, and achieving our long-term financial objectives of ~€400m revenue and >35% EBIT margin in 2030.

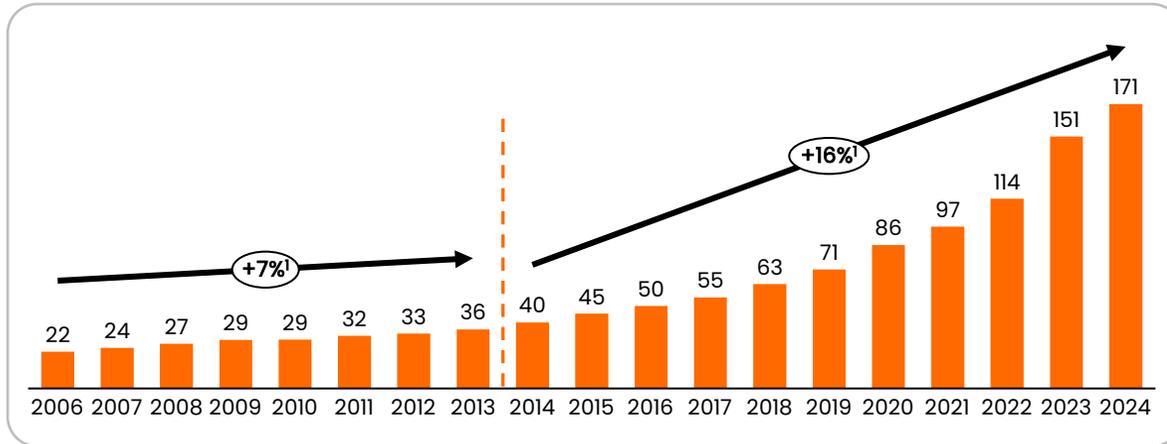
1. Excl. additional cost reserve of 1.5% for specific investments

# ATOSS – 19<sup>th</sup> record year

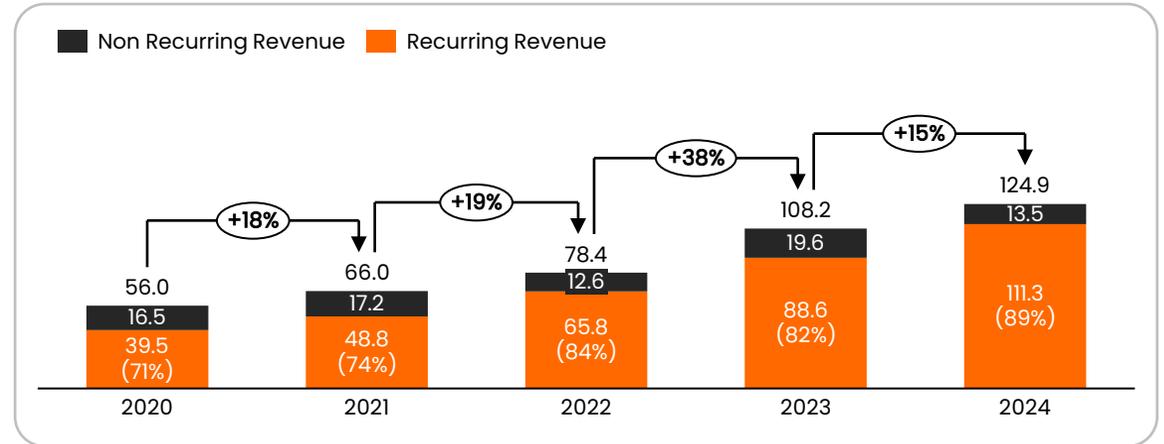
## Running like clockwork

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

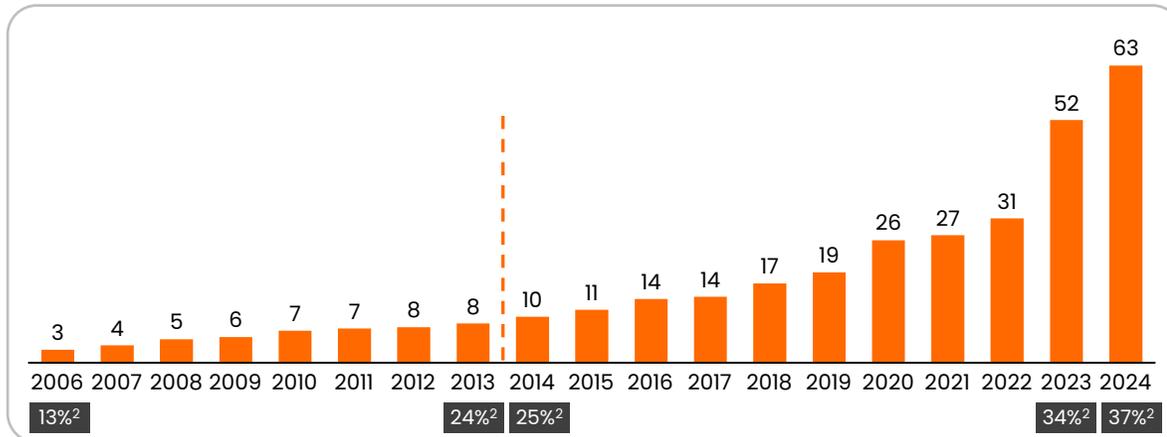
Total revenue in EURm



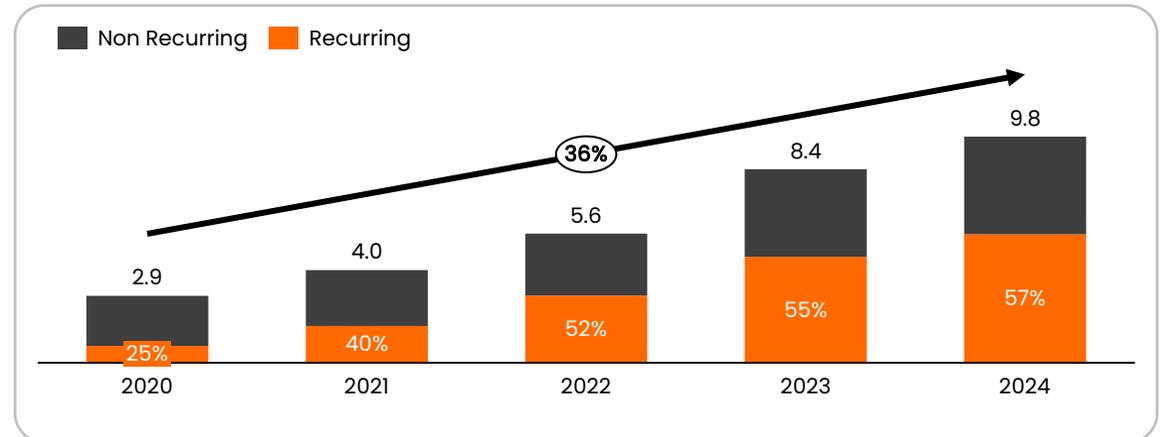
Software revenue in EURm



EBIT in EURm



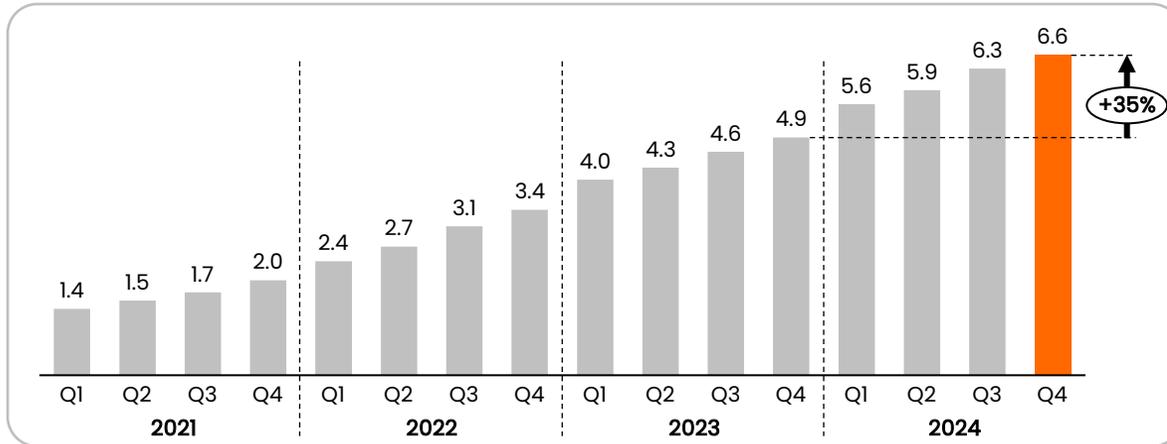
Non-DACH revenue in EURm



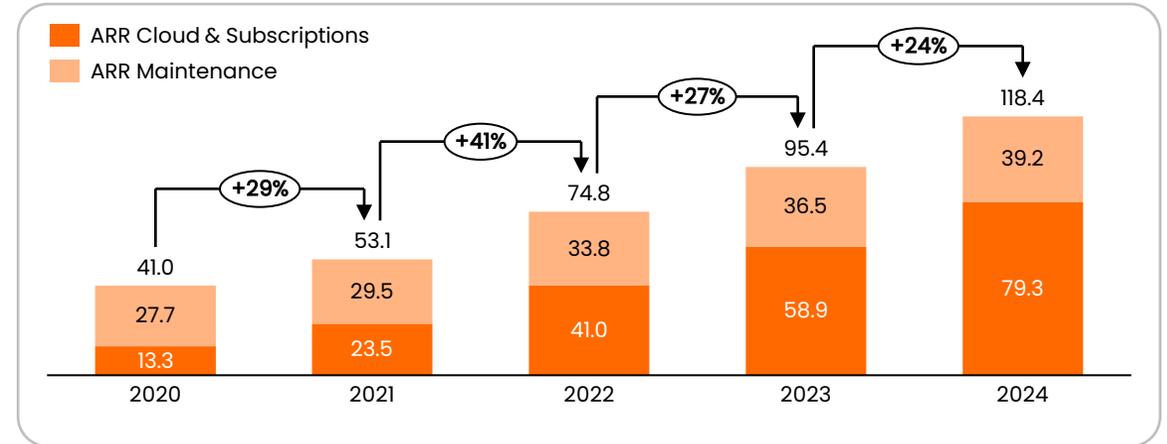
1. Average growth rate; 2. EBIT as % of total revenue

# Cloud & Subscriptions MRR & ARR Total development FY 2024

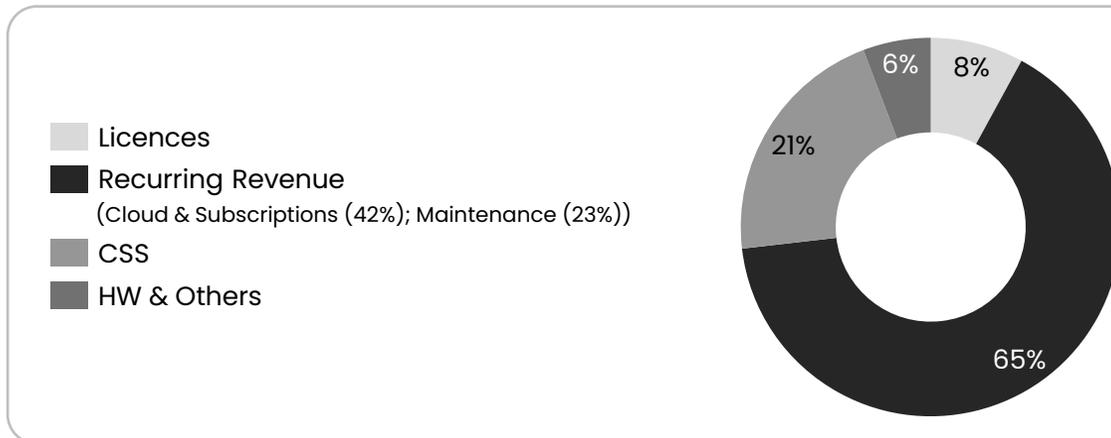
Cloud & Subscriptions MRR: Quarterly development in EURm



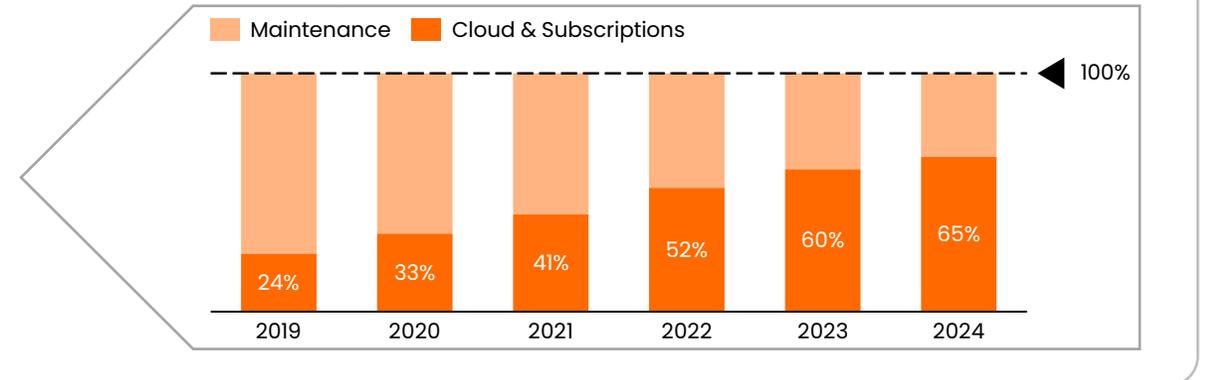
ARR Total (Cloud & Subscriptions + Maintenance) in EURm



Share of Cloud & Subscriptions in recurring revenue in %



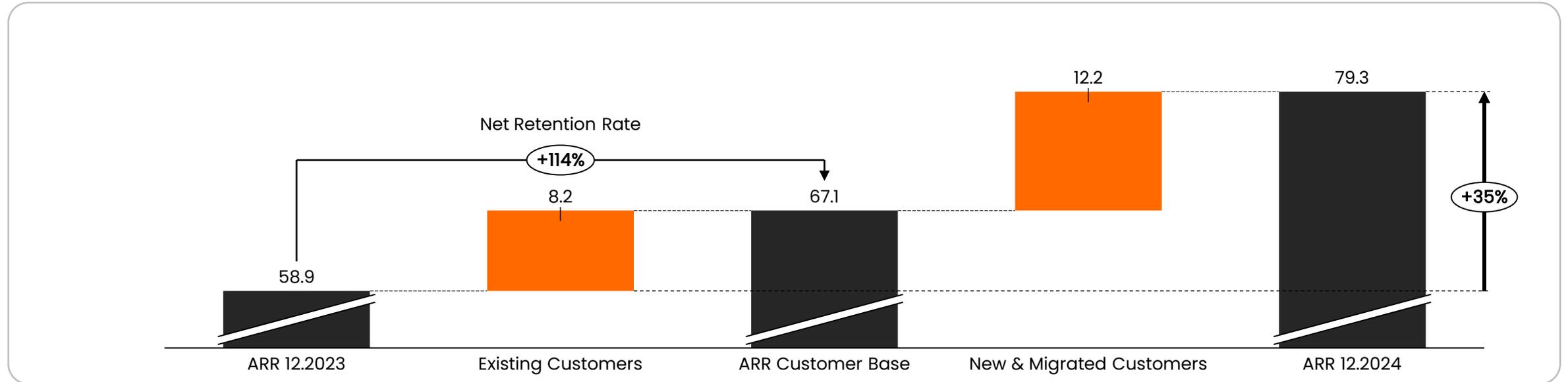
Increasing share of Cloud & Subscriptions in recurring revenue



# ATOSS Cloud & Subscriptions development by products

## FY 2024

Cloud & Subscriptions ARR<sup>1</sup> in EURm



		GRR <sup>2</sup>	NRR <sup>3</sup>			
ASES	43.1	96.0%	7.2   116.8%	50.3	7.8	58.1
ATC	10.7	96.4%	1.4   112.8%	12.1	2.0	14.1
Crewmeister	5.1	-	-0.3   92.9%	4.8	2.3	7.1

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

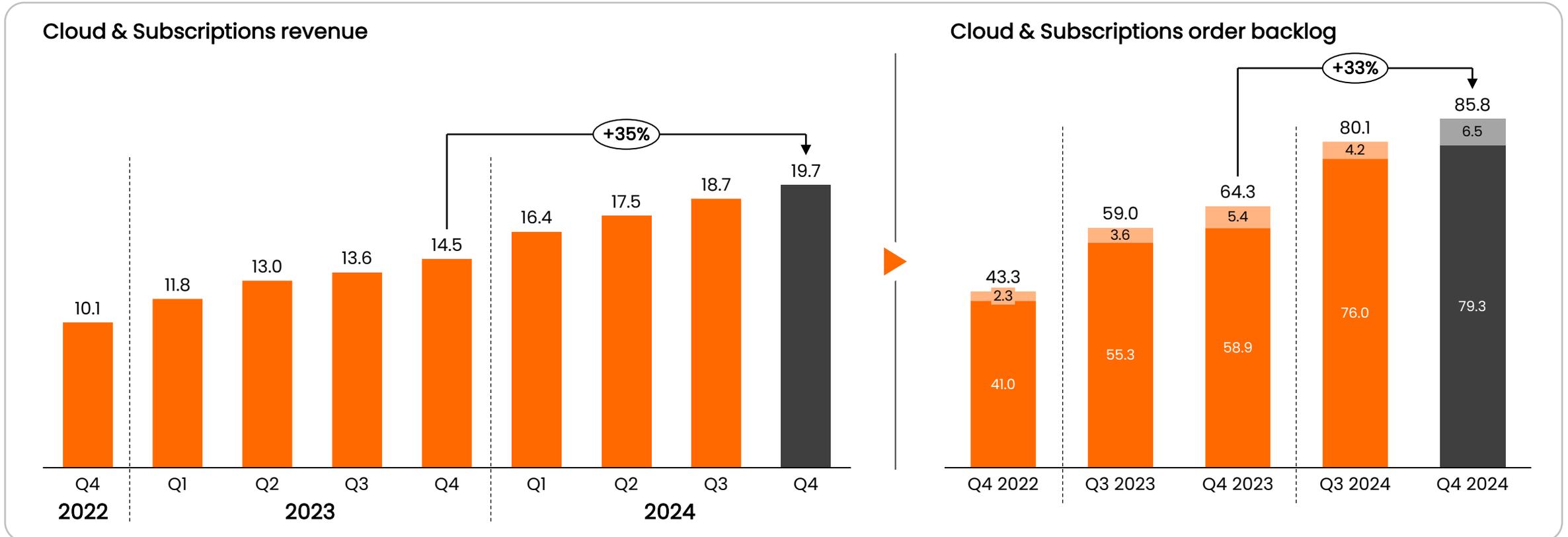
2. Gross Retention Rate: Percentage of existing customers or revenue retained over the last 12 months, excluding expansion and new customers

3. Net Retention Rate: Revenues generated from existing customers as of PY- taking into account expansion and churn (based on PY ARR)

# Cloud & Subscriptions order backlog

## FY 2024

Cloud & Subscriptions order backlog (12 months)<sup>1</sup> in EURm



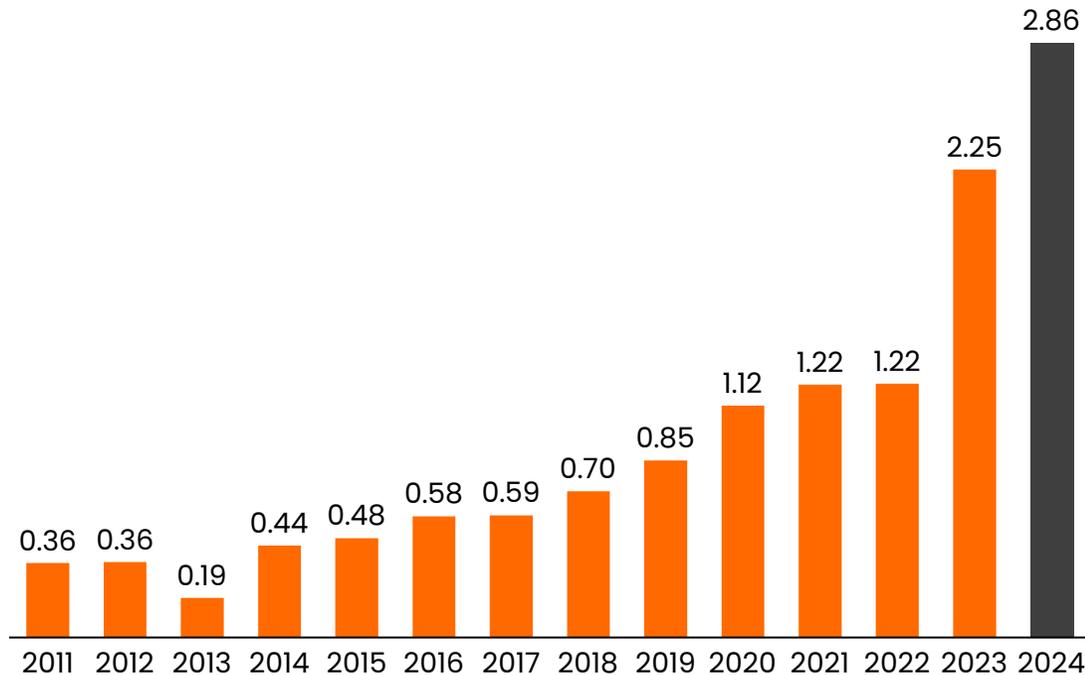
1. Cloud & Subscriptions order backlog: ARR + contractually committed additions, expansions and churn for the next 12 months

# The ATOSS share

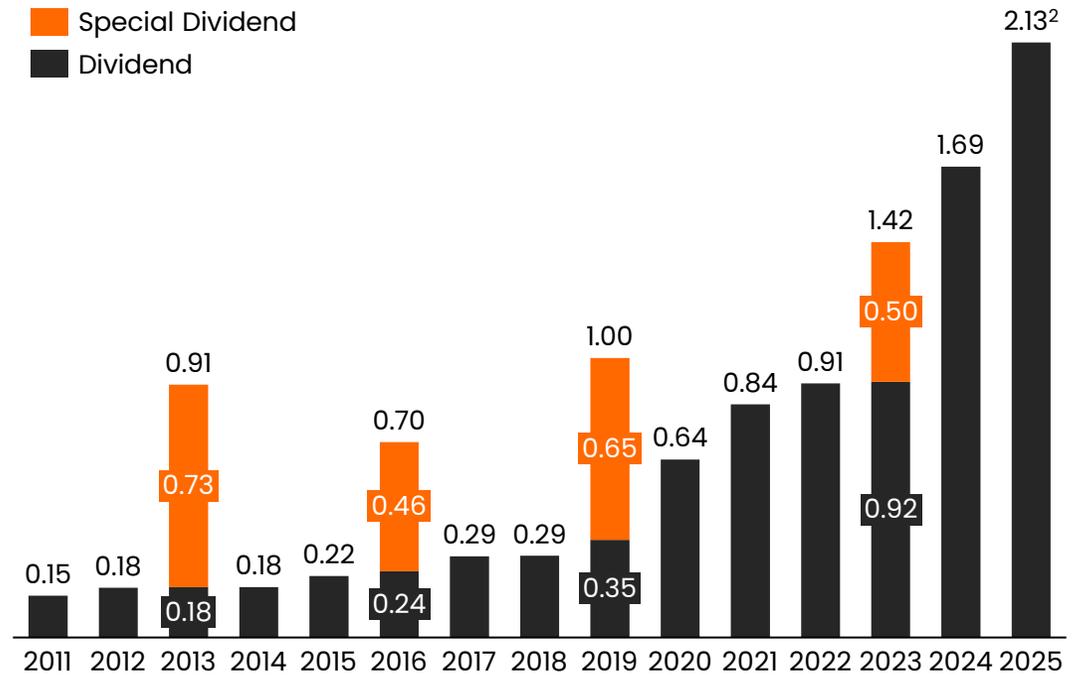
## Dividend policy

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

EPS<sup>1</sup> per 31. December in EUR



Dividend<sup>1</sup> in EUR



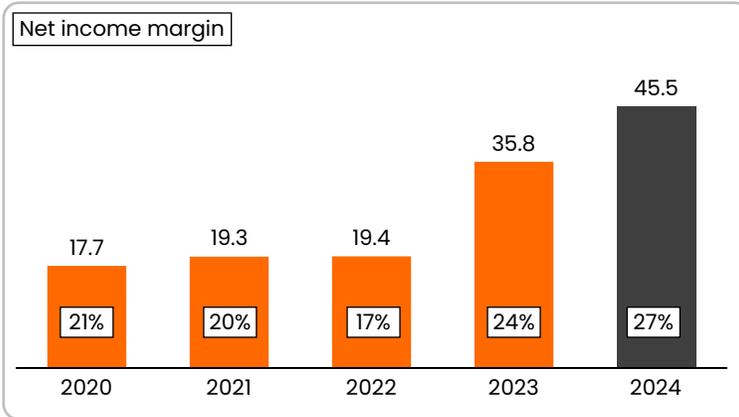
1. The previous year's figures have been adjusted due to stock split in June 2024; Rounding up to 2 decimal places; 2. Subject to shareholder resolution in AGM

# Financial KPIs

Financial strength excellent base for further growth

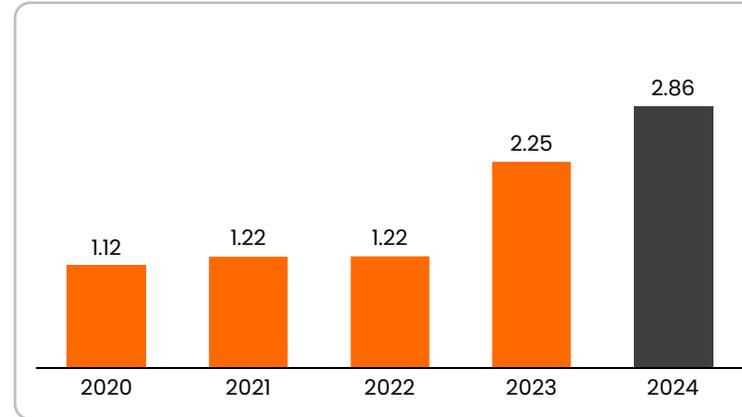
## Net income

in EURm



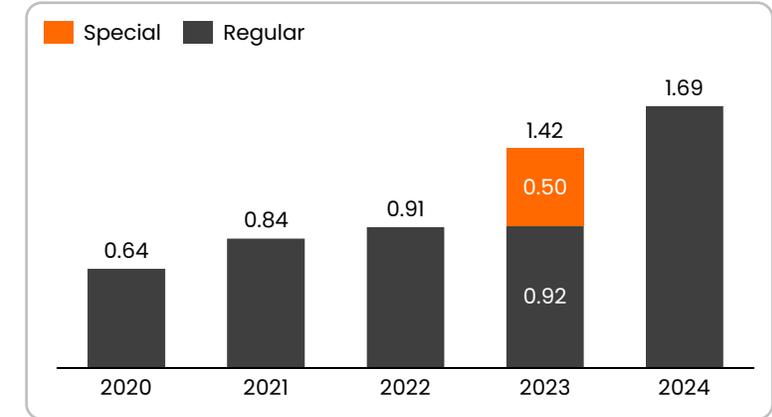
## EPS<sup>1</sup>

in EUR



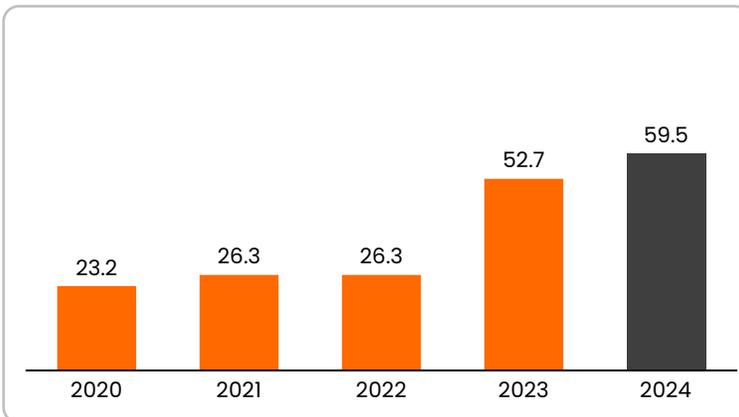
## Dist. Dividend per share<sup>1</sup>

in EUR



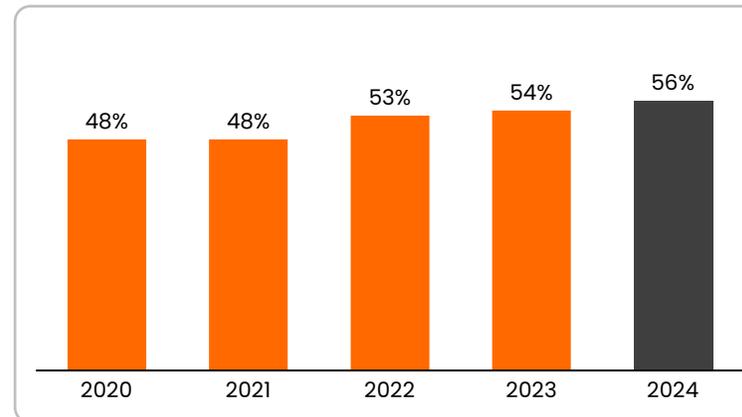
## Operational Cashflow

in EURm



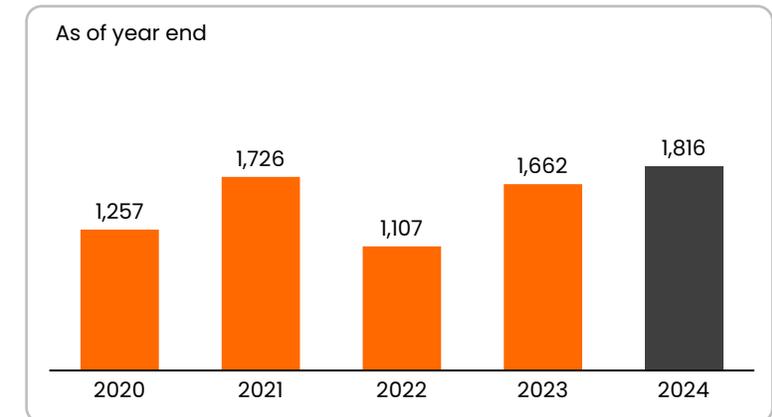
## Equity Ratio

in %



## Market capitalization

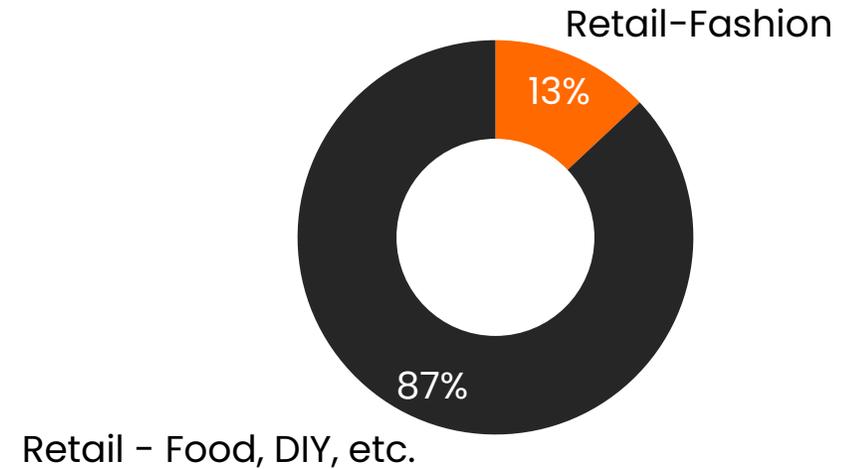
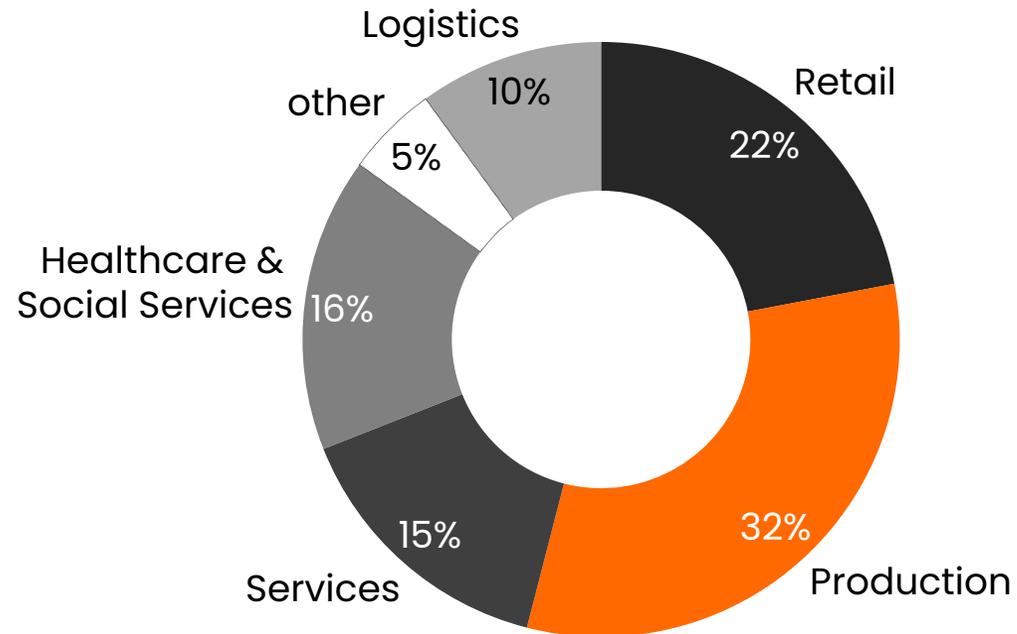
in EURm



1. The previous year's figures have been adjusted due to stock split in 2024; rounding up to two decimal places

# ATOSS sales by segment<sup>1</sup>

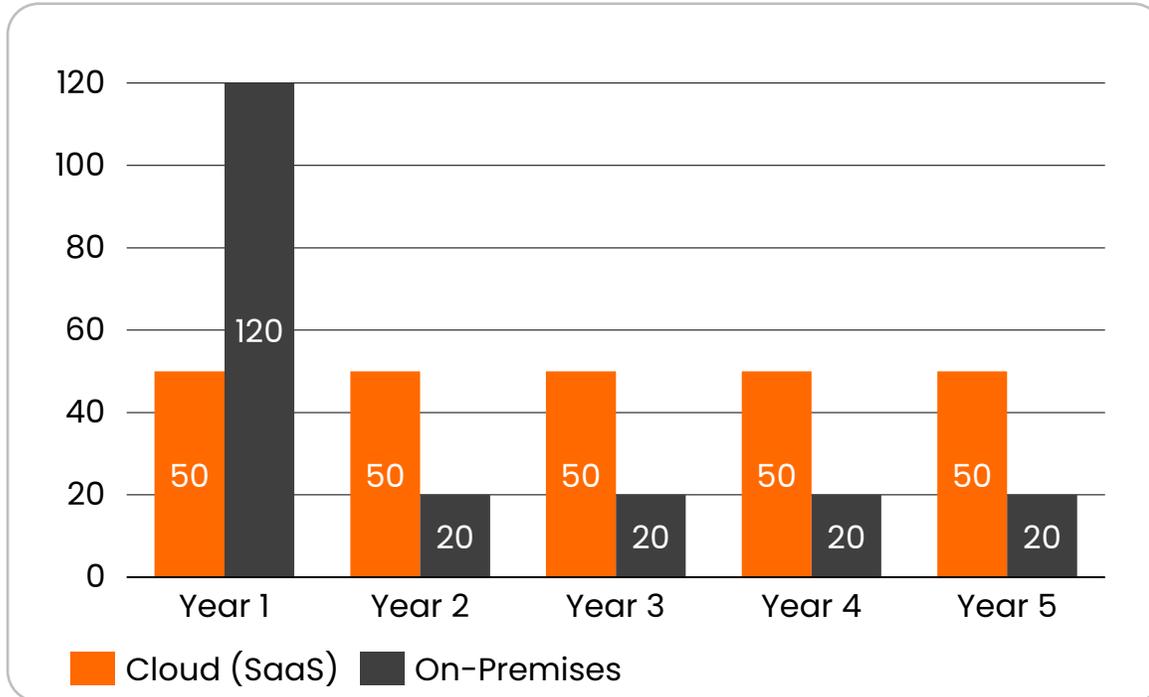
ATOSS' five largest customers account for approx. 6 percent of company's sales



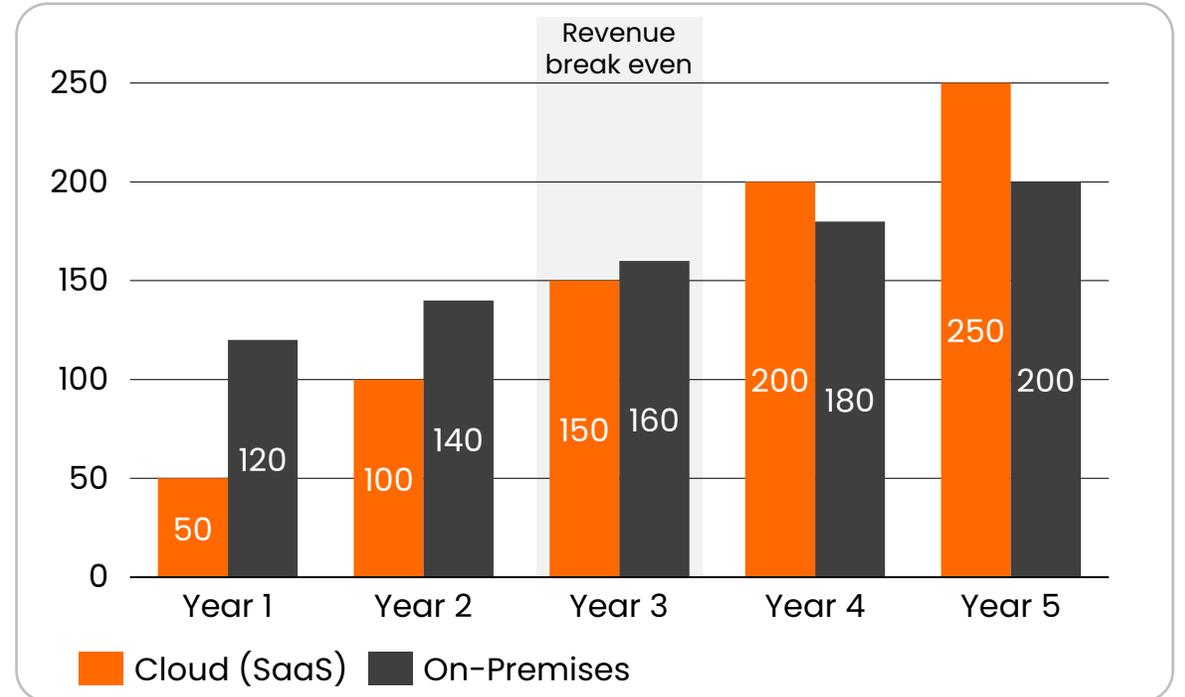
# Cloud vs. On-premises model

## Revenue/Payment scheme

### Cloud vs. On-Premises



### Cloud vs. On-Premises (accumulated)



- Cloud services lead to service optimization and cost savings for ATOSS customers
- Service optimization and cost savings allow for increased accumulated revenue after 3.5 years