



ATOSS Software AG – Excellence in Workforce Management

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01 Key Investment Highlights & Market

02 Workforce Management @ ATOSS

03 Go to Market Strategy

04 ATOSS KPI's and Cloud Transformation

05 The ATOSS Share

AGENDA



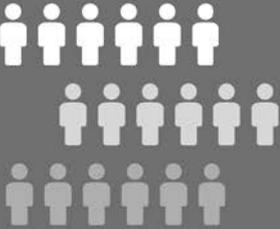
Sector Manufacturing
ATOSS Customer PLANSEE GROUP

Source: ATOSS Annual Report 2018

01 Key Investment Highlights & Market

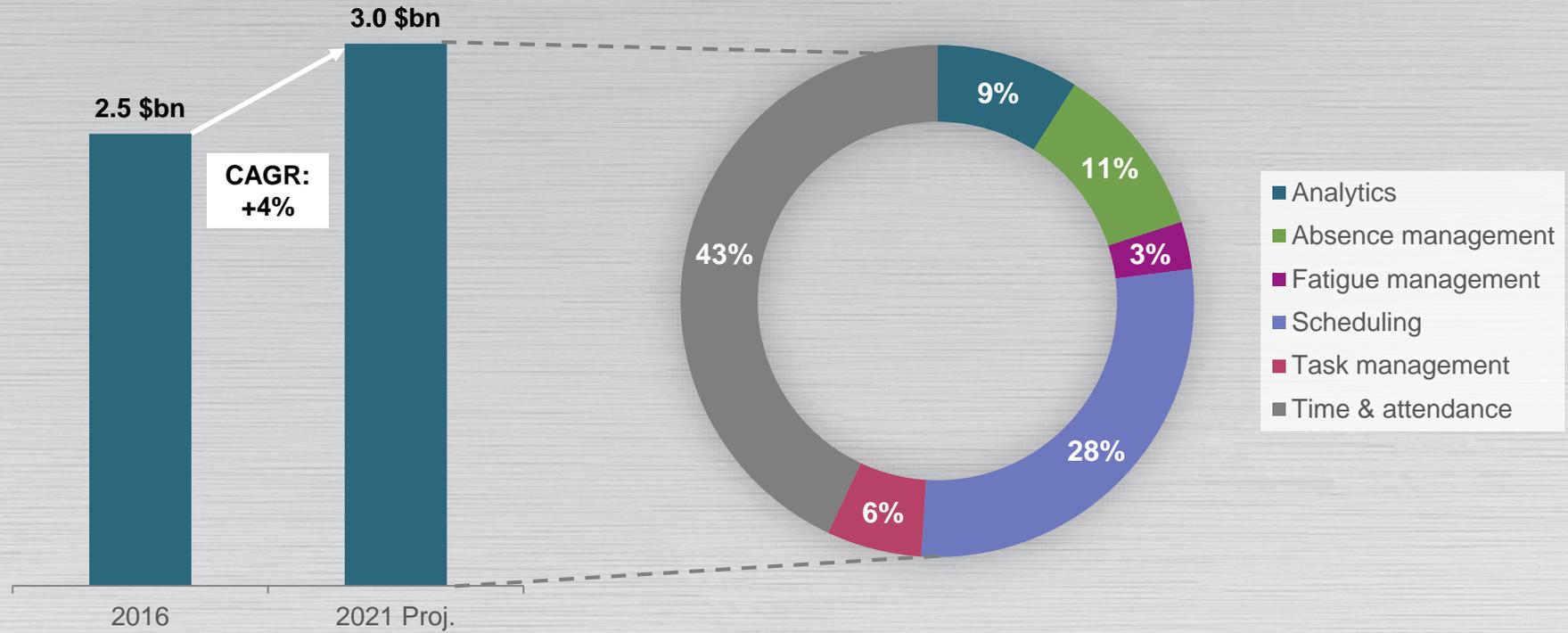
01 ATOSS – Outstanding on Key Levels

Highlights

<p>>30 years of experience in the market</p>	<p>Market leader for workforce management in DACH-countries</p> 	 <p>Top line visibility</p>	 <p>465 employees</p>	 <p>Technology & development leader</p>
<p>ATOSS is first mover and innovation pioneer in the field of workforce management</p>	<p>42 countries covered; vast potential for future development through organic growth and acquisition</p> 	<p>9 languages available</p> 	<p>>6,500 customers worldwide from SMB to blue chips</p>	<p>Recurring revenues reinforced by increased share of SaaS</p> 
	<p>Continuous revenue growth</p> 	<p>+60% CF to EBIT ratio</p>	<p>+25% EBIT margin</p>	 <p>~3.2 million employees managed with ATOSS solutions</p>

01 Workforce Management Market

Market Growth



Source: Statista

01 Workforce Management Market

Main Drivers



Digitalization of labor world



Increasingly complex regulatory environment



Scarcity of resources and skilled staff



Digitalization, globalization and decentralization resulting in increasing complexity of enterprise organizations

01 ATOSS – Uncompromising Dedication to R&D

Leading in Technology, Product and Innovation

TECHNOLOGY



Use of cutting edge technology
Javascript, HTML 5, REST, Spring, XTEXT, Ruby ...

ATOSS solutions focus on integration in customers' IT strategy
Unique technology layer running irrespective of operating systems, IT infrastructure and IT strategy

Investments of ~20% of revenue in R&D

PRODUCT



Outstanding product portfolio with global reach
Global rules engine for integrated T&A and workforce scheduling

Exceptional functional scope in sync with user centric UX/UI
>400 new functions p.a. embedded in UX/UI for any device from casual to expert user

R&D capacity >40% of total staff

INNOVATION



Unique record in technology migrations
Five successful technology migrations with 100% compatibility for customer base

Investing in innovation
No. 1 in workforce management among top 100 EU software companies (EU industrial score board)

R&D focus on future trends
AI, BOT, Analytics etc.

ATOSS is the technology leader in the area of workforce management



Sector Retail
ATOSS Customer DEHNER

02 Workforce Management @ ATOSS

02 Workforce Management in a Nutshell

Efficiency via Highly Flexible Staff Deployment

ATOSS helps companies to have ...

the right employees,

with the right qualifications,

at the right time,

at the right place,

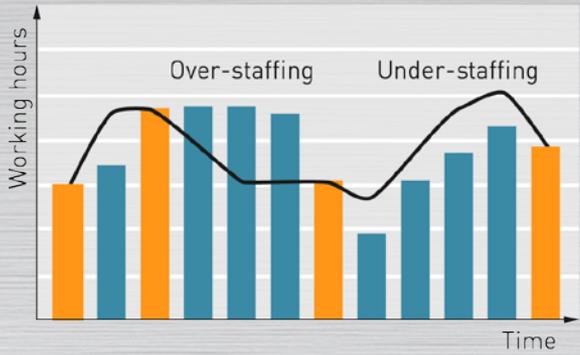
... cost optimised!

02 Demand-optimized Workforce Scheduling

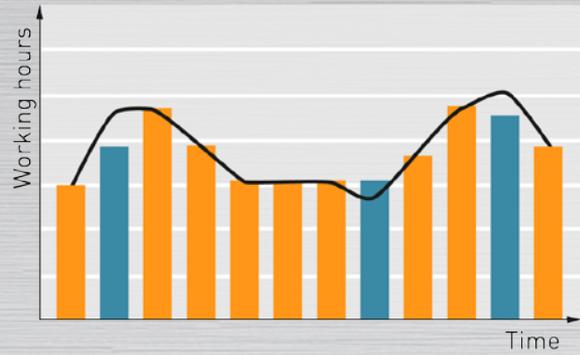
Benefits and Advantages of Workforce Management

How does a workforce management system enable a flexible, demand and cost-optimized personnel deployment ?

CURRENT SITUATION



TARGET SITUATION



- Personnel demand
- Demand oriented personnel deployment
- Non-demand oriented personnel deployment

Current situation:

- Fluctuation in demand
- Little flexibility and long response times

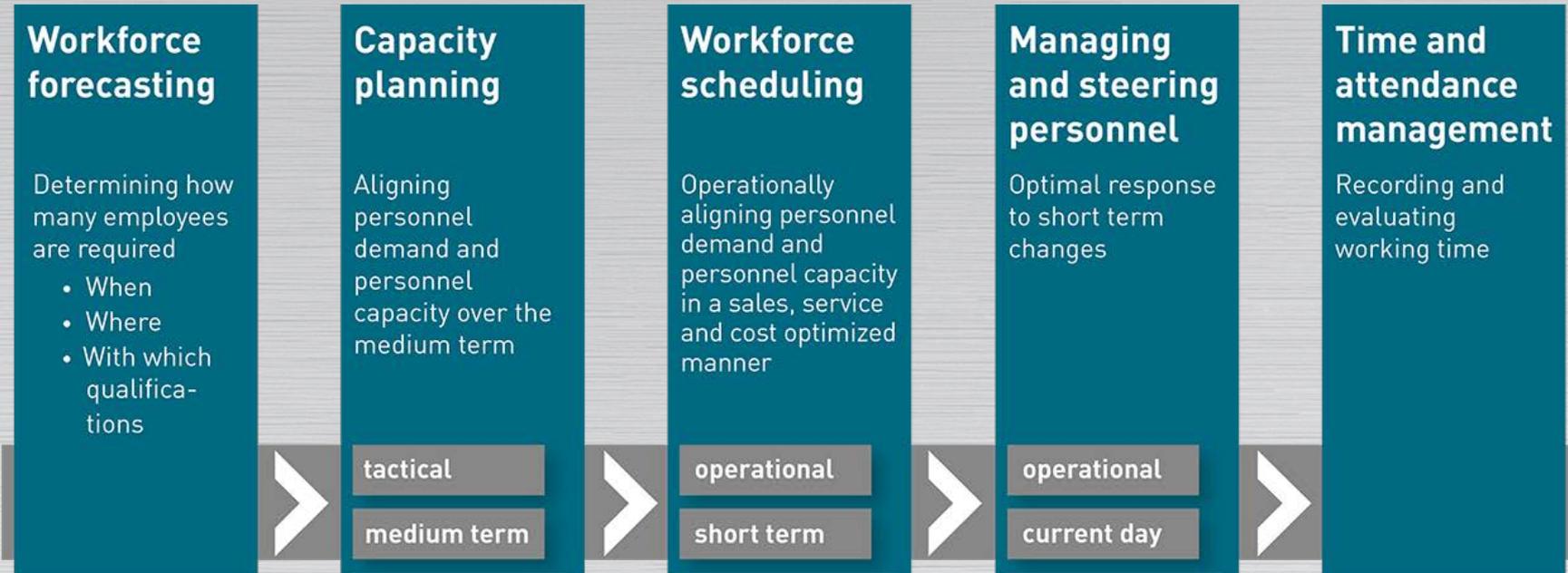


Goal:

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

02 Comprehensive Workforce Management

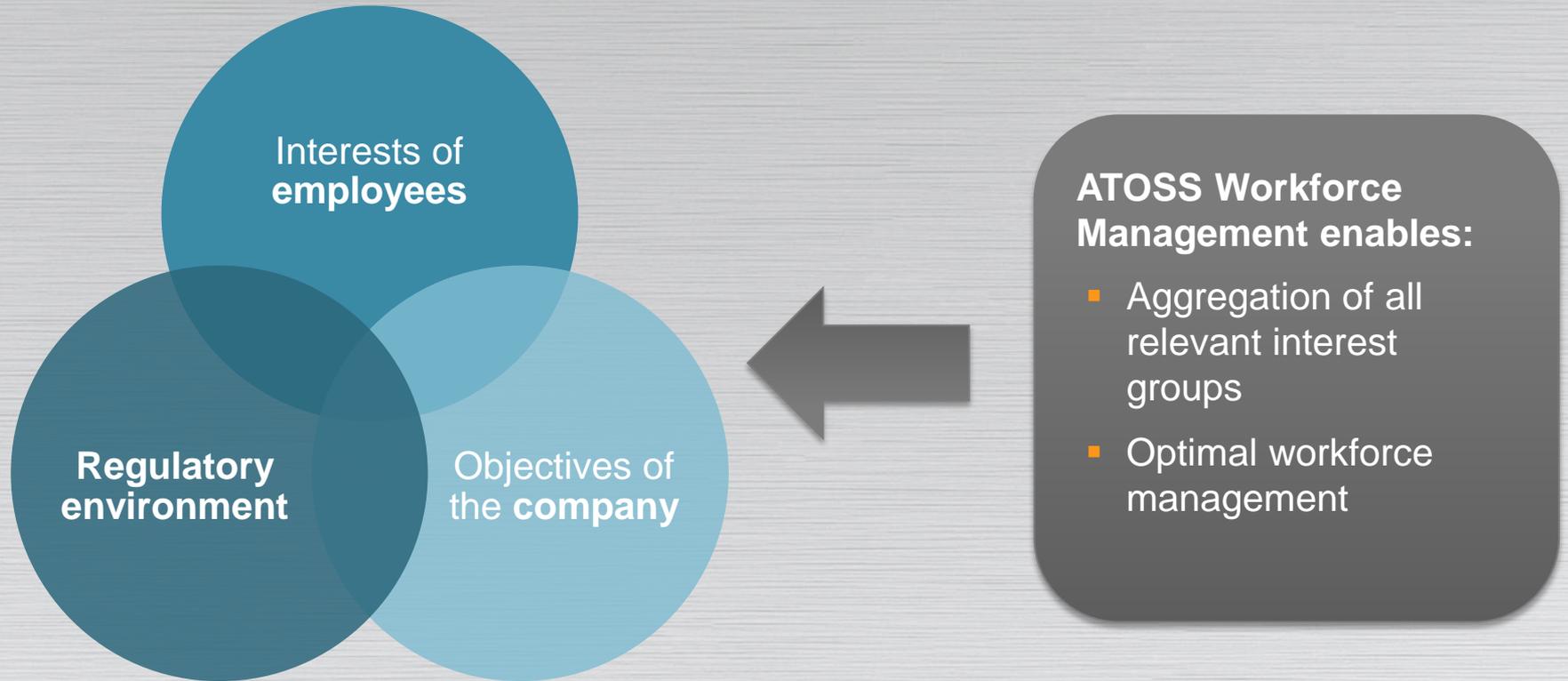
5 Steps to more Success



WORKING TIME FLEXIBILIZATION

02 Managing Complexity

Workforce Management



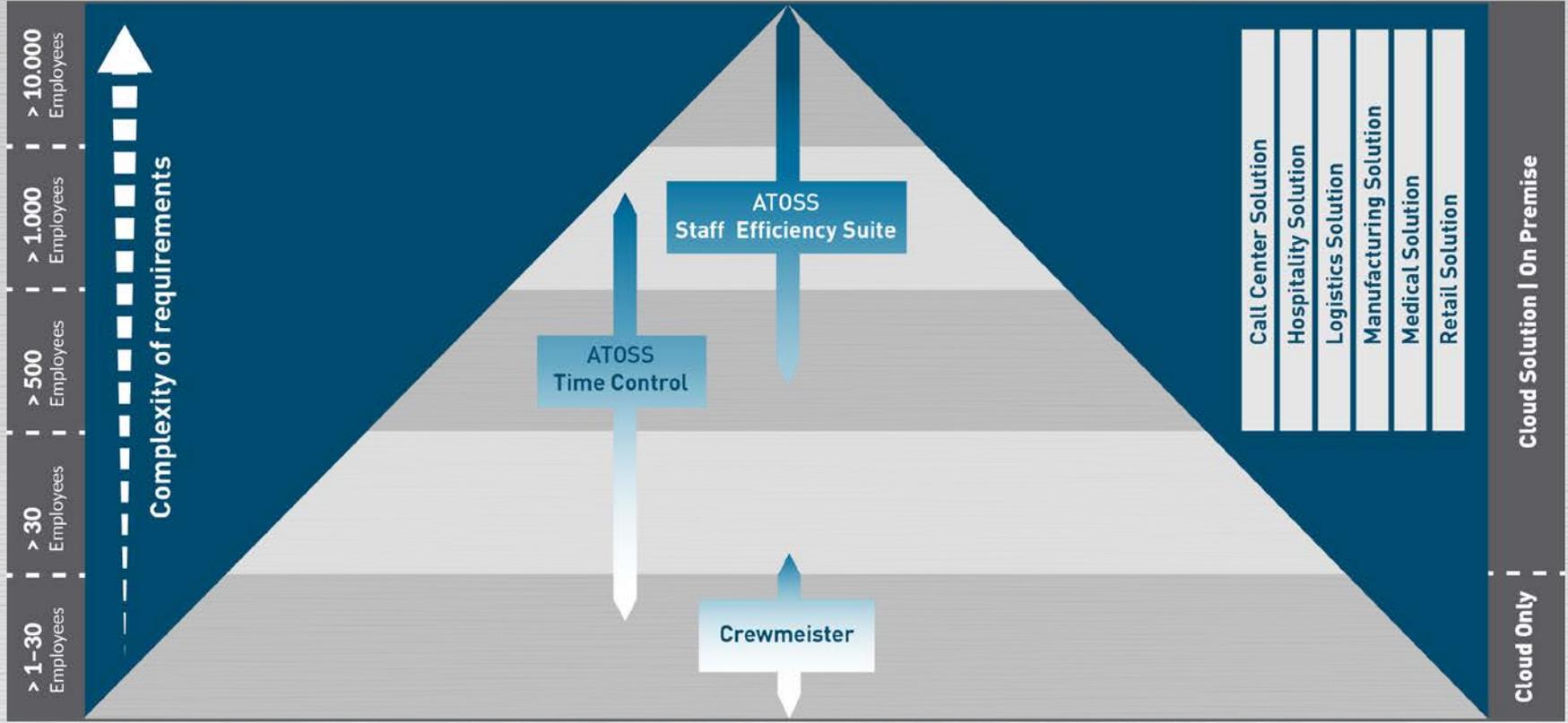


Sector Logistics
ATOSS Customer RHENUS LOGISTICS NETHERLANDS

03 Go to Market Strategy

03 ATOSS Full Range Strategy

Growth Effects Based on ATOSS Full Range Strategy



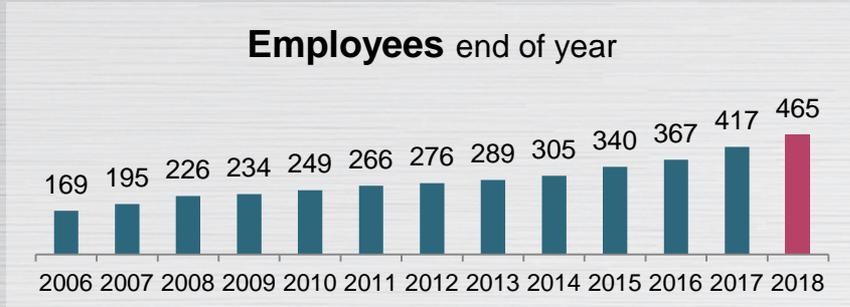
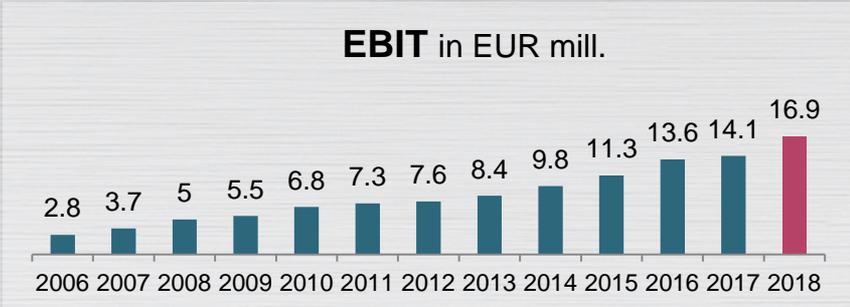
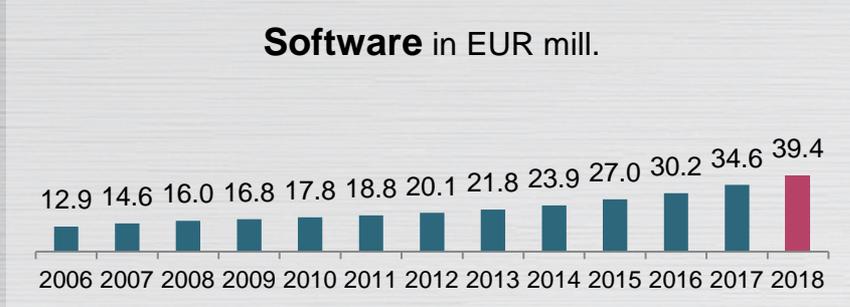
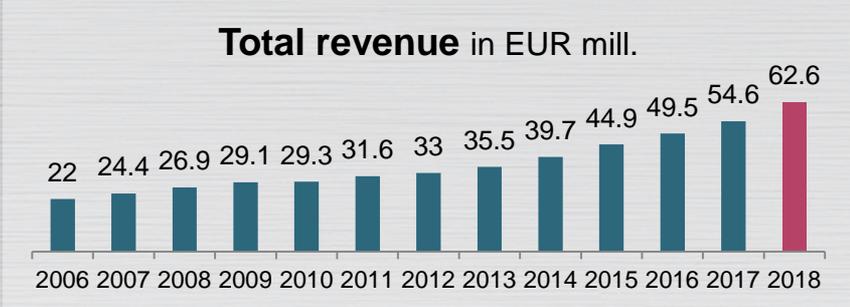


Sector Healthcare
ATOSS Customer HELIOS

04 ATOSS KPI's and Cloud Transformation

04 ATOSS – 13th Record Year

Running like Clockwork



Stable sales and continued positive earnings development

Long-term security for our customers

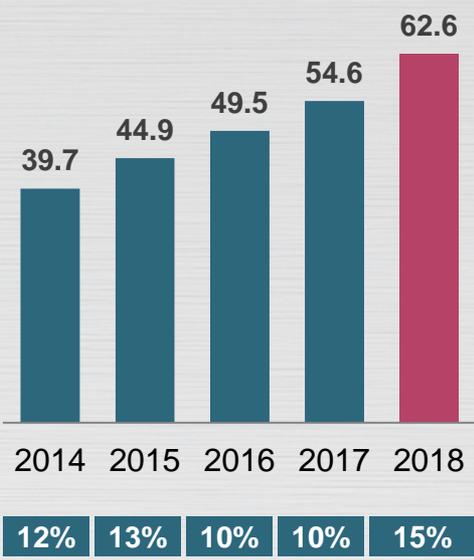
Consistent ongoing investments in portfolio and technology



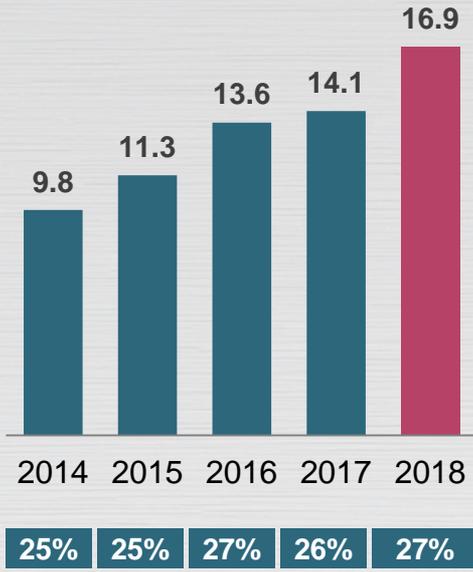
04 Financial Strength

Independence and Security for the Future

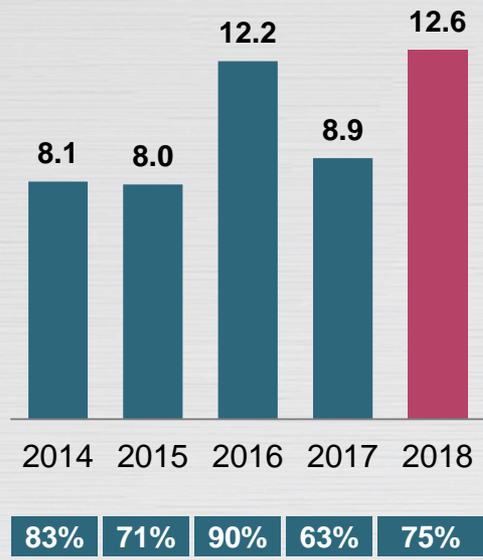
Total revenues in EUR mill. and growth in % (YoY)



EBIT in EUR mill. and % of total revenues

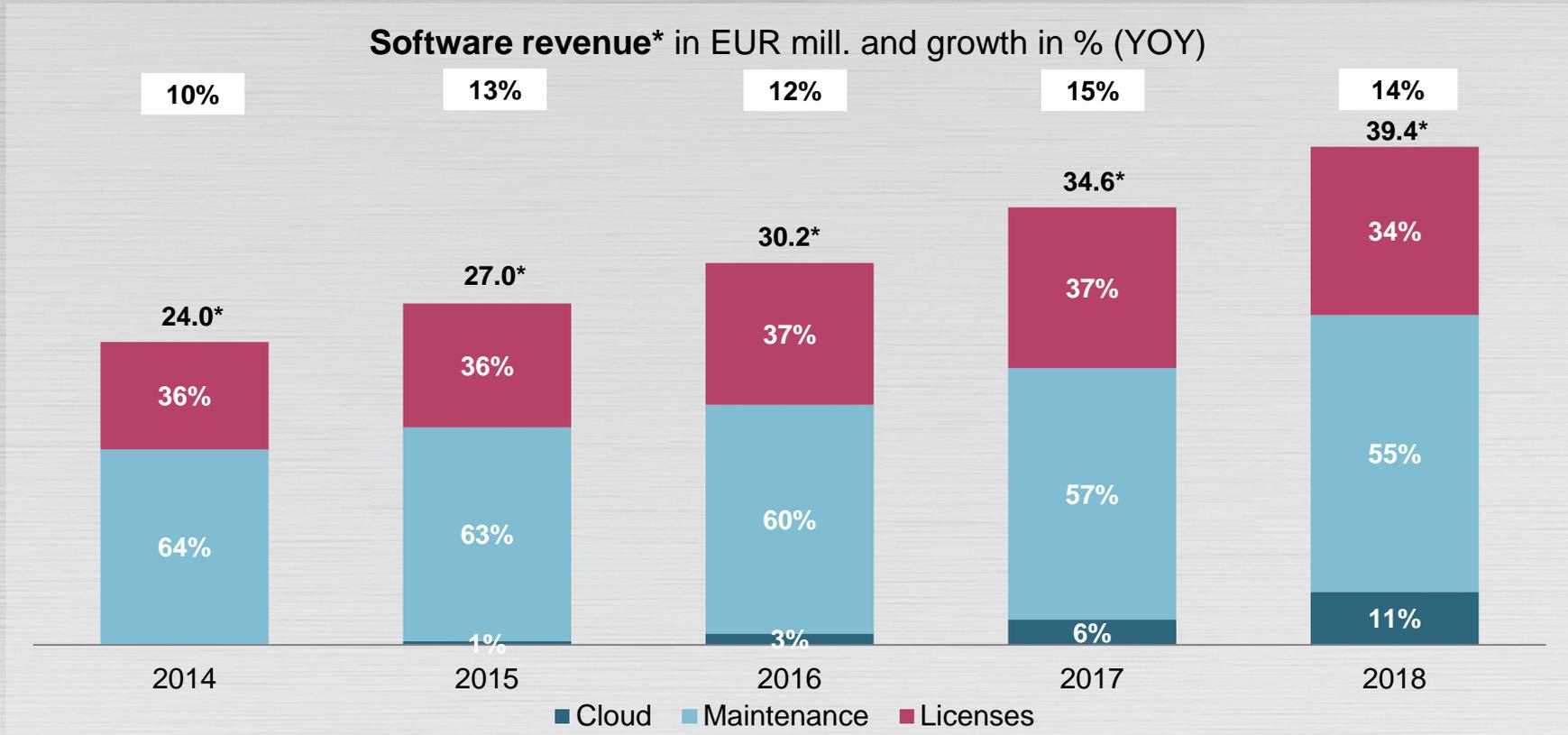


Cashflow in EUR mill. and % of EBIT



04 ATOSS Software Revenue

Sustainable Growth

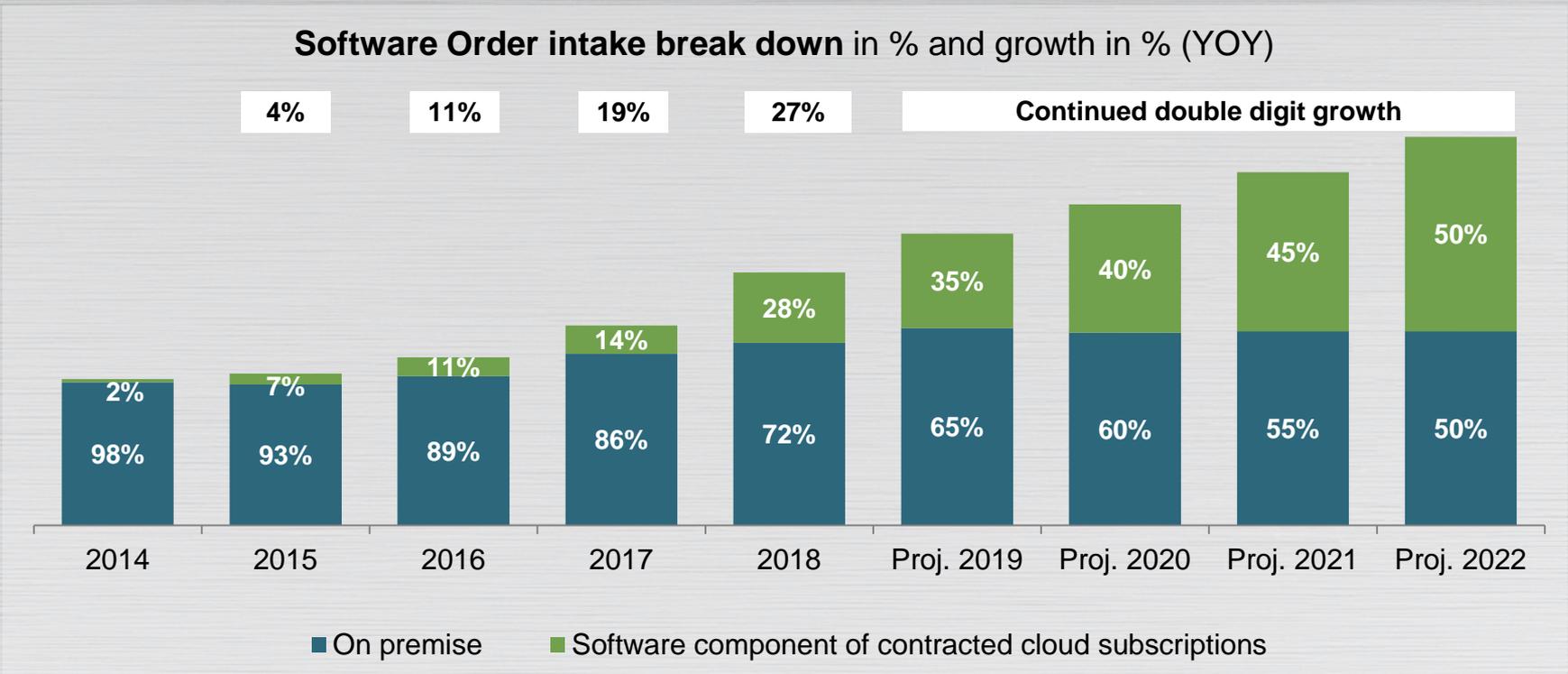


* Licenses, Maintenance and Cloud



04 ATOSS Cloud Transformation

Success in Cloud Transformation with Strong Margins



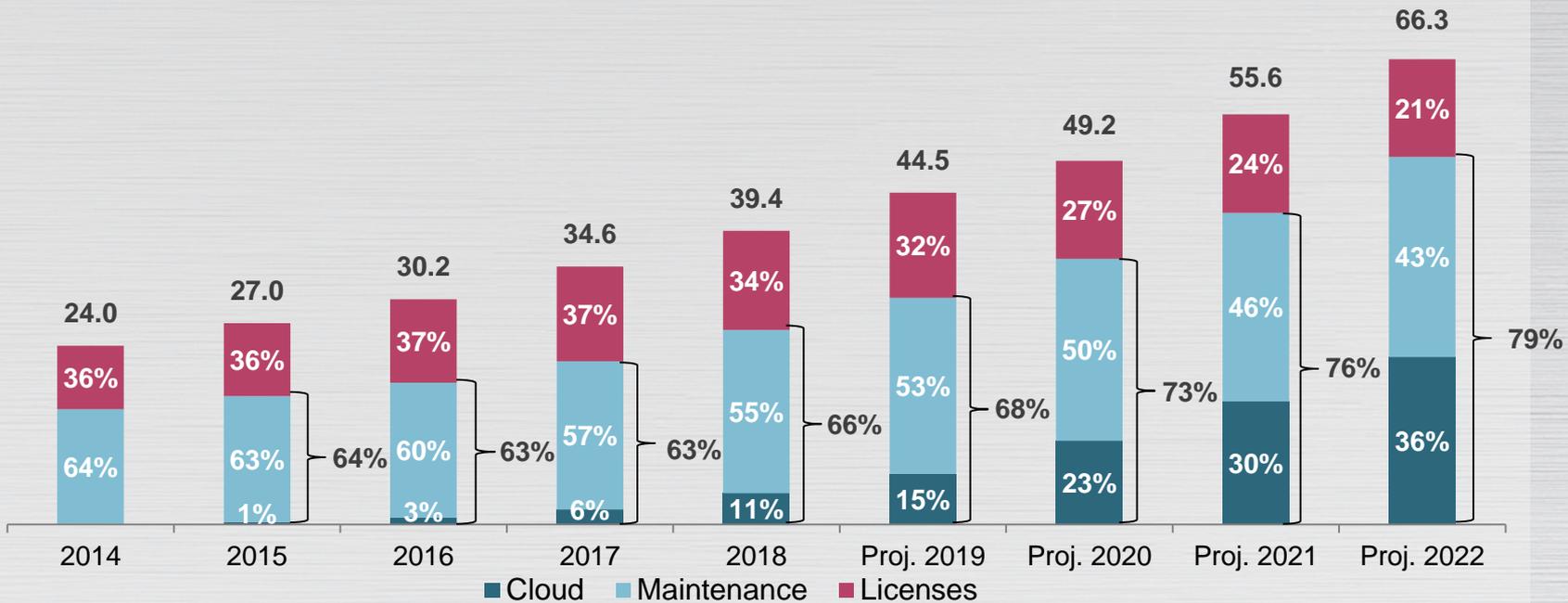
Strong growth in order intake assures margins during cloud transformation



04 ATOSS Cloud Transformation

Growth Leading the Way for Increased Recurring Revenue

Software revenue* in EUR mill. and growth in % (YOY)



* Licenses, Maintenance and Cloud



04 ATOSS – Growth Projections 2019 – 2022

Strong Growth and Margins while building Recurring Revenue

Increasing Share of Recurring Software Revenue from

66%-80%

Total Revenue Growth

p.a. **11-13%**

Software Revenue Growth

p.a. **12%-14%**

EBIT Margin from

25% - 28%

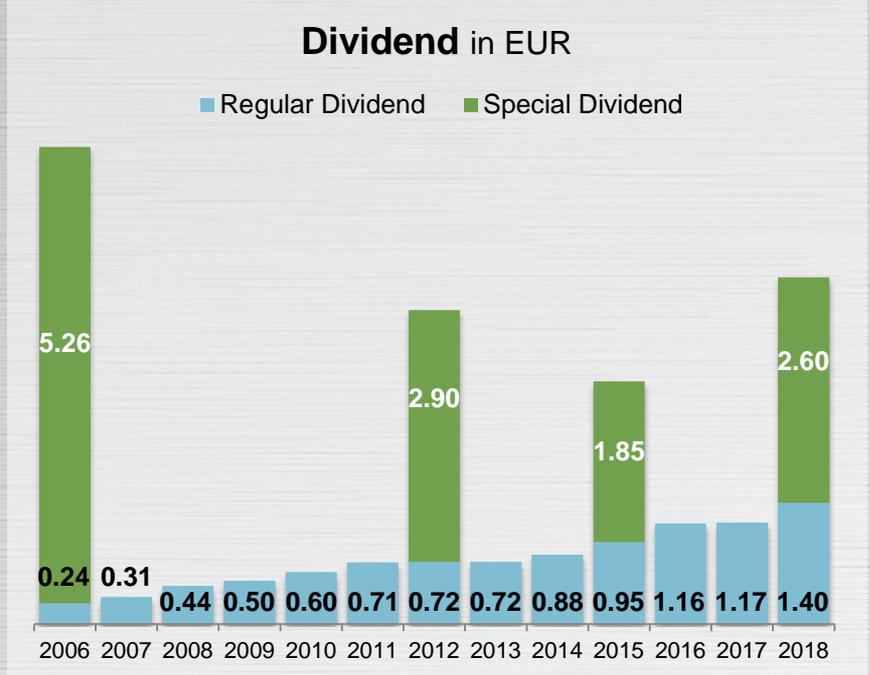
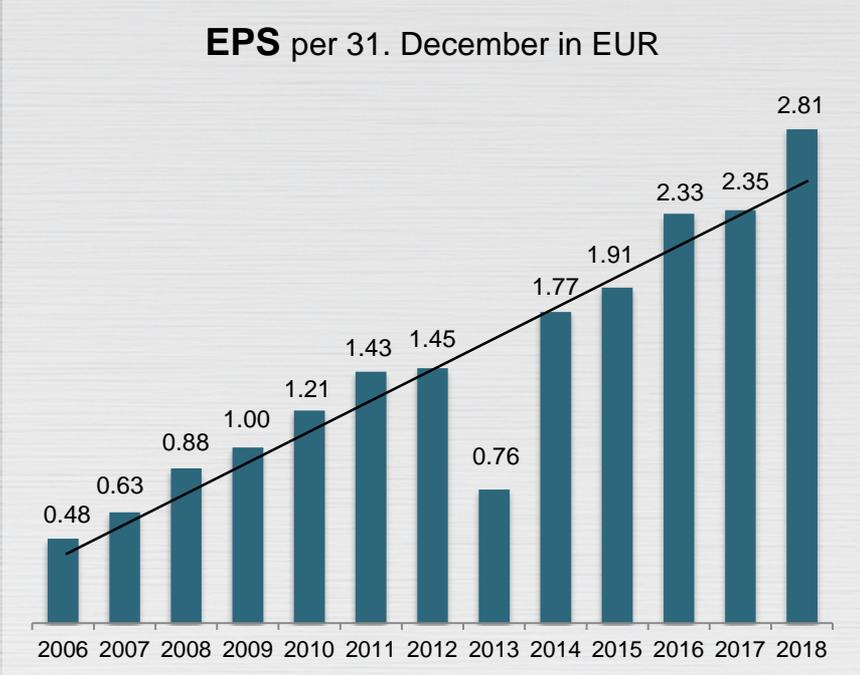




Sector Services
ATOSS Customer MANTHEY-RACING

05 The ATOSS Share

05 The ATOSS Share Dividend Policy



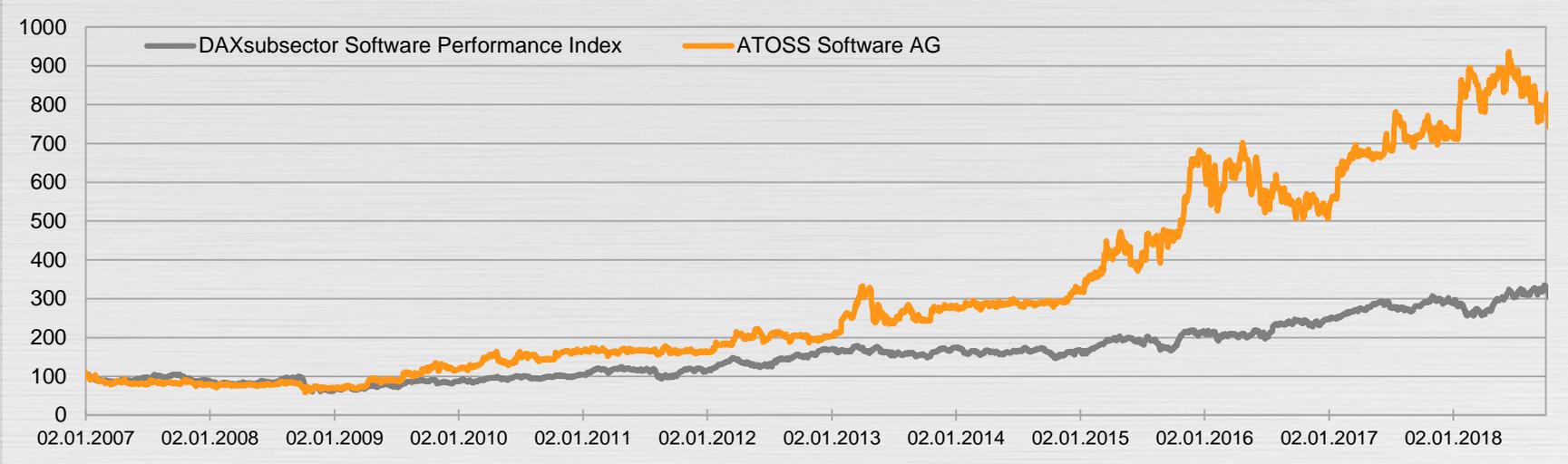
ATOSS stays true to its dividend policy with continuity to the previous year

* In 2006, 2012, 2015 and 2018 with a special dividend



05 The ATOSS Share

Development ATOSS Share 2007 – 2018



01/01/2007 – 12/31/2018: ATOSS share grows by 667%* while the DAXsubsector Software Performance Index gains 169%.

Sustained increase of shareholder assets

The ATOSS share offers additional upside potential

* XETRA Closing price 2006 and 12/28/2018 – without integration of special dividend





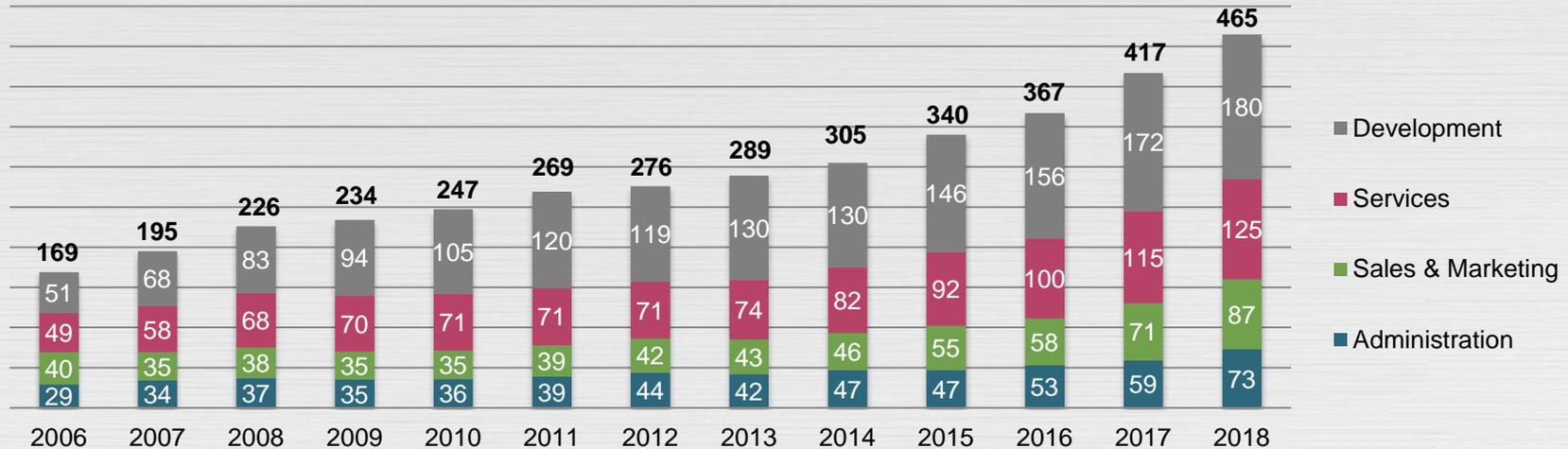
Thank You for Your Attention!



Attachments

Continuous Expansion of Personnel Capacities

Personnel development

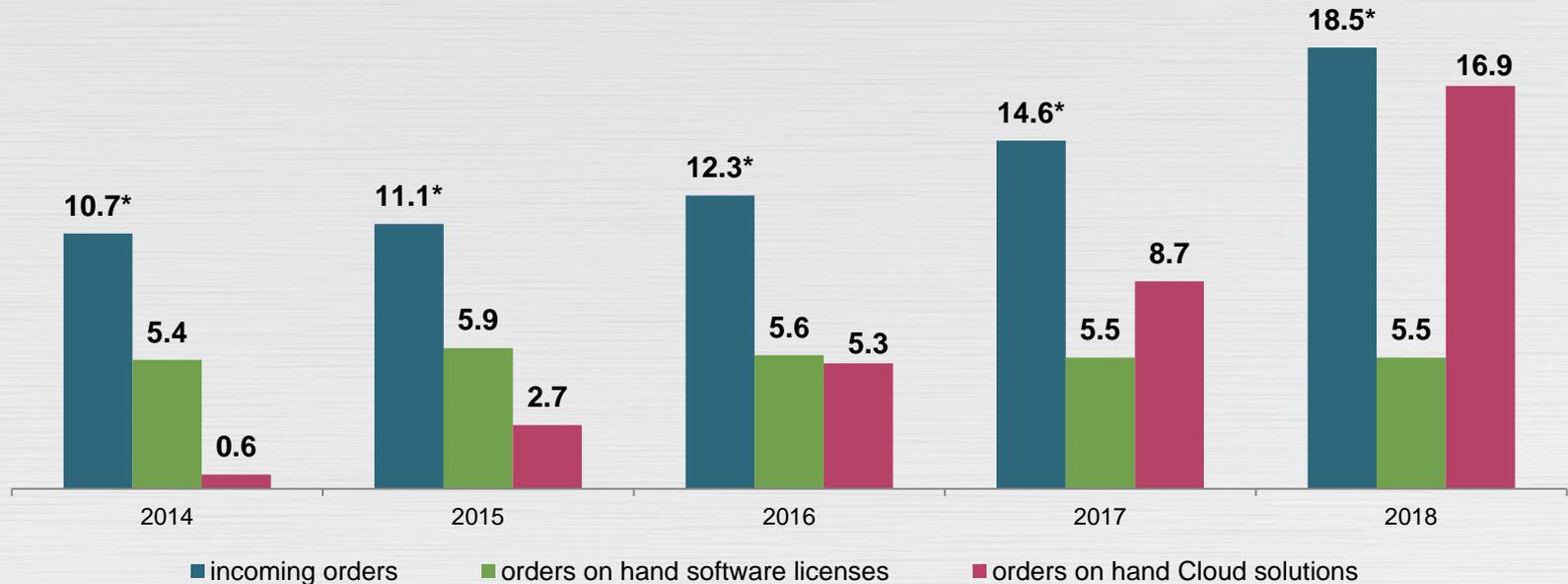


Focused on development and services personnel.

The proportion of those two groups in terms of total personnel has increased by 6% from 2006 to 2018.

ATOSS cloud transformation

Order development in EUR mill.

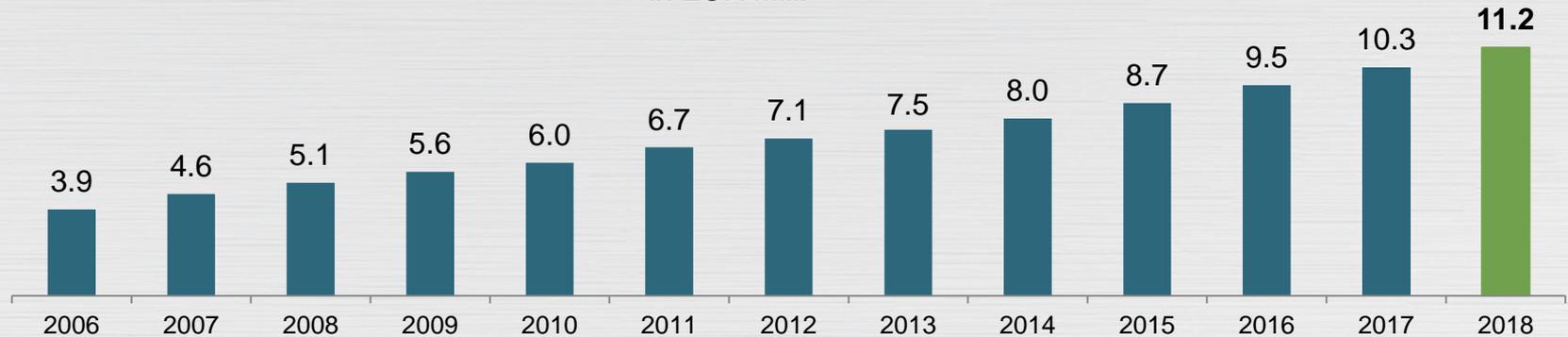


The strong demand for our software licenses and cloud solutions provides an excellent basis for further development of ATOSS

*Software Licenses incl. software components of fixed contracts for cloud subscriptions

Continuous, ongoing Investments in Research & Development

Expenditure on research & development
in EUR mill.



Continuous increase in development expenditures ensuring the future of our products.
ATOSS customer benefit from advanced, leading edge solutions.

Effects Generated from ATOSS Projects

-15% Personnel costs with the same number of staff

-82% Overtime

-70% Planning input

-60% Residual leave

-22% Balance-sheet provisions

+5% Conversion rate

+11% Revenue

Financial Highlights

Development over 13 Record Years

+207%

Total sales

+233%

Software licenses sales

+257%

Consulting sales

2006

–

2018

+177%

Capital investment on R&D

+2,906%

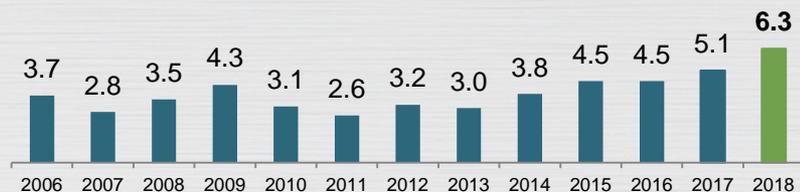
EBIT

+2,242%

EPS

Benchmark for Customer Satisfaction and Stability

Receivables in EUR mill.



Collection period in days*



Low volume of receivables and short collection periods reflect good customer relations and well structured business processes.

The extremely low value adjustments are additional, impressive proof of the sound and reliable business model.

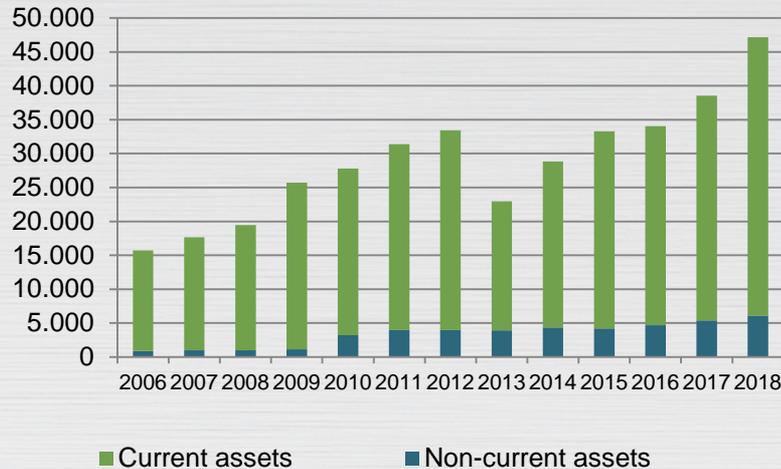
Value adjustments in kEUR



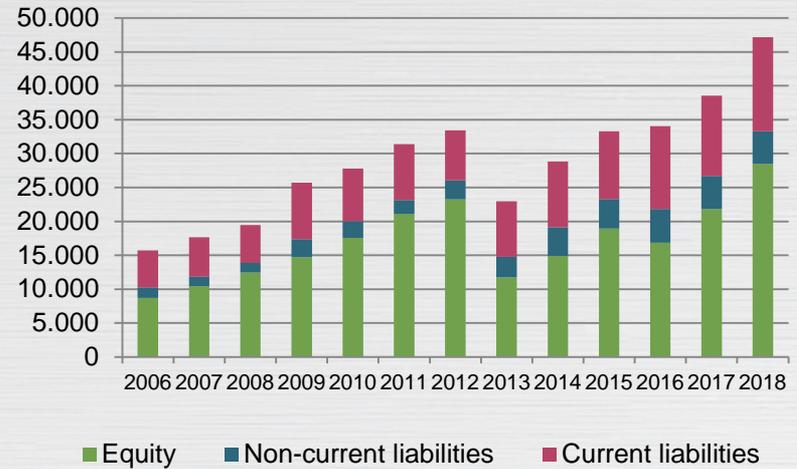
*Gross receivables : Gross sales x 365
As of 12/31/2018

Balance Sheet Structure 2006 – 2018

Assets in kEUR



Equity & Liabilities in kEUR



Sound structure of balance sheet

Assets: constant solid ratio between current and non-current assets

Equity & liabilities: high equity ratio (2018: 60 percent)

ATOSS Full Range Strategy

Crewmeister – Simple & Affordable Workforce Management in the Cloud

- Time tracking
- Absence management
- Time evaluation
- GPS tracking
- Scheduling
- Communication



- Simple
- Affordable
- Mobile
- Online
- No implementation

**Crewmeister is the starting point for small,
non IT-savvy companies
towards their digital transformation**