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ATOSS SUSTAINABILITY REPORT 2023



1. Sustainability at ATOSS

1.1. About this report

The separate, non-financial Group report of ATOSS Software AG (non-financial Group report) was prepared in compliance with Sec. 315c in conjunction with Sec. 289c to 289e of the German Commercial Code (HGB) as well as Article 8 of Regulation (EU) 2020/852 of the European Parliament and Council dated June 18, 2020 on the establishment of a framework to facilitate sustainable investments and amend Regulation (EU) 2019/2088 (hereinafter referred to as the EU Taxonomy Regulation) and relates to the financial year from January 1, to December 31, 2023.

In accordance with Sec. 289c of the German Commercial Code (HGB), the separate, non-financial Group report is to contain disclosures required to understand the company's business performance, results and position as well as the impact of its activities on the aspects specified in Sec. 289c (2) HGB. In preparing the separate, non-financial Group report, ATOSS Software AG made use of the option offered in Sec. 289d HGB and with regard to the materiality analysis, the description of the management approach and presentation of individual key figures, it relied primarily on the international framework of the Global Reporting Initiative (GRI) as well as the industrial standard of the US Sustainability Accounting Standards Board (SASB) (see also Table in 1.4.).

The contents of the separate, non-financial Group report relate to the ATOSS Software AG Group. The underlying data on which the Group's key non-financial figures are based correspond to the consolidation group used for the financial reporting. In the event of a divergent inclusion, a corresponding explanation is provided. The timeline of the measures presented with respect to the relevant aspects is continuous unless otherwise specified.

For reasons of linguistic simplicity and enhanced readability, the masculine form is used in the separate non-financial Group report. This includes all genders.

External audit of the separate non-financial Group report

The separate, non-financial Group report of ATOSS Software AG was subjected to an independent audit with limited assurance by the auditors PricewaterhouseCoopers GmbH, Munich (PwC) using the auditing standard "International Standard on Assurance Engagements (ISAE) 3000 (Revised)" relevant for sustainability reporting. Their opinion can be found at the end of this report.

1.2. Description of the business model

ATOSS Software AG is a provider of technology and consulting solutions for professional workforce management and demand-optimized personnel deployment. From time recording to strategic capacity planning, ATOSS wins customers with its product suites thanks to their extensive functionality, maximum scalability and high end technology.

Further information on ATOSS Software AG's business activities and business model can be found in the Chapter "Group Basics" in the group management report.

Entrepreneurial responsibility and sustainability

Sustainability is a key pillar of ATOSS Software AG's business activities. It represents the company's commitment to reconciling the needs of employees, customers, society and the environment with the achievement of its short and long-term growth targets. For ATOSS, responsible conduct and social acceptance are fundamental to its ability to operate successfully in the market.

At the same time, ATOSS is making a valuable contribution to a more sustainable world with its workforce management solutions by helping companies to work more creatively, more intelligently and more humanely. ATOSS is thereby revolutionizing the interplay of cost-effectiveness and humanity. Effective, highly efficient digital solutions for demand-optimized workforce scheduling are indispensable for companies, and even more so in times of volatile economies. Based on its product range of highly flexible tools, ATOSS is helping companies to implement control systems transparently, efficiently and promptly. This not only makes them more competitive but also secures their financial base and jobs. ATOSS solutions also support companies' innovative enterprise, boosting motivation and enhancing our customers' employee satisfaction. ATOSS Software AG is firmly convinced that technological innovations hold the key to guiding society to a more sustainable way of life and ways of working.

The ATOSS values, enshrined in the ATOSS Code of Conduct, underpin the respectful interactions of ATOSS employees in the Group and their daily dealings with external stakeholders.

In the 2023 financial year, ATOSS Software AG continued to pursue its measures and targets in the sphere of sustainability with great commitment and reports on them on its homepage under the Sustainability tab (<https://www.atoss.com/en/company/sustainability>). Here, investors and interested parties can access the latest data and information on the sustainability issues "Customers and society", "Employees", "Integrity and compliance" as well as "Environmental protection".

1.3. Stakeholders

ATOSS Software AG divides its stakeholders into internal and external participants. The internal groupings comprise the company's employees, Management Board, Supervisory Board, Compliance Management Committee and Works Council. The external groupings are made up of customers, suppliers and service providers, the partner network, shareholders and investors, (potential) future employees as well as important multipliers such as analysts and the media.

ATOSS Software AG attaches great importance to maintaining a continuous dialog with these stakeholders. This is also reflected in the structure of the departments at ATOSS which focus on dialog with these stakeholder groups. For example, they include the departments of Sales, Customer Services & Support, Human Resources, Marketing and Investor Relations.

Investors and ATOSS' shareholders make up a key stakeholder group in addition to customers and employees. The Group uses various communication channels to engage in regular dialog with them and it values one-on-one conversations. As well as participating in investor conferences, the company also conducts telephone calls and private conversations with investors on a regular basis. The business performance of ATOSS Software AG is communicated via quarterly bilingual press releases, the half-yearly report and the annual report.

In the 2023 financial year, ATOSS Software AG maintained an intensive dialog with all the relevant stakeholders. On the one hand, to promote mutual understanding in an open, constructive exchange, and establish trust. On the other, to continuously identify topics of significance from ATOSS' perspective in terms of its entrepreneurial responsibility. Besides holding its regular or extraordinary Annual General Meeting at the end of April or in mid-September respectively, participating in an analysts' conference at the end of November and various investor conferences at home and abroad, the company made time for its investors in numerous private conversations.

In 2023, the company's management once again actively solicited feedback from ATOSS employees in surveys (Connect@ATOSS Engagement Survey and Pulse Survey) and annual interviews (see also comments in Chapter 4). Employees were also involved through regular staff meetings – organized for the German facilities by the Works Council.

The Management Board also worked very closely with the company's Supervisory Board in a relationship marked by constructive dialog and mutual trust. The Management Board also kept the Supervisory Board regularly, comprehensively, and promptly up to date on key aspects of the business in writing and verbally.

1.4. Key subjects

Materiality analysis

In 2023, to identify all the key circumstances for the non-financial Group report, ATOSS Software AG conducted a review of its materiality analysis prepared in 2021 as well as comprehensively re-validating and prioritizing the 12 key themes listed in the previous year. The result was that there were no changes by comparison with the previous year in this year's materiality analysis which otherwise was also conducted along the lines of the previous year's procedure (please refer to comments made in the 2021 and 2022 Sustainability Reports). All the key themes were also re-confirmed by the Management Board. The aspect "Respect for Human Rights" from the minimum list of topics identified in the German Commercial Code (HGB) in accordance with Sec. 289c (2) HGB was classified as non-material as part of the materiality analysis. Nevertheless, respect for human rights, children's rights and labor rights is extensively covered in the company's code of conduct.

Pursuant to the CSR-RUG on the disclosure of non-financial information, in addition to reporting on the material aspects, companies must also disclose associated risks which are linked to their own business activities, business relationships, products and services and which are very likely to have or will have a serious negative impact on the five aspects pursuant to Sec. 289c (2) HGB. In the 2023 financial year, ATOSS Software AG did not identify any risks pursuant to Sec. 289c (3) No. 3 and 4 of the German Commercial Code on a net basis. Further general information on risks and opportunities can be found in the Annual Report 2023 in Chapter 3, "Opportunity and Risk Report".

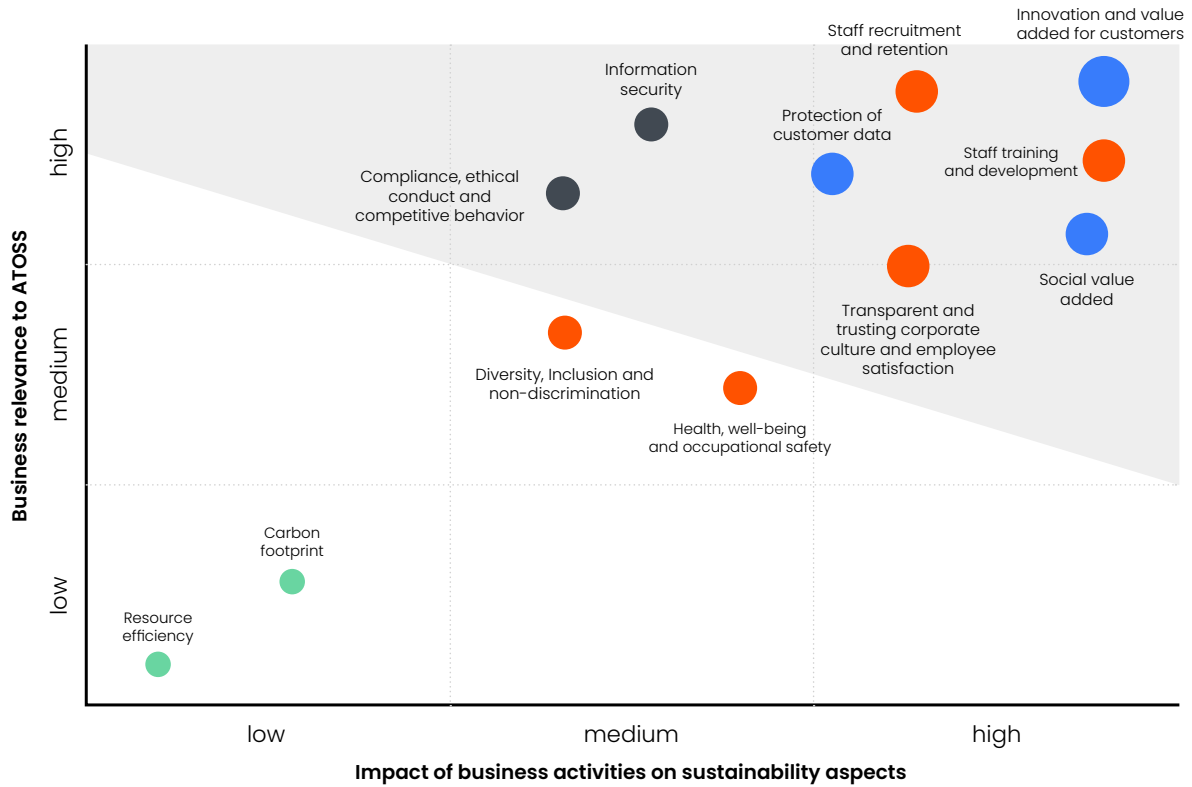
The key subjects identified as part of the materiality analysis and their allocation to ATOSS' four spheres and the aspects required in Sec. 289c (2) HGB are presented in the following overview:

Key subjects	GRI	SASB	SDGs	Minimum content under HGB and further aspects regarded as material
Integrity and compliance				
Information security		SASB TC-SI-230a		
Protection of customer data	GRI 418	SASB TC-SI-220a, SASB TC-SI-230a		Customer concerns
Compliance, ethical conduct and competitive behavior	GRI 205/206	SASB TC-SI-520a		Combating corruption and bribery (Sec. 289C (2) No. 5 HGB)
Customers and society				
Innovation and value added for customers				Customer concerns
Social value added				Social concerns (Sec. 289C (2) No. 3 HGB)
Employees				
Transparent and trusting corporate culture or employee satisfaction	GRI 102-8, GRI 401; GRI 402	SASB TC-SI-330a		Employee concerns (Sec. 289C (2) No. 2 HGB)
Diversity, inclusion and non-discrimination	GRI 102-16, GRI 405, GRI 406			Employee concerns (Sec. 289C (2) No. 2 HGB)
Health, well-being and occupational safety	GRI 403			Employee concerns (Sec. 289C (2) No. 2 HGB)
Staff recruitment and retention	GRI 405, GRI 406			Employee concerns (Sec. 289C (2) No. 2 HGB)
Staff training and development	GRI 404			Employee concerns (Sec. 289C (2) No. 2 HGB)
Environmental protection				
Carbon footprint	GRI 302, GRI 305	SASB TC-SI-130a		Environmental concerns (Sec. 289C (2) No. 3 HGB)
Resource efficiency	GRI 301, GRI 306	SASB TC-SI-130a		Environmental concerns (Sec. 289C (2) No. 3 HGB)

	Peace, justice and strong institutions (No. 16)		Industry, innovation and infrastructure (No. 9)
	Decent work and economic growth (No. 8)		Good health and well being (No. 3)
	Gender quality (No. 5)		Quality education (No. 4)
	Affordable and clean energy (No. 7)		Climate action (No. 13)
	Responsible consumption and production (No. 12)		

Prioritization of key subjects

The following materiality matrix shows how ATOSS Software AG prioritizes the issues that feature in the list of key subjects. Firstly, the effect of these subjects on ATOSS Software AG’s future development, earnings and position was analyzed. Secondly, the impact of business activities on sustainability aspects was examined. The subjects in the grayed-out area were given high priority with respect to their business relevance and the effects of business activities on the relevant sustainability aspects.



The following comments relate to all sustainability issues identified as material by ATOSS Software AG.

The sustainability subjects including key non-financial indicators are becoming increasingly relevant to ATOSS Software AG’s business, but are currently not yet part of the Group’s value-driven management system. No directly quantifiable statements of relevance to the Group can be made on causal relationships and increases in value due to their limited measurability to date. The non-financial indicators are therefore not used to manage the Group.

2. Integrity and compliance

Actual or suspected infringements of current legal provisions, internal rules or ethical standards might incur negative financial consequences for ATOSS Software AG and its reputation. For this reason, top priority is given to information security and the protection of customer data as well as the avoidance of critical compliance incidents.

At ATOSS, the Integrity and Compliance sphere covers the subjects of information security, the protection of customer data, compliance, ethical conduct and competitive behavior and corresponds to the aspects of combating corruption and bribery in accordance with Sec. 289c (2) No. 5 HGB and/or employee concerns under Sec. 289c (2) No. 2 HGB.

2.1. Concepts, due diligence processes and targets

Information security

ATOSS Software AG has implemented various measures and checks in the company to ensure information security. The aim of these measures is to prevent attacks or unintended activities that violate the confidentiality, integrity or availability of data. Attacks and unintended activities include both the theft and manipulation or the sabotaging of data. The key measures implemented in 2023 by the IT Department in close cooperation with the responsible divisional management board and the CFO include both preventive and responsive, mitigating measures as well as control actions.

- Preventive controls, for example, involve the secure configuration of hardware and software, controlled access to devices and identities on a need-to-know basis, software updates, vulnerability management, defense against malware as well as educational inputs for users and obligatory annual online training for all ATOSS employees on the subject of information security.
- Detective controls, for example, include the collection and verification of data, incident handling, measurement of external risk potential but also site inspections, service audits and penetration tests.
- Responsive controls cover incident handling, protective system changes and emergency management.

An Information Security Management System (ISMS) based on the model of the international security standard ISO/IEC 27001 was implemented in 2022 for the technical security of ATOSS Cloud Operations. Since this year, the Group has also had a backup data center, further boosting fail safety in the event of disruptions to the existing data center (power cuts, cyber attacks, acts of sabotage, natural disasters).

In addition, ATOSS Software AG set itself the following targets for 2023 in the area of information security for the first time in 2022:

- to maintain and refine the existing, ultra-modern management system for information security
- to extend ISO 27001 certification in the area of cloud services for workforce management solutions and to prepare further certifications for IT security and data protection processes
- availability rate for cloud services > 99.5 percent

The Group will continue to adhere to these targets in financial year 2024 with respect to

- maintaining and refining the existing, ultra-modern management system for information security
- achieving an availability rate for cloud services of > 99.5 percent.

With regard to the existing Information Security Management System (ISMS) for ATOSS Cloud Operations, the Group has set itself the following target for 2024:

- recertification to the new international security standard ISO/IEC 27001:2022 in the area of cloud services for workforce management solutions.

Protection of customer data

The protection of personal data is a fundamental right of all natural persons. The protection of personal data is defined as a fundamental right in Article 8 of the European Union's Charter of Fundamental Rights; according to the EU General Data Protection Regulation (GDPR), it also forms part of EU data protection laws. ATOSS Software AG pays attention to the protection of personal data and implements appropriate measures for this purpose.

This includes only handling personal information in accordance with statutory regulations, protecting such information appropriately against unauthorized access and giving data subjects the opportunity to take advantage of their rights prescribed in law. Data subjects have various options for establishing contact with ATOSS, including via the email mailboxes set up for this purpose. In addition to the ATOSS Code of Conduct, customer data protection in the company is also governed by a data protection guideline, among other things. This guideline takes account of the latest framework conditions applicable to ATOSS in data protection law on the basis of the General Data Protection Regulation in force in the EU. It is backed up by a Group-wide data protection management IT system that in particular addresses the implementation of documentation and accountability obligations under the GDPR. A data protection officer who undergoes regular training in the latest legislation, case law and customary implementation of data protection, advises every division in the Group on these matters. All employees are instructed to report any breaches of data protection regulations or internal company guidelines. Every tip-off alleging a potential breach of data protection regulations is taken seriously and investigated as quickly as possible.

Compliance, ethical conduct and competitive behavior

ATOSS Software AG's goal is to ensure that all employees act responsibly, with integrity and in an ethically correct manner and also conduct themselves in compliance with statutory regulations – particularly competition law and antitrust legislation. The relevant principles are defined in the Code of Conduct that was sent to all employees in writing by the Management Board for the first time in 2021 and that can also be viewed at any time on the ATOSS website. ATOSS' ethical principles are imparted to all new employees as part of corresponding onboarding events (ATOSS Values Days). The aim is for all employees to know the ATOSS Code of Conduct, incorporate it into their everyday working life as well as adhering to it.

The ATOSS Code of Conduct is currently available in three languages and it covers the following subject areas, among others:

- **Basic values of ATOSS Software AG**

- **Credibility:** The Group discharges its assignments with authenticity, a sense of responsibility and commitment.
- **Revolutionizing:** ATOSS acts flexibly, constantly generating new opportunities for the working environment of tomorrow..
- **Reliability:** Stakeholders can rely on the expertise, continuity and quality of ATOSS' services.
- **Fairness:** ATOSS plays by the principle of win-win. Clarity and mutual respect are the cornerstones of the ATOSS value culture.
- **Pleasure in success:** ATOSS employees are part of a team, achieve their targets with enthusiasm and take pleasure in their joint success.

- **Fair competition and antitrust law:**

ATOSS subscribes unreservedly to competition by fair means and strict observance of antitrust law.

- **Compliance and anti-corruption:**

All ATOSS employees must respect all the laws and regulations relevant to their working environment as well as internal instructions and guidelines. ATOSS will not tolerate any form of corruption, bribery, venality or other unlawful inducements. Respect for human rights, children's rights and labor rights is non-negotiable and unconditional, encompassing observance of the United Nations' charter on human rights and children's rights as well as the recognized standards of the International Labor Organization (ILO).

- **Occupational health and safety:**

ATOSS aims to conduct its business in a sustainable, healthy and safe manner, and the company strives for continuous progress in the health and safety of its employees.

- **Equal rights and non-discrimination:**

The ATOSS culture is characterized by equal opportunity as well as mutual trust and appreciation. ATOSS can only systematically and successfully advance its vision of making sustainable improvements to the working environment for all stakeholders if people of varying identities, backgrounds and perspectives make a contribution toward these aims on a daily basis. In promoting diversity & inclusion, ATOSS adopts a clear position vis-à-vis its employees, candidates and business partners (please refer to our comments in Chapter 4 Employees).

- **Protection of the environment:**

ATOSS' aspiration is to be mindful every day of the impact of its own actions on the environment, minimize unnecessary pollution of the environment in a business context and always make decisions with the sustainability perspective uppermost in its thinking.

- **Data protection and trade secrets:**

All data protection provisions and specifications must be observed. Trade secrets must be treated confidentially. This also applies to other information where ATOSS, its contractual partners and customers have or might have an interest in keeping such information confidential.

In 2023, ATOSS Software AG again implemented various mechanisms to help its employees meet the requirements of the ATOSS Code of Conduct. They include online training sessions on the Group's learning management system which employees must take every year. These sessions focus on the subjects of occupational health and safety, data protection and information security. Since this year, they have been supplemented by obligatory participation in a new e-learning format on the ATOSS Code of Conduct.

In 2017, ATOSS Software AG also implemented a compliance management system to ensure that conduct throughout the Group is characterized by integrity and compliance with the law. This system represents an integrated approach to reducing risks and ensuring that rules are complied with in the company. In this process, responsibility for implementing and monitoring the compliance program lies with the Compliance Committee. This committee tests and evaluates compliance issues and concerns, ensuring that employees comply with the law, internal rules and procedures are followed and conduct lives up to the ATOSS Code of Conduct.

The main duties and tasks of the Compliance Committee comprise the following:

1. making all ATOSS employees aware of the subject of compliance and providing them with training
2. implementing compliance regulations
3. informing the Supervisory Board and Management Board on compliance issues
4. advising managers and employees on questions regarding the Code of Conduct
5. regularly updating the Code of Conduct and all further compliance rules to adapt them to the current legal position
6. reporting regularly to the Management Board and Supervisory Board as part of the half-yearly risk and compliance management surveys.

Besides internal guidelines such as the Code of Conduct, external guidelines also govern the actions of ATOSS Software AG. For example, the Group uses the recommendations of the German Corporate Governance Code for good, responsible corporate governance as a guide. The code aims to make the German corporate governance system transparent and clear, in order to thereby boost the confidence of investors, customers, employees and the public in the management and supervision of listed companies. Deviations from the recommendations and specifications of the German Corporate Governance Code are communicated in the declaration of conformity submitted annually by the Management Board and Supervisory Board; this declaration is available on the company's homepage.

A responsible approach to risks within the company also forms part of prudent management and good corporate governance. For this purpose, ATOSS has an internal control and risk management system, particularly with respect to the accounting process, which is used to analyze and control the Group's risk position. The risk management system serves to identify and assess developments that may entail considerable disadvantages and to avoid risks that would jeopardize the future of the Group as a going concern (early warning system for risks). ATOSS Software AG reports in detail on its risk management and control system in Section 3 of its combined management report.

In the area of Compliance, ethical conduct and competitive behavior, ATOSS Software AG set itself targets for the first time in 2022 for 2023 and it will keep to these targets unchanged in 2024. The relevant targets are as follows:

- to complete compliance training with a 100% success rate
- to continue raising awareness of compliance and security
- to introduce further internal training measures on the subject of equal rights and compliance, among others.

2.2. Progress and measures

Information security

For ATOSS Software AG, the realization of a comprehensive security strategy means proactively guaranteeing the security of data critical to the business and important information resources. For this reason, various information security measures were maintained unchanged throughout the entire company in the 2023 financial year. In addition, there has been an Information Security Management System (ISMS) in place since 2022 which was refined in 2023 and successfully recertified as part of the ISO 27001 recertification which this year comprised not only the Munich facility but also Timisoara (Romania). Besides the regular, structured survey of relevant processes, the Information Security Management System (ISMS) includes procedures for observing statutory requirements on information security, the systematic registration of risks and for deriving and monitoring associated mitigation measures for the ATOSS Cloud Operation Services (COS) Department.

The availability target for cloud services in 2023 of > 99.5 percent was achieved with an overall score of 99.98 percent.

Protection of customer data

In 2023, ATOSS Software AG once again conducted appropriate measures to ensure the protection of personal data. By according this subject such a high priority, the Group is able to guarantee a high level of data protection at all times. To this end, staffing levels in the Data Protection unit were further increased in 2023.

Compliance, ethical conduct and competitive behavior

Compulsory online compliance training on the subjects of occupational health and safety, health protection, data protection, information security and as of this year also the Code of Conduct was successfully introduced in the 2023 financial year, further reinforcing awareness of compliance and security among employees in the Group. Above all, the introduction of the new online training on the subject of the Code of Conduct represents a further important tool for raising awareness among employees of the need to systematically observe statutory regulations and internal company guidelines. In particular, these include the subjects of equal rights, inclusion and non-discrimination.

ATOSS also offers all employees across the Group the chance to report breaches of the Code of Conduct and/or guidelines implemented in the company anonymously and without fear of repercussions via the whistleblower hotline introduced in 2022. No violations of the Code of Conduct or guidelines implemented in the company were reported or became known either through the new anonymous whistleblower system or by any other means.

3. Customers and society

ATOSS Software AG attaches great importance to long-term customer relationships. These are based on mutual trust and the ability to recognize and understand the demands of its customers and together find ways of meeting them. The topic of customers and society is the responsibility of all Management Board members of ATOSS Software AG and the departments responsible for implementation and compliance Sales, Marketing, Product Management, Research & Development, Cloud Solutions, Customer Services & Support and Finance.

The Customers sphere comprises the subjects of innovation and value added for customers and was defined by ATOSS Software AG as material above and beyond the aspects specified in Sec. 289c HGB.

The Society sphere corresponds to the aspect of social concerns in accordance with Sec. 289c (2) No. 3 HGB and it includes ATOSS' social value added as a material issue.

3.1. Concepts, due diligence processes and targets

Innovation and value added for customers

Innovation represents a core value for ATOSS Software AG and is essential for the company's long-term viability and the satisfaction of its customers. Consequently, ATOSS Software AG strives continuously to sensibly incorporate constantly shifting customer demands in its products and processes to its best advantage. The annual releases containing numerous new functions and features also serve this purpose.

ATOSS solutions add significant value for its customers by allowing them to deploy their existing personnel capacity more intelligently and adapt it quickly and agilely to meet changing underlying conditions at any time. Fluctuations in demand, for example, can occur in companies at short notice due to volatile order books in industry, changing footfall in the retail trade, call volumes in call centers, fluctuating patient admissions in the health sector or seasonal peaks in logistics.

The core task of ATOSS software solutions is to synchronize working time with workloads to the best possible degree at all times and generate cost optimized deployment plans. This creates a sustainably productive, viable working environment which actively involves employees in the organization of their working time and contributes to greater employee satisfaction and productivity through its transparency; furthermore, this raises productivity, efficacy and the service level and/or product quality. In this way, companies can quickly respond to changes in the market.

Innovative working time concepts also create the platform for a better work-life balance and support effective employer branding – subjects that are gaining in importance in times of skills shortages. Intelligent time and attendance management, demand-optimized deployment planning and exact workforce forecasting, while also preventing expensive overtime and unoccupied time. Integrated workforce management thereby creates the foundation for a living and breathing organization that can respond at any time to fluctuating requirements while optimizing costs and demands. In this way, ATOSS makes an important contribution to its customers' innovations, digital transformation and their ability to stand out from their competitors.

Technological advances in ATOSS solutions are driven by the three departments, Product Management, Technology & Development and Cloud Operations which are the remit of CTO Pritim Kumar Krishnamoorthy.

In the 2022 financial year, ATOSS Software AG introduced the key indicator of Net Retention Rate (NRR). This indicator is an important tool for measuring customer satisfaction and shows whether the sum of annual recurring revenue (ARR) with the same customer group has grown or contracted in a certain twelve-month period.

Since that year, the Group has also been measuring the satisfaction of its customers centrally and by target market on the basis of the Net Promoter Score (NPS). In this way, customer needs are to be addressed even more effectively in the future as part of Customer Experience Management.

Sustainable economic growth will continue to form the basis of ATOSS' ability to innovate. ATOSS Software AG therefore set itself targets for the future for the first time in 2022.

ATOSS' targets for 2025:

- Proportion of recurring revenue around 70 percent
- Average revenue growth of 19% from 2023 to 2025
- Customer growth to 20,000+
- Expansion of international customer base

These long-term targets for the year 2025 remain unchanged, with the target for the share of recurring revenue has been adjusted from „more than 70 per cent“ to „around 70 per cent“.

ATOSS had set itself the following targets in the area of innovation and added value for customers for the 2023 financial year:

- Long-term customer relationships: cloud churn under 2 percent per year and Net Retention Rate (NRR) of at least 110 percent
- R&D investments of over 17 percent of total revenue
- Net Promoter Score (NPS) \geq 35

The targets for long-term customer relationships and R&D investments also remain unchanged for the 2024 financial year. As far as the Net Promoter Score (NPS) for 2024 is concerned, the Group has set itself a new target of \geq 10 as a result of increased knowledge with respect to data collection, data validation and methodology derived from conducting the first of these surveys in 2023. In the long term, the Group will continue to pursue its target of \geq 35.

Social value added

ATOSS Software AG addresses the Society sphere primarily on a regional level by contributing to the public good as an upstanding corporate citizen at its various facilities. In the process, ATOSS is making a diverse contribution and provides value added, primarily by creating jobs, through innovative workforce management solutions, paying taxes as well as providing financial support to local associations and initiatives.

With regard to the Social value added sphere, ATOSS Software AG had set itself the target in 2023 of maintaining its donations in the areas of culture, the environment, children and social affairs as well as sponsoring the private and social commitment of its employees. This target remains an important commitment for the Group in 2024.

3.2. Progress and measures

Innovation and value added for customers

ATOSS Software AG evaluates the success of its innovations on the basis of the number of customers won in the financial year and the level of R&D spending. Today, around 15,600 customers plan and manage their employees with innovative ATOSS software solutions. Around 16 percent (previous year: 17 percent) of Group revenue or EUR 23.6 million (previous year: EUR 19.1 million) was committed to the further development of ATOSS products and solutions, thus meeting the target for the 2023 financial year. A total of 1 major release and 2 minor releases were rolled out for the ATOSS Staff Efficiency Suite (ASES) and ATOSS Startup Edition (ASE) products and 3 minor releases for the ATOSS Time Control product. With the level of its development expenditure, ATOSS is once again positioned among the top 100 European software manufacturers with the highest R&D expenditures in 2023 according to the study, "The 2023 EU Industrial R&D Investment Scoreboard"; this ranking positions the company in first place among Europe's workforce management software suppliers.

The value added provided by ATOSS solutions for customers and society was recognized in November 2023 with one of the most prestigious awards for personnel management in German-speaking territories – the HR Excellence Award. The HR Excellence Awards (HREA) jury crowned ATOSS victorious in the "Analytics & Technology, AI in HR & Software" category. The criteria for the assessment by HR experts comprised innovation, creativity, results and efficiency as well as the effectiveness of the project. The prize was awarded for the "AI-based personnel requirements forecast with the integration of PPR 2.0" which was developed together with Universitätsmedizin Mainz, Fraunhofer IKS, Flying Health and the ver.di Regional Office for Rhineland Palatinate/Saarland. The additional benefit in ATOSS solutions for customers lies in their demonstrable contribution towards greater value added and competitiveness. This was also underlined by a study commissioned by ATOSS in 2022 involving existing customers and companies not yet won over as customers by the Group on the subject of "The Future of Workforce Management". Measurable strategic effects result primarily in reducing personnel costs, sickness and staff turnover rates as well as over- and understaffing. ATOSS is also named by the international market research company Gartner as a representative provider in the European market for workforce management. The added value of ATOSS workforce management solutions and the high level of customer satisfaction they engender are also documented by consistently low churn rates. In the 2023 financial year, the churn rate in the Maintenance division stood at 3.1 percent (previous year: 2 percent). In the Cloud¹ division where the company is expecting a strong, sustainable boost to growth in the coming years, the churn rate in the 2023 financial year was 1.6 percent (previous year: around 2 percent) and is thus within the target range for 2023 of under 2 percent.

The Net Retention Rate (NRR)² indicator freshly introduced in 2022 to measure customer satisfaction came in at 123 percent as of December 31, 2023 (previous year: 130 percent). The target for the 2023 financial year of at least 110 percent published in the 2022 Sustainability Report was thereby exceeded.

In 2023, customer satisfaction was measured for the first time centrally and by target market with the aid of the Customer Net Promoter Score (NPS). With regard to the 2023 financial year, this indicator stands at +2, below the target of ≥ 35 . Thanks to a better understanding gained from collecting the data, this target was redefined for the 2024 financial year and is now ≥ 10 . In order to hit this new target, the Group drew up a comprehensive project plan in the fourth quarter of 2023, which among things provides for an improvement in the quality of the data collected, the need for follow-up processes and the inclusion of every division in the customer experience feedback process. The target of ≥ 35 announced in 2022 remains in place as the long-term NPS target (see Chapter 3.1).

¹ Churn rate excluding the Crewmeister product

² Net Retention Rate excl. the Crewmeister product

Social value added

As an employer and tax-payer, ATOSS Software AG makes a vital economic contribution at its 15 locations in Germany, Austria, Switzerland, Romania, Netherlands, Sweden, Belgium and since this year also in France. Across the Group, the company employs 775 staff as of 12/31/2023 (previous year: 693 employees) of whom 528 (previous year: 464) are active in Germany.

Social engagement has always featured as an important priority for ATOSS. For this reason, ATOSS launched the ATOSS Impact Day in 2023. The intention here is to encourage employees to volunteer for a project of their choice and thus to exert a positive influence on the environment or on society. One cause particularly close to the company's heart this year was once again its contribution to the Christmas campaign "I Make Children's Eyes Shine" in collaboration with KinderuniKlinik Ostbayern (KUNO - Children's University Hospital East Bavaria) in which children and adolescents with serious chronic illnesses and cancer were surprised by gifts from ATOSS employees. On the sporting front, ATOSS made a financial commitment in 2023 to "Wings for Life World Run" in which all the entry fees and donations went to spinal cord research. In the realm of culture, ATOSS has been supporting "Freunde der Pinakothek der Moderne e.V." (Friends of the Pinakothek of Modern Art) for several years as a member of the Board of Trustees.

4. Employees

The key to success is to attract highly qualified, motivated employees and ensure their loyalty to the company over the long term.

The Employees sphere, attended to by the Human Resources Department in close collaboration with the responsible divisional management board, comprises the key subjects of a transparent, trusting corporate culture as well as employee satisfaction, diversity, inclusion and non-discrimination, health, well-being and occupational safety, staff recruitment and retention as well as employee training and development. This sphere corresponds to the aspect of employee concerns in accordance with Sec. 289c (2) No 2 HGB.

4.1. Concepts, due diligence processes and targets

Transparent and trusting corporate culture and/or employee satisfaction

ATOSS Software AG attaches great importance to a transparent, appreciative and trusting corporate culture. Its employees are the key factor in successfully achieving the company's targets. The corporate culture at ATOSS Software AG is distinguished by flat organizational structures, co-determination (via the Works Council at German locations) and an open relationship between the company management and employee representatives. The success of the company depends more than ever on its ability to attract highly qualified, motivated staff who fit in with the ATOSS corporate culture, develop their skills and keep them in the company.

In a challenging year for everyone, the five ATOSS values – reliability, credibility, fairness, pleasure in success and the enthusiasm for revolutionizing – and the way they are embraced in daily interactions, combined with the strong sense of cohesion among employees, have made a significant contribution to the company's entrepreneurial success.

Besides measuring employee satisfaction, the annual employee surveys that form part of the ATOSS Listening strategy (Connect@ATOSS Engagement Survey and Pulse Survey) support the focus of ATOSS human resource management, driving its development by targeting the issues that reflect the company's priorities and strategies. A fixed set of questions helps to determine annually updated metrics (on subjects such as commitment, communication, cooperation, corporate culture, diversity & inclusion, innovation, professional development, purpose, security, team, work-life balance and the workplace). Survey results are communicated internally and taken into account in Group-wide activities in the sphere of People & Culture. Using its in-house HR commitment model, the Human Resources Department has set itself the task of providing the best possible support and effective handling for strategic and operational staff concerns and situations. For example, managers receive advice on and support for issues relating to the development of individual employees and the organization as a whole.

In the area of a transparent, trust-based corporate culture and/or employee satisfaction, ATOSS Software AG had set itself targets for the future for the first time in 2022. The targets for 2023 were as follows:

- to maintain a high Employee Engagement Index of over 80 percent
- to determine the employee Net Promoter Score (eNPS) with a target figure of at least 35
- to determine and communicate the ATOSS Leadership Index
- to determine and communicate the ATOSS Working Flexibility Satisfaction Index

ATOSS Software AG will also retain these important instruments for measuring the satisfaction of its employees in the 2024 financial year with the following targets:

- Employee Engagement Index of > 80 percent
- Employee Net Promoter Score (eNPS) with a target of ≥ 25
- ATOSS Leadership Index of 3.7
- ATOSS Working Flexibility Satisfaction Index of $\geq 75\%$

Diversity, inclusion and non-discrimination

The Management Board of ATOSS Software AG regards diversity, equal rights and inclusion as elemental components of open, innovative corporate culture, and it is determined to maintain a working environment that encourages employees to contribute their differing perspectives. Every employee – irrespective of their age, ethnic origin and nationality, gender, physical and mental abilities, religion, ideology as well as their sexual orientation and identity – must be able to contribute to the success of the company with their individual personalities and strengths, thereby unfolding their full potential. The Group defined this positive approach to diversity, equity & inclusion in its Diversity Policy published in the 2022 financial year which at the same time forms the basis for dealing with diversity within the ATOSS Group.

ATOSS is convinced that employee diversity boosts the company's agility and innovative talent as different perspectives are the breeding ground for new ideas. By signing the Diversity Charter every year (for the first time in 2021), ATOSS is demonstrably advocating a respectful working environment free of prejudice.

In addition, the ATOSS Code of Conduct defines what ATOSS Software AG regards as ethically correct conduct in everyday working life. Among other things, it also covers the subjects of equal rights and non-discrimination. For example, ATOSS is guided by the principle of equal opportunities as well as qualification-led and performance-related criteria in its personnel decisions such as the selection, appointment, promotion, remuneration and training of staff as well as when switching jobs. Gender-specific and ethnic differences play no part.

In order to address the subject of diversity and non-discrimination in the coming years with even greater intensity, ATOSS Software AG had set itself the following targets in this area for the first time in 2022, to be met by 2027, and the achievement of which it will also retain as targets in the 2024 financial year:

- Group-wide gender distribution: 50 percent female / 50 percent male
- Gender distribution among senior executives: 40 percent female / 60 percent male
- Gender distribution in management¹: 30 percent female / 70 percent male

Health, well-being and occupational safety

The health of its employees is a top priority for ATOSS Software AG. Measures to promote good health in companies not only help individual employees and secure the long-term success of the business but also have a positive effect on society beyond the confines of the company. Successful company health management boosts the health of employees, reduces the physical and mental stresses and strains of work, prevents illness and enhances employees' commitment. Not least, the attractiveness of the employer for employees and applicants also receives a welcome boost. The company is therefore implementing various company health promotion measures at its facilities across the Group aimed at motivating employees to adopt a healthy lifestyle and strengthen their sense of personal responsibility in matters of health.

For example, ATOSS Software AG's health management measures include a company doctor as well as various health measures such as flu vaccinations, health check-ups, counseling offers and information events on the subject of health, as well as the opportunity to train as a first aid officer. There are fruit and vegetable baskets available to employees free of charge for their daily helpings of vitamins.

In 2022, ATOSS Software AG had also set itself the target for 2023 of determining and announcing a new indicator for measuring the health of employees in the Group – the Health Culture Index. This indicator will continue to form an integral part of the annual HR indicator reporting in the ATOSS Group in the future.

¹ Management: Executive Leadership Team incl. authorized signatories excl. the Management Board

Staff recruitment and retention

The professional and personal skills of ATOSS Software AG employees are game-changers in persuading customers, investors and business partners to choose the company and thereby play an important part in the success of the business. ATOSS therefore always aims to recruit and retain the best talents. Competition for new staff has become one of the greatest challenges for all companies and ATOSS Software AG, too, has to face up to this.

To this end, the Talent Acquisition Department has been pursuing an Active Sourcing concept very successfully for several years in order to identify qualified external candidates and proactively make them aware of vacant positions.

Besides recruitment, employee loyalty is a significant factor in the successful implementation of ATOSS' growth plans. For this purpose, the company offers competitive remuneration and further benefits for employees, flexible employment contracts, a positive, dynamic working environment as well as opportunities for personal growth and development. ATOSS Software AG measures the satisfaction of its employees and its attractiveness as an employer on the basis of external assessments and various internal indicators. The staff turnover rate is an important metric for determining employee satisfaction and the attractiveness of ATOSS for talented individuals and skilled workers.

The reconciliation of family and work is becoming an ever more important factor in the competition for staff. For this reason, it is a matter of some importance to ATOSS that women and men across all levels of the hierarchy and all divisions of the company take full advantage of their parental leave and that they can quickly slot back in after returning from their parental leave.

The demand for flexible employment contracts has exploded recently, not least due to the COVID-19 pandemic. As a result, the existing home office guidelines were adapted going forward to reflect employees' new expectations and allow them greater flexibility to cater for their personal needs. To this end, the hybrid working time model "New Work" was introduced in 2021 that permits 50 percent "working from home" and 50 percent "working in the office". In 2023, the "work from home" option was extended in most Group companies to include a "work from home" option from other EU countries.

Since this year, the Group has also been using a new indicator to measure employees' satisfaction resulting from the measures implemented to flexibilize working time, the ATOSS Working Flexibility Satisfaction Index, for which a target of $\geq 75\%$ was set for the 2024 financial year.

Staff training and development

Training sessions and further education play a definitive role in achieving the budgeted revenue growth, expanding the ATOSS product range and continuing to meet customers' expectations. For this reason, regular interviews focusing on performance and career development represent a vital tool for ATOSS Software AG for motivating and retaining staff. In these interviews, employees, together with their supervisor, explore how they can achieve professional and personal growth, and what opportunities for doing so are on offer at ATOSS. In this context, the ATOSS Career Development Charter supports the professional and personal growth of employees and managers by means of numerous online and face-to-face offers in the areas of soft skills, leadership and technical product expertise as part of the ATOSS Learning Compass. All new joiners to ATOSS also undergo an extensive training program in the first few weeks consisting of a mixture of webcasts, self-learning and e-learning, offering them further training in professional skills, methodological approaches and personal growth.

4.2. Progress and measures

Transparent and trusting corporate culture and/or employee satisfaction

Maintaining a continuous dialog with its employees is an important concern for ATOSS management. The aim of this dialog is to involve employees in the further growth of the company. As part of the quarterly Group-wide online event, ATOSS Fireside Chats, the Management Board informs the workforce of the latest economic developments in the Group and gives its outlook for the coming months. The so-called "All Hands" online events led by CEO Andreas Obereder give an insight into current developments in the company, offering employees the chance to converse directly with the Management Board.

In order to measure employee satisfaction, an Engagement Survey was carried out in 2023 on the basis of 3 survey elements ("I am proud of what we are achieving here together", "My work has a special significance for me and is not "just a job", "ATOSS is for me a secure, reliable employer") in which 78 percent (previous year: 76 percent) of all Group employees participated. This survey resulted in an Employee Engagement Index of 80 percent (previous year: 81 percent). The target for the 2023 financial year was over 80 percent. In addition, the following three new HR indices were measured and communicated for the first time in 2023:

- Employee Net Promoter Score (eNPS): The target of at least 35 for the Employee Net Promoter Score (eNPS) which measures the likelihood that employees would recommend ATOSS as an employer, was missed in spite of a positive result of 18.
- ATOSS Leadership Index: The 2023 ATOSS Leadership Index which measures the expectations that employees with managerial responsibility have of their roles, stands at 3.44 points after the first survey (on a rating scale of 1-5 points; 1 = expectations of the role not yet met; 3 = expectations of the role met; 5 = expectations of the role far exceeded across the board).
- ATOSS Working Flexibility Satisfaction Index: The third new staff indicator, the ATOSS Working Flexibility Satisfaction Index, which measures the question of the reconciliation of work and private life, stood at 79 percent in the 2023 financial year.

An external analysis and assessment of employer attractiveness was also carried out again in 2023 by the Top Employer Institute. The Institute awarded ATOSS the accolade of "Top Employer" for the fourth time in succession. This positions the company among the best employers in Germany according to the Top Employers Institute. This repeat award to ATOSS of "Top Employer" underlines the high level of satisfaction experienced by ATOSS employees, showing that the Group offers forward-looking refinement and continuous optimization of the working environment. This is also evidenced by the annual improvement in the score awarded by the Top Employers Institute. The certification program analyses the personnel strategy in practical employee offers such as the talent strategy, personnel planning, onboarding, training and manager development as well as career and succession planning and the corporate culture.

The insights gained from the internal surveys and external assessments offer important pointers for the Management Board and the Human Resources department for their personnel work going forward. ATOSS' objective is to keep employee engagement and satisfaction at a high level in the future and to grow these indicators still further. To this end, the Group has also set appropriate targets for the 2024 financial year (see Chapter 4.1).

Management continued to enjoy a close, trusting working relationship with the Works Council of ATOSS Software AG in Germany in the 2023 financial year. For example, after concluding various works agreements in the fourth quarter of 2023, the employee participation process was successfully agreed as part of the transformation of the company scheduled by the Group for 2024 to convert it to the legal form of an SE.

Diversity, inclusion and non-discrimination

Various measures to promote employee diversity were again implemented in the 2023 financial year. For example, a Diversity Day was once again staged on which employees were able to learn more on the issues of unconscious bias and intercultural competence. Diversity newsletters also kept employees regularly up to date on all the measures implemented and scheduled in this area such as the format of the "Culture Talks" in which employees were able to learn more about the country, culture and customs of their foreign colleagues. Since this year, there has also been a mandatory e-learning format in place that focuses on the ATOSS Code of Conduct, thereby providing an important boost to the subjects of diversity and inclusion to ensure that our dealings with each other in the Group are open and free of prejudice.

In order to present diversity at ATOSS, the following demographic, gender-specific employee data are also published based on GRI 405-1:

Gender and age group distribution of the Supervisory Board in percentages

12/31/2023	<30	30-50	>50	Total
Male	0	50	50	100
Female	0	0	0	0
Total	0	50	50	100

12/31/2022	<30	30-50	>50	Total
Male	0	33	67	100
Female	0	0	0	0
Total	0	33	67	100

Gender and age group distribution of the Management Board in percentages

12/31/2023	<30	30-50	>50	Total
Male	0	25	75	100
Female	0	0	0	0
Total	0	25	75	100

12/31/2022	<30	30-50	>50	Total
Male	0	25	75	100
Female	0	0	0	0
Total	0	25	75	100

Total number of employees by gender and age group

12/31/2023	<30	30-50	>50	Total
Male	158	249	51	458
Female	117	174	26	317
Diverse	0	0	0	0
Total	275	423	73	775

12/31/2022	<30	30-50	>50	Total
Male	145	209	41	395
Female	130	142	25	297
Diverse	1	0	0	1
Total	276	351	66	693

As of 12/31/2023, ATOSS Software AG employed 775 staff (previous year: 693) from 49 countries (12/31/2022: 40).

Gender distribution in percentages

12/31/2023	Senior executives	Management	Group-wide
Male	69	78	59
Female	31	22	41
Total	100	100	100

12/31/2022	Senior executives	Management	Group-wide
Male	71	80	57
Female	29	20	43
Total	100	100	100

Health, well-being and occupational safety

ATOSS Software AG has a management system for occupational health and safety in place which covers all employees at facilities in Germany, Austria and Switzerland. The occupational safety committee meets every quarter. The occupational safety officer is the point of contact for employees in all questions of occupational health and safety and they advise the departments accordingly. Risk assessments are carried out every year. Moreover, all employees in the DACH region (Germany, Austria, Switzerland) receive training once a year on the subject of occupational health and safety as part of an online event.

One special concern of ATOSS is to preserve the health and work-life balance of its employees and to make work in the offices or home offices as pleasant as possible. To this end, ATOSS Health Management organized the following offers, among others, in the 2023 financial year: membership of Gympass with diverse sporting and health offers, various sporting offers (yoga, football, running), massages, regular check-ups (eye tests, flu vaccinations) and a Virtual Health Week.

The consistently low sickness rate stood at 3 percent as of 12/31/2023 (previous year: 5 percent). Conversely, the Health Culture Index came in at 97 percent.

Employee recruitment and retention

The company again succeeded in realizing its plans for staff growth in the 2023 financial year thanks to the successful recruitment of employees in all departments of the ATOSS Group.

In total, ATOSS Software AG took on 171 new employees in 2023 (previous year: 176). The proportion of women among the new recruits stood at 39 percent (previous year: 44 percent).

The staff turnover rate¹ came to 12 percent in total in the 2023 financial year (previous year: 13 percent) and primarily reflected tougher international competition for the best talents. Here, ATOSS implemented numerous measures – mainly in the areas of health, well-being and occupational health and safety as well as staff training and development – in order to strengthen employee loyalty to the company and to keep the loss of talented staff to a minimum. This can also be seen in the rankings on the review platforms. For example, ATOSS achieved a score of 4.0 points (previous year: 3.8) on the German review platform Kununu (the evaluation scale goes from satisfactory (1-2) to very good (4-5)). Since November 2023, ATOSS has also ranked among the top five percent of the most popular companies on Kununu.

In the area of employee recruitment and retention, the Group also publishes the following key indicators:

Employees by region	12/31/2023	12/31/2022
Germany	528	464
Austria	17	20
Switzerland	13	13
Romania	194	173
Sweden	5	6
Belgium	3	6
Netherlands	13	11
France	2	0
Total	775	693

12/31	Male		Female		Total	
	2023	2022	2023	2022	2023	2022
Number of employees taking advantage of parental leave	7	19	33	32	40	51
Number of employees returning to their workplace after finishing their parental leave in the reporting period	7	17	32	13	39	30
Total number of employees returning to their workplace after finishing their parental leave and who were still employed twelve months after returning to their workplace	14	12	28	6	42	18
Retention rate*:	78%	100%	93%	86%	88%	95%

* Retention rate: Ratio of total number of employees who were still employed twelve months after their return to work after their parental leave to the total number of employees who returned to work after their parental leave in earlier reporting periods

¹ Staff fluctuation rate for the ATOSS Group excl. Timisoara facility (Romania)

	2023	2022
Average remuneration of ATOSS employees on a full-time equivalent basis in Germany (gross)*	83,268	80,633
CEO remuneration in EUR	938,846	833,332
CEO pay ratio (CEO remuneration to the average remuneration of ATOSS employees on a full-time equivalent basis in Germany)	1:11	1:10

* excl. special payments

Staff training and development

The Group expanded its range of training and further education offers in 2023. The average number of hours spent on training and further education broken down by employee category and department was as follows:

Category	2023	2022
Employee category Managers	29	23
Employee category Staff	33	30
Sales	53	47
Customer Services & Support (CSS)	33	36
Finance, People & Organization (FPO)	20	15
Marketing	15	18
Innovation & Development (I&D)	27	21

In the 2023 financial year, all employees also received an assessment of their performance and professional development as part of their annual interview with their line manager (ATOSS Annual Review).

5. Environmental protection

Intact ecosystems form the basis for a healthy life and sustainable economic activity. Consequently, ATOSS sees it as a responsibility to be as efficiently as possible from an ecological perspective. The Group therefore adheres to standards and rules of conduct relating to the area of environmental protection and strives to continuously improve its internal ecological footprint. The subject of sustainability in terms of environmental protection lies within the remit of the responsible divisional management board and the CFO and the Human Resources and Facility & Office Management departments entrusted with implementation and compliance within the administration.

The Environment sphere comprises the carbon footprint as well as resource efficiency and it corresponds to the aspect of environmental concerns in accordance with Sec. 289c (2) No. 1 HGB.

5.1 Concepts, due diligence processes and targets

Carbon footprint (Scopes 1 and 2)

The priority in the Environment sphere lies in reducing CO₂ emissions as these represent the main ecological impact of ATOSS Software AG. ATOSS Software AG takes responsibility for the environmental impact of its own operations. In ATOSS Software AG's line of business, CO₂ emissions occur primarily due to the energy consumption of buildings, running its own server rooms and the mobility of employees.

In order to reduce its energy consumption, ATOSS Software AG views the aspects of energy management, energy requirements and energy procurement holistically at all its facilities. ATOSS Software AG would like to further reduce its carbon footprint in future by making greater use of renewable energies. To this end, it converted its entire electricity consumption at its Munich headquarters to green electricity as early as 2022, as this is where the largest electricity consumption currently occurs in the whole Group due to the IT infrastructure. Further facilities at home and abroad will follow by 2025. The company also takes care to achieve maximum energy efficiency in its rented office space. This applies not only to the German headquarters at the Munich location which won gold certification from the German Society for Sustainable Building (DGNB) in 2018, but also to all newly rented space. However, energy efficiency is also the top priority, wherever possible, when it comes to capital expenditure for new or replacement technical equipment in the Group. The company is also careful to ensure that all its facilities enjoy optimal transport connections to enable employees in many towns to use the carbon-neutral option of traveling to and from work with both local and long-distance public transport. In the area of mobility, ATOSS also offers its employees at all its German facilities the chance to lease a bicycle or e-bike. Charging stations for electric and hybrid vehicles at the two largest German facilities complete the range of carbon-reducing measures at ATOSS.

As ATOSS Software does not use any data centers of its own to host its cloud solutions, and is dependent on the sustainability commitment of its suppliers. Ensuring that the data centers opted for are highly efficient in terms of their electricity consumption is a top priority. For example, a study conducted in 2020* shows that cloud solutions are between 22 and 93 percent more energy-efficient than traditional company data centers, depending on the specific comparison. Taking the use of renewable energies into consideration, cloud solutions are between 72 and 98 percent more carbon-efficient. These savings are due to four main characteristics: IT operating efficiency, IT equipment efficiency, data center infrastructure efficiency and green electricity. By offering its software solutions in the cloud, ATOSS may be able to ensure lower energy consumption for many of its customers.

Climate change represents a global challenge. The consequences of a change in climatic conditions threaten regional ecosystems and pose major challenges to the people dependent on such systems. Climate change can only be overcome if all the stakeholders in our society act in unison, resolutely, bravely and proactively. For the first time in 2022, therefore, ATOSS Software AG had set itself the following targets in terms of its carbon footprint (Scopes 1 and 2) to be achieved by 2025 to complement its existing measures:

- to establish an environmental task force in 2023
- to register its CO₂ emissions in its vehicle fleet
- to develop a pathway for reducing carbon emissions (vehicle fleet management, electricity consumption) by 2025
 - 100% green electricity at all ATOSS facilities by 2025
 - pilot project for new employees entitled to a company car in 2023: choice of different mobility offers

* Microsoft: The carbon benefits of cloud computing – A study on the Microsoft Cloud in partnership with WSP (2020), page 4

In order to approach the target of net zero carbon emissions in the Group, the Management Board and the environmental task force newly set up in 2023 also set themselves the following measures and targets for 2024:

- to develop a net zero strategy and a transformation roadmap (incl. the recording of all emissions under Scopes 1, 2 and 3)
- to expand sustainability reporting to include the regulations resulting from implementation of the regulatory requirements of the Corporate Sustainability Reporting Directive (CSRD)

In addition, the Group will also in future keep to its environmental target of 100% green electricity at all ATOSS facilities by 2025 first set in 2022. The following feature will also be added in 2024:

- to develop and implement further measurable steps to reduce emissions in the area of employee mobility

Resource efficiency

ATOSS Software AG also greatly values the protection of natural resources above and beyond carbon efficiency. The company needs furniture, IT equipment, paper and other office materials to run its offices, and attention is paid to sustainability in their procurement. Waste is also created, principally obsolete IT hardware from offices and mobile phones which are recycled.

In 2022, ATOSS Software AG had also set itself the following targets for improved deployment of resources in the 2023 financial year:

- conversion to recycled, certified or verified sustainable paper
- conversion to environmentally friendly cleaning agents at all facilities

After successfully meeting these targets, ATOSS Software AG has set itself the following targets in the area of resource efficiency for the 2024 financial year:

- Group-wide rollout of software for electronic signatures, thereby renouncing paper-based processes in order to further reduce the carbon footprint in the Group and that of its customers

5.2. Progress and measures

Carbon footprint

In the 2023 financial year, an environmental task force was formed at the outset of the year in order to work closely with the Executive Board on the further development and refinement of the Group's sustainability program. For this purpose, the CO₂ emissions were recorded Group-wide for Scope 1 and 2 for the first time in the current Sustainability Report. Moreover, a baselining was carried out for these two emission categories for 2023 using forecast and reference values. Consequently, the target set for 2023 to establish an environmental task force has been successfully achieved.

Based on the Greenhouse Gas protocol, greenhouse gas emissions are divided into the following three groups:

- **Scope 1:** Comprises all the direct greenhouse gas emissions of a company. These emissions originate from sources owned or directly controlled by the reporting company.
- **Scope 2:** Indirect emissions stemming from bought-in energy such as electricity or district heat.
- **Scope 3:** Indirect emissions originating in the company's upstream and downstream value chain, in connection with the purchase or sale of goods and services.

In the preparation for the development of a net zero strategy scheduled for 2024, all carbon emissions sources of the ATOSS Group known by December 31, 2023 were identified and assigned to the following 3 categories:

- **Scope 1:**
 - Stationary combustion in buildings (gas)
 - Mobile combustion of company cars
- **Scope 2**
 - Electricity consumption in office buildings
 - Electricity consumption in data centers operated by external partners
- **Scope 3**
 - Purchased goods and services
 - Capital goods
 - Business travel (flights)
 - Electricity consumption in home offices (notebooks)
 - Commuting + carbon emissions resulting from working from home
 - Products sold
 - Data center hyperscalers

The Scope 1 and Scope 2 carbon emissions or in part according Scope 3 carbon emissions are indicated below: These figures refer to the years 2022 or 2023, depending on the data available on the reporting date of December 31, 2023. As part of the baselining performed for the calendar year 2023, the invoicing data from calendar year 2022 was used and corrected by safety margins in the event that the relevant invoicing data for calendar year 2023 was not available.

Scope 1 CO₂ emissions

CO₂ emissions from the consumption of gas */** in office buildings across the Group

Year	m ²	kWh/year	t CO ₂ /year
2022	3,861	420,020	85

* Gas consumption was determined as a function of the data available at individual Group facilities based on various defined methods of calculation: The average of actual gas consumption, based on the last 1-3 available statements or consumption estimates based on reference values. In spite of the demand and requirements for high accuracy standards in reporting, it should be noted that the carbon footprint determined contains a degree of inaccuracy due to the different variables involved. Among other things, they include the use of average or reference values.

** The electricity consumption was determined across the Group for the first time in the 2023 financial year relating to the 2022 calendar year. Given that the 2022 sustainability report only showed the gas consumption for the second largest Group facility (Timisoara (Romania)) for the 2021 calendar year, figures for the previous year have not been shown in the present 2023 sustainability report due to the lack of their comparability in the emissions determined.

CO₂ emissions from mobile combustion in leased vehicles across the Group

With regard to the 2023 financial year, the Group had set itself the target of recording the fleet carbon emissions. After determining the figures for the first time by way of central fleet software, the following emissions were determined:

Year	Kilometers driven (km)	t CO ₂ /year
2023	3,762,000	520

The carbon emissions recorded pertain to combustion engine and hybrid vehicles. As part of a pilot project initiated in 2023 and already extended to through to 2024, employees have the option under certain conditions to lease electric or hybrid vehicles. In addition, further alternative, sustainable mobility offerings for employees in the Group are currently being examined.

Scope 2 CO₂ emissions

CO₂ emissions from the consumption of district heat */** in office buildings across the Group

Year	m ²	kWh/year	t CO ₂ /year
2022	4,538	149,968	39

* District heat consumption was determined as a function of the data available at individual Group facilities based on various defined methods of calculation: The average of actual district heat consumption on the basis of the last 1-3 available statements or consumption estimates based on reference values. In spite of the demand and requirements for high accuracy standards in reporting, it should be noted that the carbon footprint determined contains a degree of inaccuracy due to different variables involved. Among other things, they include the use of average or reference values.

** The electricity consumption was determined across the Group for the first time in the 2023 financial year with regard to the 2022 calendar year.

CO₂ emissions from the consumption of electricity */** in office buildings across the Group

Year	m ²	kWh/year	t CO ₂ /year
2022	9,054	1,220,959	379

* The electricity consumption was determined as a function of the data available at individual Group facilities based on various defined methods of calculation: The actual consumption based on the last available statement or consumption estimated on the basis of reference values. In spite of the demand and requirements for high reporting accuracy standards, it should be noted that the carbon footprint determined contains a degree of inaccuracy due to different variables involved. Among other things, they include the use of average or reference values.

** The electricity consumption was determined across the Group for the first time in the 2023 financial year with regard to the 2022 calendar year. As the 2022 sustainability report only indicated the electricity consumption for the two largest Group facilities (Munich and Timisoara (Romania)) for the 2021 calendar year, figures for the previous year have not been included in the present 2023 sustainability report due to the lack of their comparability.

In order to increase the transparency of energy consumption, the Group carried out an energy audit in accordance with DIN EN 16247-1 in the first quarter of 2023, in addition to the internal recording of its consumption. This will serve to systematically analyze the use and consumption of energy in the four largest Group facilities in Germany and to identify corresponding energy efficiency measures.

Carbon emissions from electricity consumption in data centers operated by external partners

Year	kWh/year	t CO ₂ /year
2023	30,751	14

CO₂ emissions according to Scope 3

CO₂ emissions from business travel (flights) group-wide

Key figures by means of transport: Additional indirect greenhouse gas emissions of ATOSS Software AG from business travel

Year	Flights (t CO ₂)
2023	205
2022	155

CO₂ emissions in home offices (notebooks)

Year	kWh*/year	t CO ₂ /year
2023	24,500	12

* The power consumption for the use of notebooks in home offices was determined as follows: Working days in home offices x the average number of employees in 2023 x the average electricity consumption notebook within regular working hours.

Other consumption

Water consumption */** Group-wide

Year	m ³ /year
2022	3,039

* The water consumption was determined as a function of the data available at individual Group facilities based on various defined methods of calculation: The average of actual water consumption, based on the last 1-3 available statements or consumption estimates based on reference values.

** The water consumption was determined across the Group for the first time in the 2023 financial year with regard to the 2022 calendar year. As the 2022 sustainability report only indicated the water consumption for the two largest Group facilities (Munich and Timisoara (Romania)) for the 2021 calendar year, figures for the previous year have not been shown in the present 2023 sustainability report due to their lack of comparability.

Baselining of CO₂ emissions for Scopes 1 & 2 for the 2023 financial year*

Besides identifying the carbon emissions for Scopes 1 and 2, the environmental task force formed this year also conducted baselining for both of these emissions categories for 2023 in connection with preparations for the development of a net zero strategy scheduled for 2024. This baselining is based on the actual consumption of the emissions sources identified in 2023 or on the average figures for the last statements for these emissions available as of the cut-off date of December 31, 2023 or on reference values. A safety margin was also applied to the consumption to cover any imponderables. The CO₂ emissions determined in this way for 2023 break down as follows.

	CO₂ emissions in 2023 in t
Scope 1:	600
Scope 2:	410
Total	1,010

* In spite of the demand and requirements high reporting accuracy standards, it should be noted that the carbon footprint determined for Scope 1 and Scope 2 in 2023 contains a degree of inaccuracy due to different variables. This is due to the fact that as of the time the report was prepared not all statements were available yet from energy suppliers. Among other things, these statements include the use of average or reference values.

Resource efficiency

Washable, reusable dishes, cutlery and cups are available at all facilities in order to avoid disposable plastics. Some facilities also have water dispensers that replace the reusable water containers that are more complex in terms of logistics.

Obsolete IT hardware from offices and mobile phones are recycled so as to extract the raw materials they contain. They are initially collected throughout the Group in accordance with statutory requirements and for data protection reasons, and then handed over in their entirety to an IT remarketing provider and certified waste disposal company. The latter performs the erasing the data in compliance with the law, with a full, certified audit trail as well as destroying data carriers taking all relevant data protection and data security aspects into account. In this way, ATOSS Software AG supports the circular economy and the associated protection of resources by extending the life cycles of hardware products.

By sending most invoices digitally and practicing sustainable print management (centralized printers, double-sided printing, grayscale printing as the default setting), the Group is already making valuable contributions to greater resource efficiency in the company. The rollout of software for electronic signatures is scheduled for 2024 and the associated decision to dispense with paper-based processes will in future reduce the carbon footprint in the Group and that of customers even further. The major share of the annual Christmas card activities was once again replaced this year by a digital Christmas mailout as part of the "ATOSS Goes Green" initiative.

The target set for the 2023 financial year to convert to recycled, certified or verified sustainable paper was fully met, as was the conversion to environmentally friendly cleaning agents at all facilities. As from this year, employees have also been receiving important environmental tips on protecting resources by way of the new online training on the ATOSS Code of Conduct.

6. Disclosures on the EU Taxonomy Regulation

The EU Taxonomy Regulation is a key element in the European Commission's campaign to divert capital flows towards a more sustainable economy. As a classification system for ecologically sustainable economic activities, the regulation represents an important step towards achieving climate neutrality by 2050 in line with EU targets.

As stipulated by 315b (3) HGB, ATOSS Software AG reports the proportion of its Group revenue, capital expenditure (Capex) and operating expenses (Opex) which are to be regarded as eligible or compliant according to Article 8 of the EU Taxonomy Regulation in terms of the following six environmental goals (climate protection, climate change adaptation, water and marine resources, transition to a circular economy, environmental pollution, biodiversity and ecosystems) for the 2023 reporting period.

ATOSS Software AG is not impacted by nuclear energy and gas activities (see Annex III of the additional delegated legal act on gas and nuclear activities (supplemented by Annex XII to the legal act on reporting obligations (on Article 8 of the Taxonomy Regulation)) (see also reporting forms 6.3.1).

Our economic activities

ATOSS Software AG has made a detailed analysis of its economic activities pursuant to the delegated legal act for the climate targets in the EU Taxonomy Regulation. However, according to current definitions in the EU Taxonomy Regulation, the company's activities are not to be classified as an ecologically sustainable economic activity as they cannot make a material contribution to the realization of the environmental and climate targets as defined by the EU (climate protection, climate change adaptation, water and marine resources, circular economy, environmental pollution, biodiversity and ecosystems). As a provider of on-premise and cloud software solutions, as well as services for professional workforce management and demand-optimized personnel deployment, the company's business activities do not fall under the economic activities listed in Annexes I and II to the two delegated legal acts for the six environmental goals of the Taxonomy Regulation. The Capex and Opex KPIs report on investments related to the activities of the delegated legal act on the two climate goals.

6.1 ATOSS KPIs

The relevant key performance indicators ("KPIs") comprise the sales KPI, Capex KPI and Opex KPI. With regard to the 2023 reporting period, the KPIs relating to taxonomy-eligible or taxonomy-compliant economic activities and non-eligible and non-compliant economic activities must be disclosed.

As the economic activities of ATOSS as a software company are not subject to the delegated legal act for the climate goals and the legal act for environmental goals, ATOSS Software AG cannot show any proportion of its sales revenues that are taxonomy-eligible or taxonomy-compliant. Consequently, the following reporting therefore focuses on the proportion of sustainable investments (Capex) and operating expenses (Opex) within the meaning of the EU taxonomy that can be allocated to the first environmental goal of climate protection. There are no existing investment or operating expenses that potentially make a significant contribution to climate change transition or to the environmental objectives 3-6 (sustainable use and protection of water and marine resources, transition to a circular economy, prevention and reduction of pollution, protection and restoration of biodiversity and ecosystems). The eligible investments and operating expenditures relate exclusively to purchased goods and services.

With regard to the 2023 financial year, we have defined the activity 1.2 „Manufacture of electrical and electronic equipment“ pursuant to the Environmental Legislation Act and identified the activity 6.5 „Production of electrical and electronic equipment“ pursuant to the Climate Legislation Act. „Transportation by motorcycles, passenger cars and light commercial vehicles“ as taxonomy-compliant. This includes investment expenditure for IT equipment (IT end devices and servers) in accordance with the additions to Group property, plant and equipment (EUR 1,534,761) and the Group’s vehicle fleet (combustion, hybrid and electric engines - additions to right-of-use assets in accordance with IFRS 16): EUR 1,252,936), which were recognized as right-of-use assets in accordance with IFRS 16. With regard to the review of the taxonomy conformity of the economic activity „Manufacture of electrical and electronic equipment“, the simplification provision for 2023 was applied and only the taxonomy compliance was reported. A review of the taxonomy conformity of these investments was not possible as the necessary information, documentation and evidence must be provided by the relevant suppliers. We do not have this information at present. No taxonomy-eligible operating expenses were identified for the reporting year.

This results in the following key indicators in terms of taxonomy eligibility:

	Proportion of taxonomy-eligible economic activities	Proportion of non-classifiable economic activities
Sales revenues	0%	100%
Capex	83%	17%
Opex	0%	100%

Furthermore, we refer to the registration and reporting forms under 6.3 Reporting forms.

6.2 Accounting principles

The KPIs are determined in compliance with Annex I of the delegated legal act pursuant to Article 8 of the EU Taxonomy Regulation. Any duplicate counting of individual items is excluded by way of the accounting data opted for. ATOSS Software determines the eligible KPIs in compliance with the legal requirements and describes its accounting policy in this respect with a focus on taxonomy eligibility as follows:

Sales KPI

Definition

The proportion of classifiable economic activities in total sales is calculated as that part of net sales stemming from products and services in connection with classifiable economic activities (numerator) divided by net sales (denominator). The denominator of the sales KPI is based on the consolidated net sales in compliance with IAS 1.82(a). Further details on ATOSS' accounting principles for consolidated net sales can be found in the Notes to the Consolidated Financial Statements in Section II of our Annual Report, Accounting principles.

Reconciliation

Our consolidated net revenues can be reconciled to our consolidated financial statements, see profit and loss statement in our 2023 Annual Report (Item "Sales Revenues" in the P&L).

With regard to the numerator, ATOSS has not identified any classifiable economic activities, as explained above.

Capex KPI and Opex KPI

Capex KPI

Definition

The Capex KPI is defined as taxonomy-eligible Capex (numerator), divided by total Capex (denominator).

The total Capex comprises additions to property, plant and equipment and intangible assets during the financial year before depreciation and remeasurements, including those resulting from remeasurements and impairments for the 2023 financial year and excluding changes in fair value. It comprises additions to fixed assets (IAS 16), intangible assets (IAS 38) and rights of use assets (IFRS 16). Further details on our accounting principles with regard to our investments can be found in the Notes to the consolidated financial statements in Section II of our Annual Report, Accounting principles.

Reconciliation

The total Capex can be taken from the statement of changes in fixed assets shown in the Notes to the consolidated financial statements in our annual report (Section III. 27) (Sum of additions (at cost)) and rights of use (Section III. 28).

Opex KPI

The Opex KPI is defined as classifiable operating expenditure (numerator), divided by total operating expenditure (denominator).

Total Opex consists of direct, non-capitalized costs that relate to research and development, building renovation measures, short-term rental contracts, maintenance and servicing. This comprises:

- Research and development expenses recognized in the reporting period as expenses in the consolidated statement of profit and loss. In agreement with the consolidated financial statements (IAS 38.126), it includes all non-capitalized expenses directly attributable to research and development activity.
- Servicing and repair costs were determined based on the servicing and repair costs assigned to internal cost centers. The corresponding cost items can be found in the divisional costs of the profit and loss statement.

6.3 Templates

6.3.1 Standard disclosure template for the disclosure pursuant to Article 8 (6), (7) and (8) of the delegated act on Article 8 of the EU Taxonomy Regulation

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
Fossil gas related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

6.3.2 Template: Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	Year 2023		Substantial Contribution Criteria					
Economic activities (1)	Code (2)	Turnover (3)	Proportion of turnover, Year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)
		EUR	%	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL
A. Taxonomy-eligible activities								
A.1. Environmentally sustainable activities (Taxonomy-aligned)								
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%
Of which Enabling		0	0%	0%	0%	0%	0%	0%
Of which Transitional		0	0%	0%	0%	0%	0%	0%
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)								
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%
A. Turnover of Taxonomy eligible activities (A1 + A2)		0	0%	0%	0%	0%	0%	0%
B. Taxonomy-non-eligible activities								
Turnover of Taxonomy-non-eligible activities		151,197,606	100%					
Total		151,197,606	100%					

DNSH criteria ('Does Not Significantly Harm')										
Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity and ecosystems (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1) or eligible (A.2) turnover, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
Y;N;N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
								0%		
								0%		
								0%		
								0%		
								0%		
								0%		
								0%		

6.3.3 Template: Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	Year 2023			Substantial Contribution Criteria				
Economic activities (1)	Code (2)	CapEx (3)	Proportion of CapEx year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)
		EUR	%	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL
A. Taxonomy-eligible activities								
A.1. Environmentally sustainable activities (Taxonomy-aligned)								
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0%	0%	0%	0%	0%	0%	0%
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)								
				EL: N/EL	EL: N/EL	EL: N/EL	EL: N/EL	EL: N/EL
Manufacturer of electrical and electronic equipment	CE 1.2	1,534,761	46%	N/EL	N/EL	N/EL	N/EL	EL
Carriage by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	1,252,936	37%	EL	N/EL	N/EL	N/EL	N/EL
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		2,787,697	83%					
A. CapEx of Taxonomy eligible activities (A1 + A2)		2,787,697	83%					
B. Taxonomy-non-eligible activities								
CapEx of Taxonomy-non-eligible activities (B)		567,986	17%					
Total		3,355,684	100%					

DNSH criteria („Does Not Significantly Harm“)										
Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity and ecosystems (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1) or eligible (A.2) CapEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
Y;N;N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
0%	N	N	N	N	N	N	N	0%		
EL; N/EL										
N/EL								0%		
N/EL								34%		
								34%		

6.3.4 Template: Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	Year 2023		Substantial Contribution Criteria					
	Code (2)	OpEx (3)	Proportion of OpEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)
Economic activities (1)		EUR	%	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL
A. Taxonomy-eligible activities								
A.1. Environmentally sustainable activities (Taxonomy-aligned)								
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%
Of which Enabling		0	0%	0%	0%	0%	0%	0%
Of which Transitional		0	0%	0%	0%	0%	0%	0%
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)								
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%
A. OpEx of Taxonomy eligible activities (A1 + A2)		0	0%	0%	0%	0%	0%	0%
B. Taxonomy-non-eligible activities								
OpEx of Taxonomy-non-eligible activities		23,751,852	100%					
Total		23,751,852	100%					

Independent Practitioner's Report on a Limited Assurance Engagement on Non-financial Reporting¹

To ATOSS Software AG, München

We have performed a limited assurance engagement on the separate non-financial group report of ATOSS Software AG, Munich, (hereinafter the "Company") for the period from 1 January to 31 December 2023 (hereinafter the "Separate Non-financial Group Report").

Not subject to our assurance engagement are the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group Report.

Responsibility of the Executive Directors

The executive directors of the Company are responsible for the preparation of the Separate Non-financial Group Report in accordance with §§ (Articles) 315c in conjunction with 289c to 289e HGB („Handelsgesetzbuch“: „German Commercial Code“) and Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18 June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the „EU Taxonomy Regulation“) and the Delegated Acts adopted thereunder, as well as for making their own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the Delegated Acts adopted thereunder, as set out in section "Disclosures on the EU Taxonomy Regulation" of the Separate Non-financial Group Report.

This responsibility includes the selection and application of appropriate non-financial reporting methods and making assumptions and estimates about individual non-financial disclosures of the Company that are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal control as the executive directors consider necessary to enable the preparation of a Separate Non-financial Group Report that is free from material misstatement whether due to fraud or error.

The EU Taxonomy Regulation and the Delegated Acts issued thereunder contain wording and terms that are still subject to considerable interpretation uncertainties and for which clarifications have not yet been published in every case. Therefore, the executive directors have disclosed their interpretation of the EU Taxonomy Regulation and the Delegated Acts adopted thereunder in section "Disclosures on the EU Taxonomy Regulation" of the Separate Non-financial Group Report. They are responsible for the defensibility of this interpretation. Due to the immanent risk that indeterminate legal terms may be interpreted differently, the legal conformity of the interpretation is subject to uncertainties.

¹ PricewaterhouseCoopers GmbH has performed a limited assurance engagement on the German version of the separate non-financial group report and issued an independent practitioner's report in German language, which is authoritative. The following text is a translation of the independent practitioner's report.

Audit Firm's Independence and Quality Management

We have complied with the German professional provisions regarding independence as well as other ethical requirements.

Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors (“Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer”: “BS WP/vBP”) as well as the Standard on Quality Management 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality management for audit firms (IDW Qualitätsmanagementstandard 1: Anforderungen an das Qualitätsmanagement in der Wirtschaftsprüferpraxis – IDW QMS 1 (09.2022)), which requires the audit firm to design, implement and operate a system of quality management that complies with the applicable legal requirements and professional standards.

Responsibility of the Assurance Practitioner

Our responsibility is to express a conclusion with limited assurance on the Separate Non-financial Group Report based on our assurance engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the Company's Separate Non-financial Group Report, other than the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group Report, is not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section “Disclosures on the EU Taxonomy Regulation” of the Separate Non-financial Group Report.

In a limited assurance engagement the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgement of the assurance practitioner.

In the course of our assurance engagement, we have, amongst other things, performed the following assurance procedures and other activities:

- Gain an understanding of the structure of the Group's sustainability organisation and stakeholder engagement
- Inquiries of the executive directors and relevant employees involved in the preparation of the Separate Non-financial Group Report about the preparation process, about the internal control system relating to this process and about disclosures in the Separate Non-financial Group Report
- Identification of likely risks of material misstatement in the Separate Non-financial Group Report
- Analytical procedures on selected disclosures in the Separate Non-financial Group Report
- Reconciliation of selected disclosures with the corresponding data in the financial statements and group management report
- Evaluation of the presentation of the Separate Non-financial Group Report
- Evaluation of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Separate Non-financial Group Report
- Inquiries on the relevance of climate-risks

In determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation, the executive directors are required to interpret undefined legal terms. Due to the immanent risk that undefined legal terms may be interpreted differently, the legal conformity of their interpretation and, accordingly, our assurance engagement thereon are subject to uncertainties.

Assurance Opinion

Based on the assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Separate Non-financial Group Report of the Company for the period from 1 January to 31 December 2023 is not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section "Disclosures on the EU Taxonomy Regulation" of the Separate Non-financial Group Report.

We do not express an assurance opinion on the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group Report.

Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company. We do not accept any responsibility to third parties. Our assurance opinion is not modified in this respect.

Munich, 23 February 2024

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Hendrik Fink
German public auditor

ppa. Felix Wandel
German public auditor

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