



WORKFORCE
MANAGEMENT
DRIVES YOUR
SUCCESS

ATOSS Software AG – Excellence in Workforce Management

01 Workforce Management @ ATOSS

02 Go To Market Strategy

03 ATOSS: KPI's

AGENDA



Logistics
ATOSS Customer DB SCHENKER

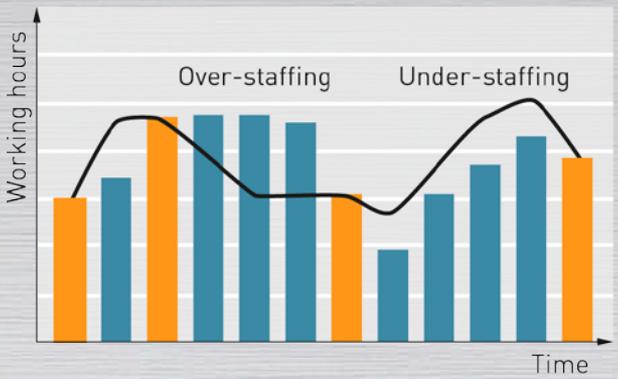
01 Workforce Management @ ATOSS

01 Demand-optimized workforce scheduling

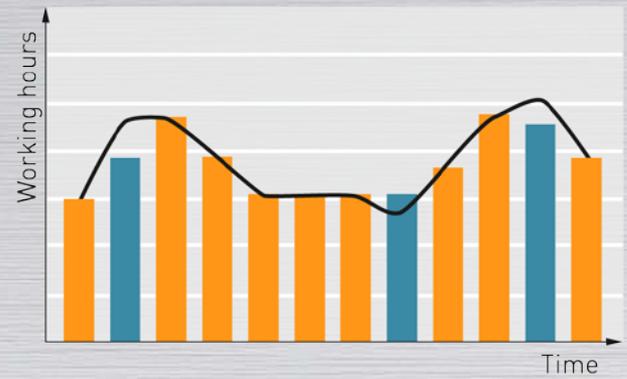
Benefits and advantages of workforce management

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

CURRENT SITUATION



TARGET SITUATION



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

Current situation:

- Fluctuation in demand
- Little flexibility and long response times

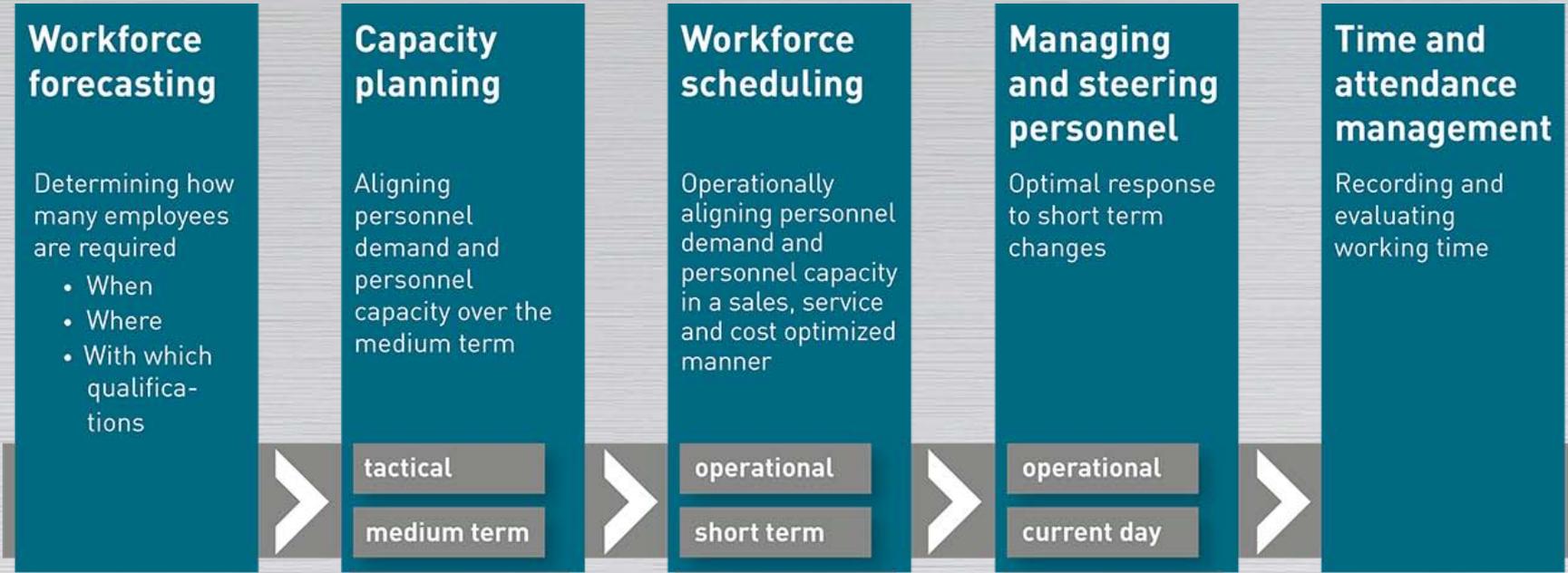


Goal:

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

01 Comprehensive workforce management

5 steps to more success



◀◀◀◀ **WORKING TIME FLEXIBILIZATION** ▶▶▶▶

01 Solution instrument – workforce management

Efficiency via highly flexible staff deployment

ATOSS helps companies to have ...

the right employees,

with the right qualifications,

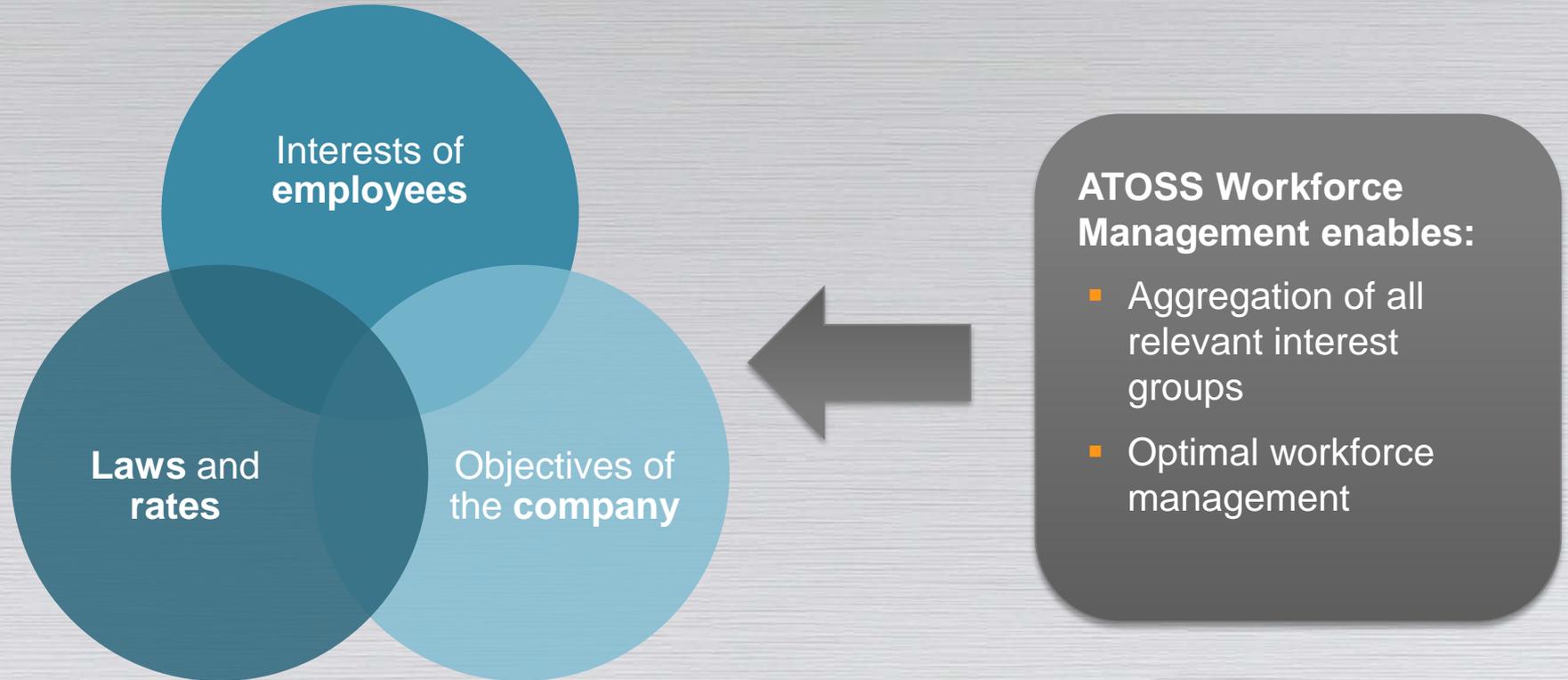
at the right time,

at the right place,

... cost optimised!

01 Managing complexity

Workforce management





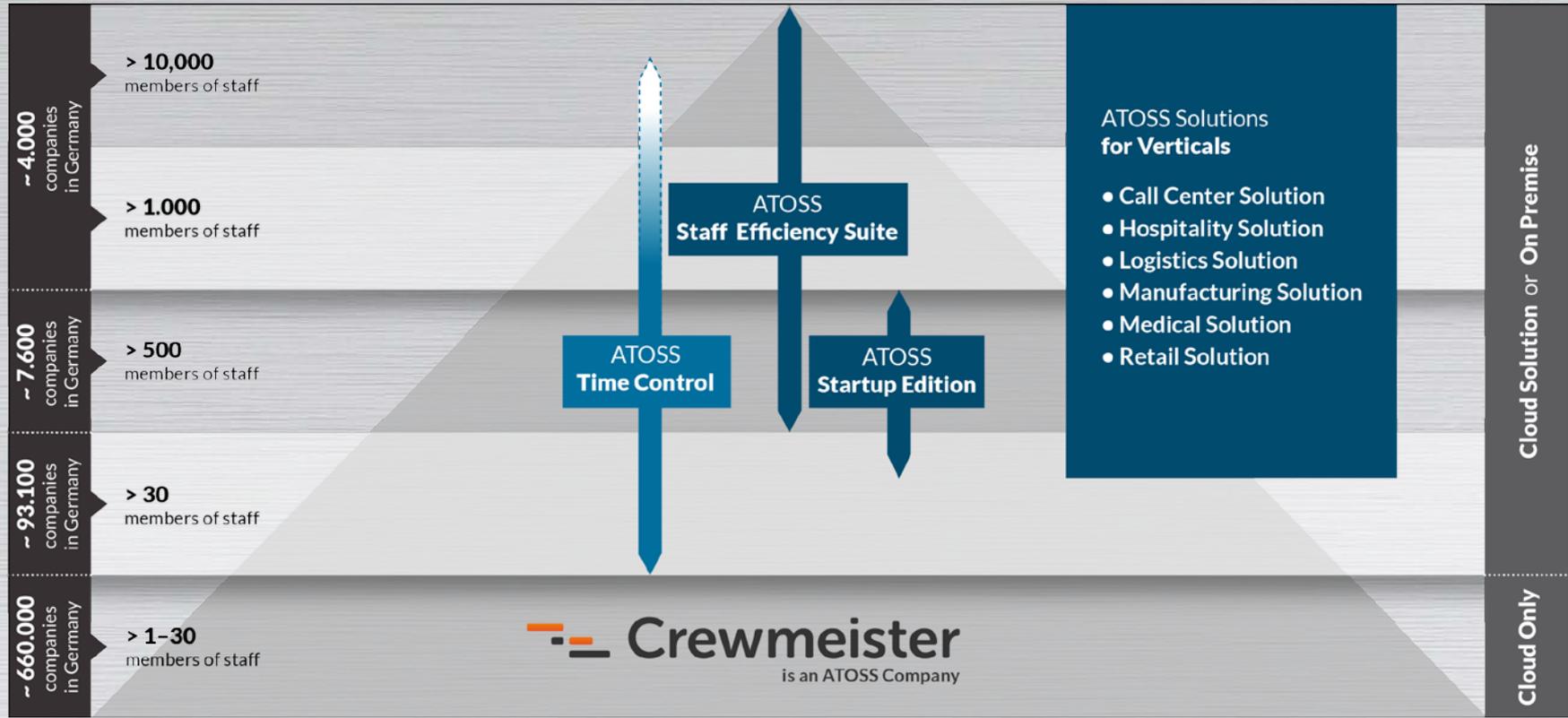
Source: ATOSS Annual Report 2016 © Heine Optotechnik

Manufacturing
ATOSS Customer HEINE OPTOTECHNIK

02 Go To Market Strategy

02 ATOSS full range strategy

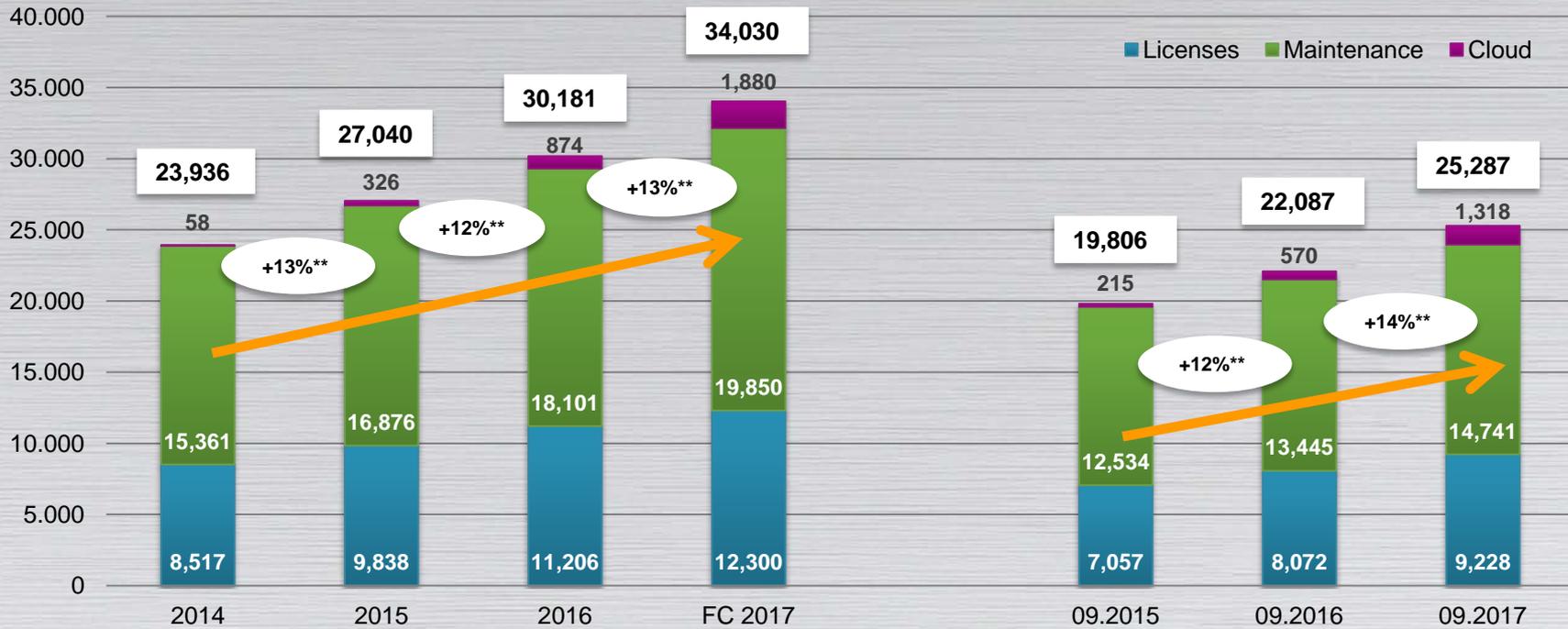
Growth effects based on ATOSS full range strategy



02 ATOSS full range strategy

Sustainable growth

Software revenues* in kEUR

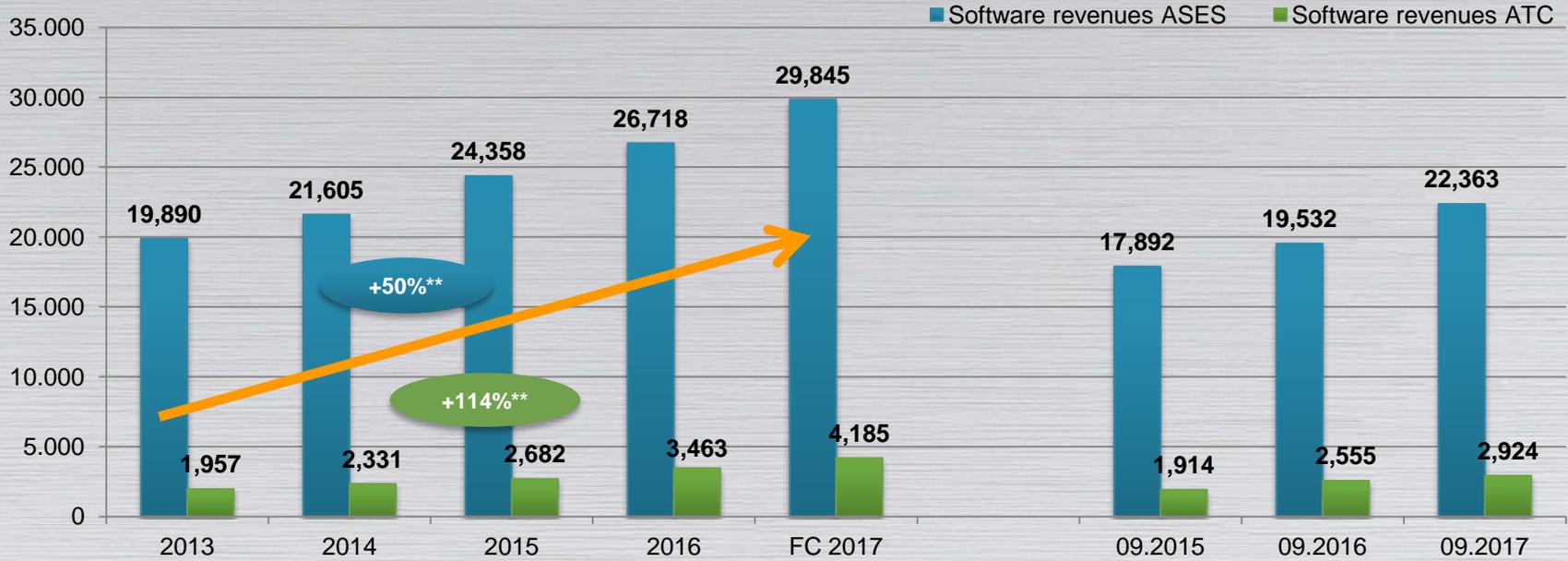


* Licenses, Maintenance and Cloud ** Growth rate software revenues (total) YTY

02 ATOSS full range strategy

Continued growth in both key product lines

Software revenues* ATOSS Staff Efficiency Suite and ATOSS Time Control in kEUR



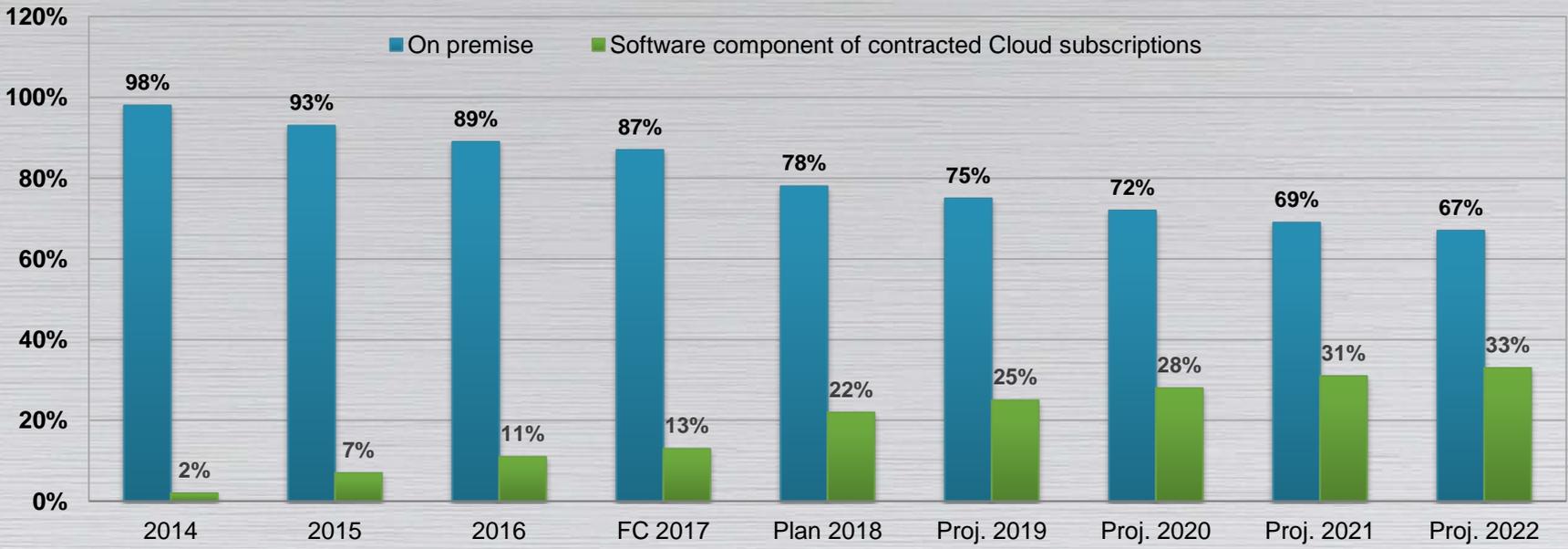
* Licenses, Maintenance and Cloud ** Growth rate since 2013



02 ATOSS Cloud Transformation

Impact on order structure

Software-order intake break down

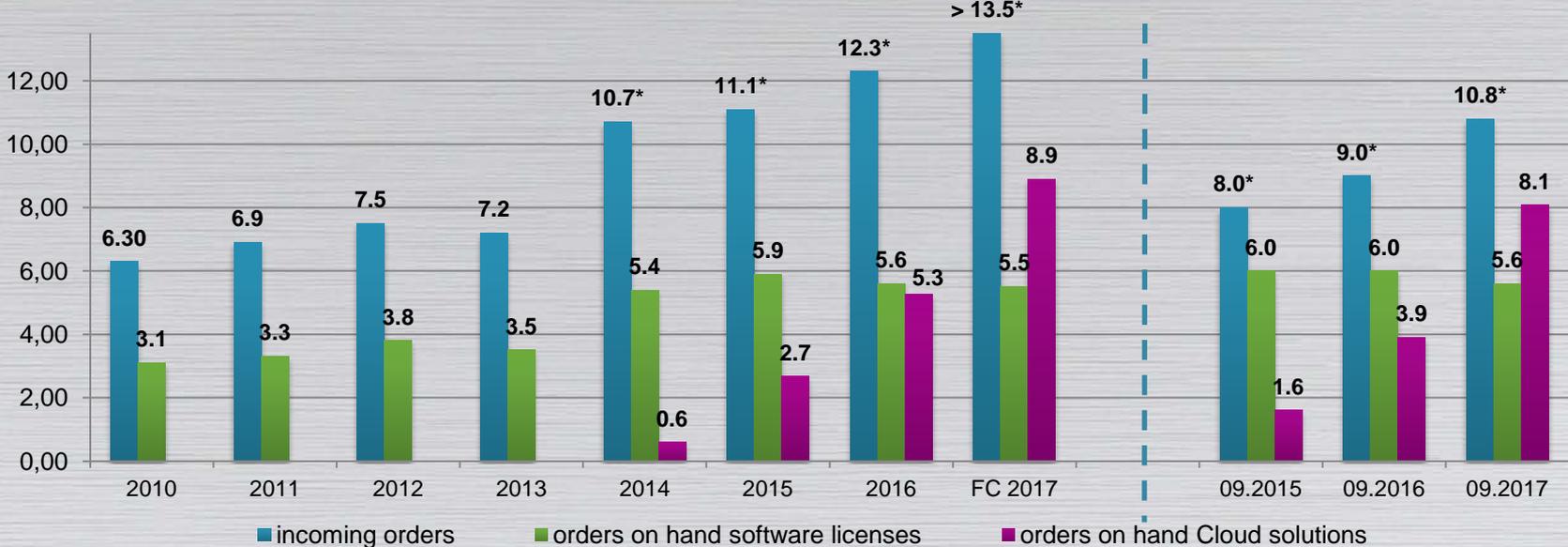


The actual proportion of cloud order intake from new customers is even higher



02 ATOSS Cloud Transformation

Order development in EUR million



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

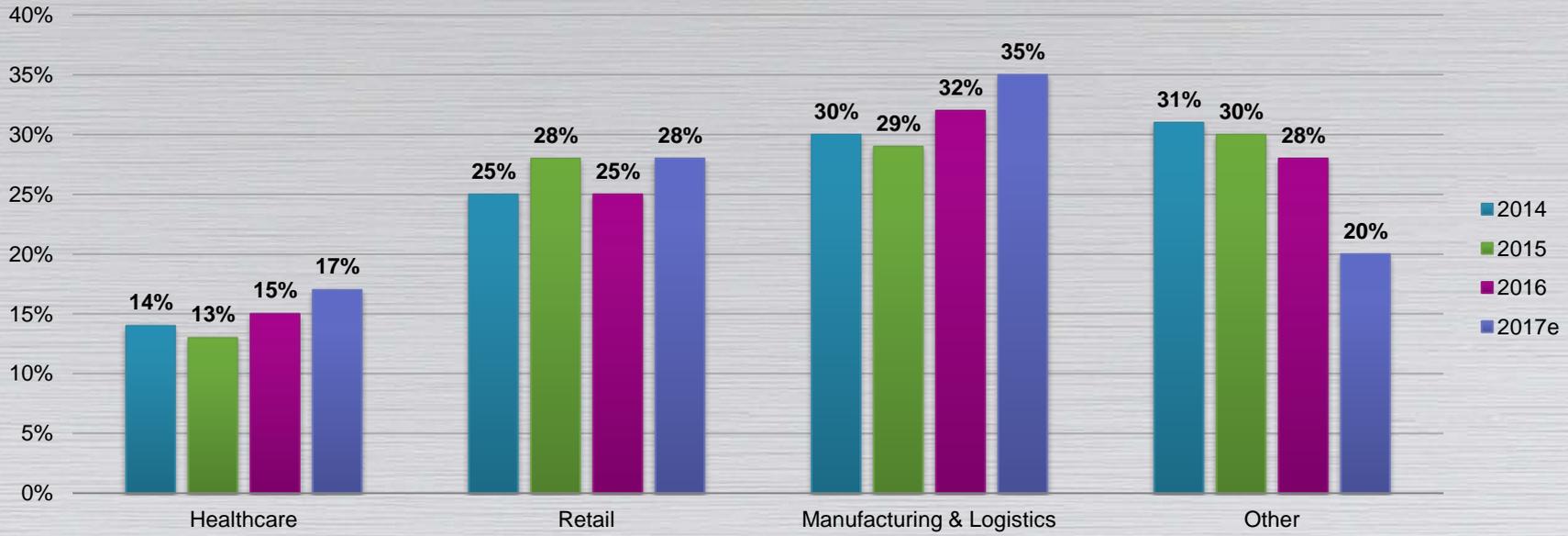
*Software Licenses incl. software components of fixed contracts for cloud subscriptions



02 ATOSS verticalization strategy

Key to success in recent years and in the future

ATOSS – breakup of total sales



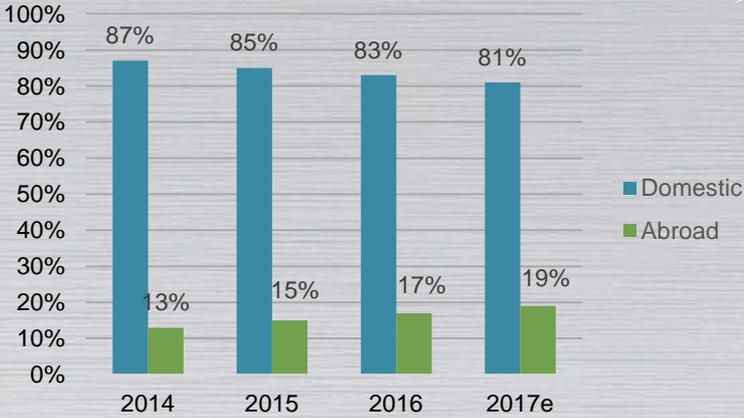
ATOSS follows a clear verticalization strategy in terms of product, sales team and consulting expertise for what we call „dedicated verticals“.



02 ATOSS solutions worldwide

Continued international expansion

Geographik breakdown of sales revenues



- Our solutions are in operation in more than 40 countries worldwide
- We are represented in 28 countries across Europe
- Multilingual solutions, currently available in 9 languages*

* Extendable - currently German, English, French, Italian, Dutch, Hungarian, German (Switzerland), Czech and Polish

02 ATOSS Internationalisation

Growth market Netherlands

Presence on site

- Kick off in Q4 2014 with 3 employees in sales and customer services & support
- Status: first major customers won



References



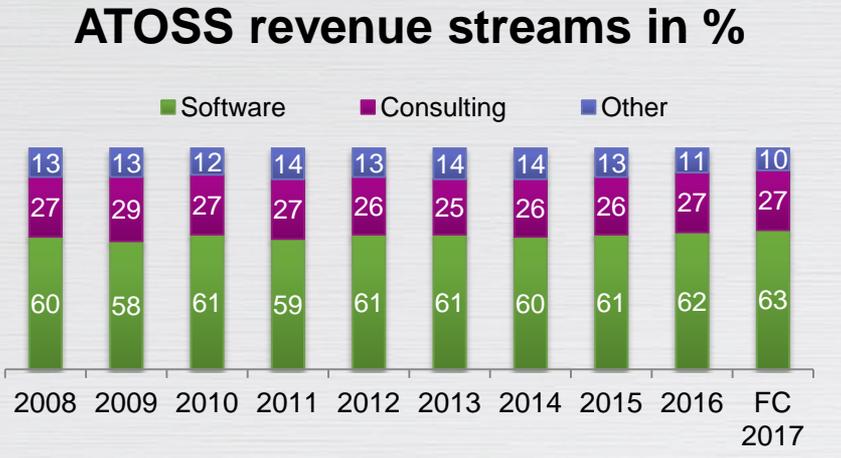
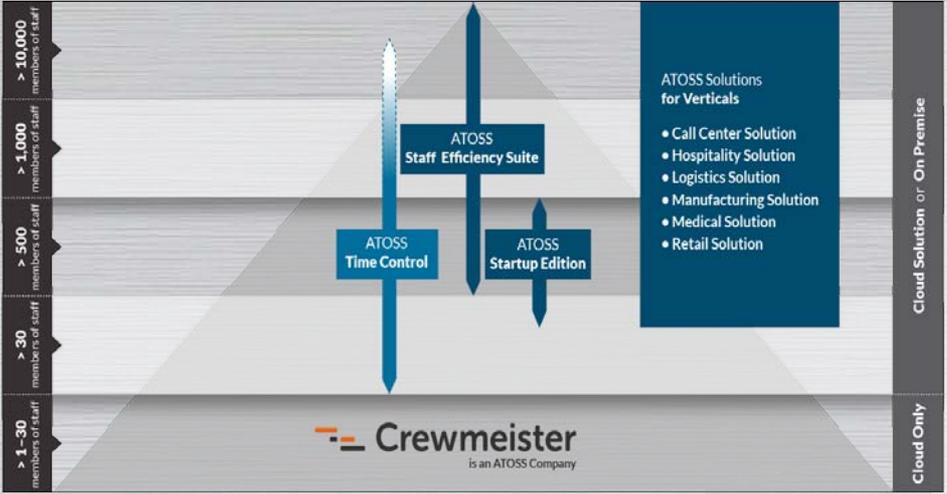


Branch Retail
ATOSS Customer SHELL RETAIL NETHERLANDS

03 ATOSS KPI's

Source: ATOSS Annual Report 2016

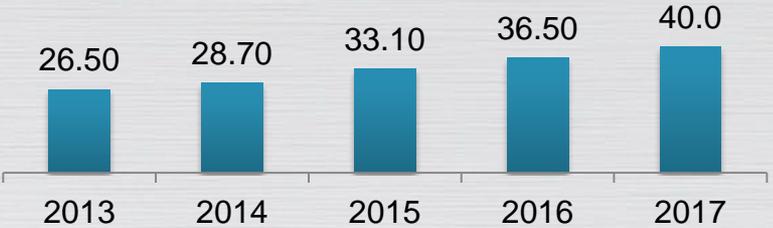
03 ATOSS – very sustainable business model



- Comprehensive offering – time & attendance management and workforce scheduling
- Comprehensive solutions – consulting, software, implementation from one single source
- Percentage of revenue from new software licenses as future growth driver remains stable over the years
- Proof of future-oriented business model

03 Continuous growth in Q1-Q3 2017

Total revenues Q1-Q3 in EUR million



Software revenues* Q1-Q3 in EUR million



EBIT Q1-Q3 in EUR million



EPS Q1-Q3 in EUR



- **Strong profitability:**
EBIT margin 26 percent

- **Continuous growth:**
 - + 10 percent in total revenues
 - + 14 percent in software revenues
 - + 4 percent in EBIT

* Licenses, Maintenance and Cloud



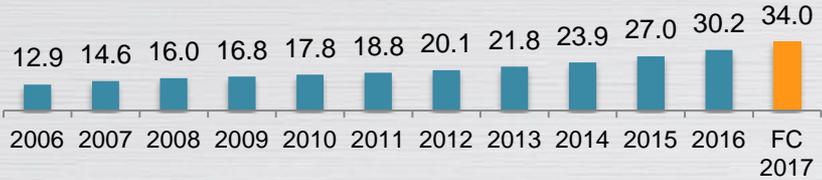
03 ATOSS – twelfth record year anticipated

Running like clockwork

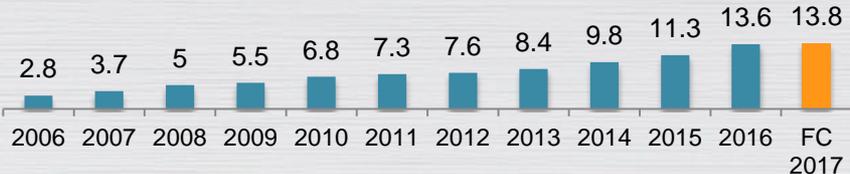
Total revenue in EUR million



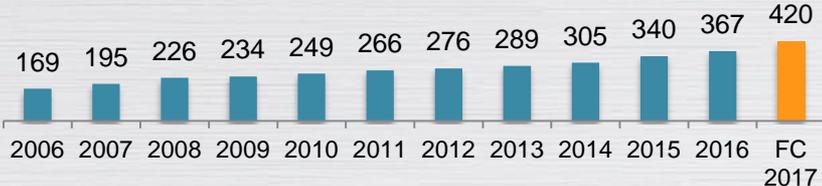
Software in EUR million



EBIT in EUR million



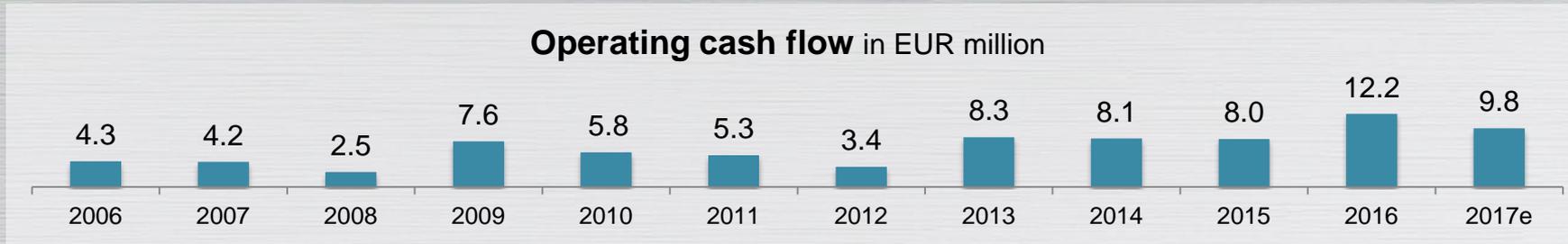
Employees end of year



- Stable sales and continued positive earnings development
- Long-term security for our customers
- ➔ Consistent investments in portfolio and technology

03 Financial strength

Independence and security for the future

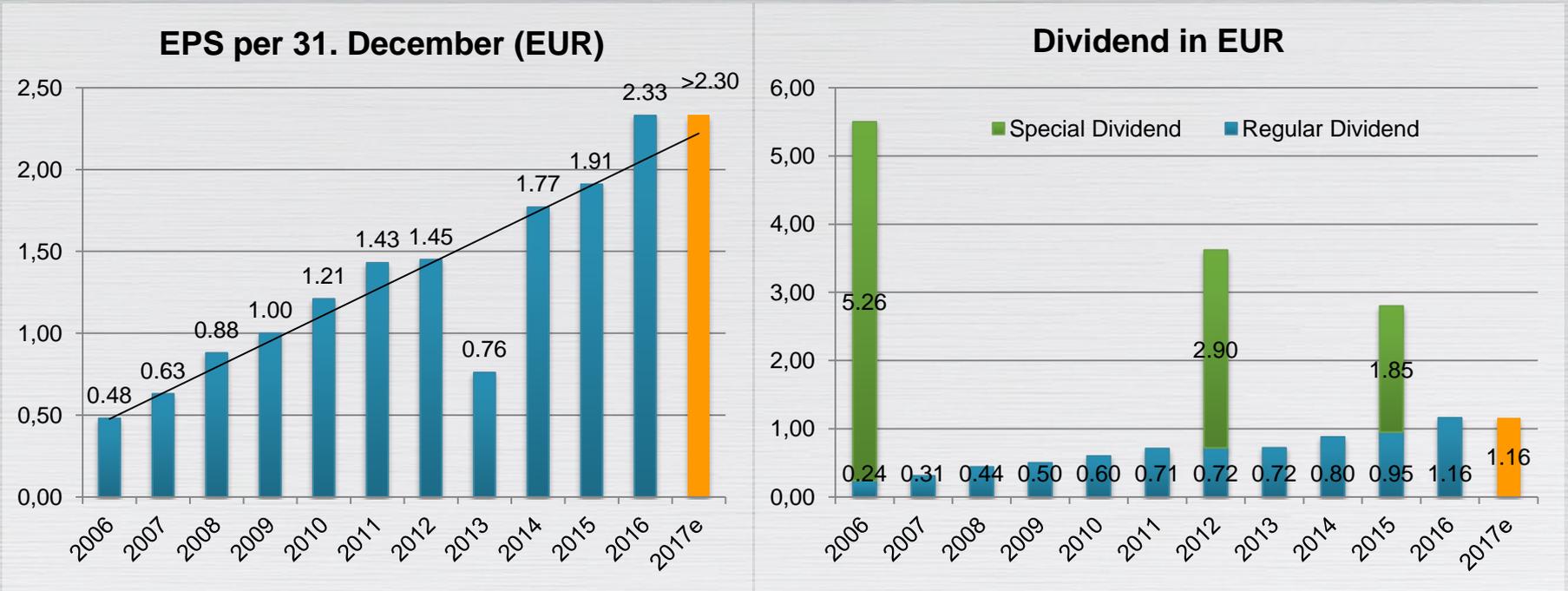


Continuing positive development in Q1-Q3 2017 (30.09.2017: EUR 28.7 million) taking the dividend payments of EUR 4.6 million in the beginning of May 2017 into account (dividend EUR 1.16/share)



03 The ATOSS share

Dividend policy



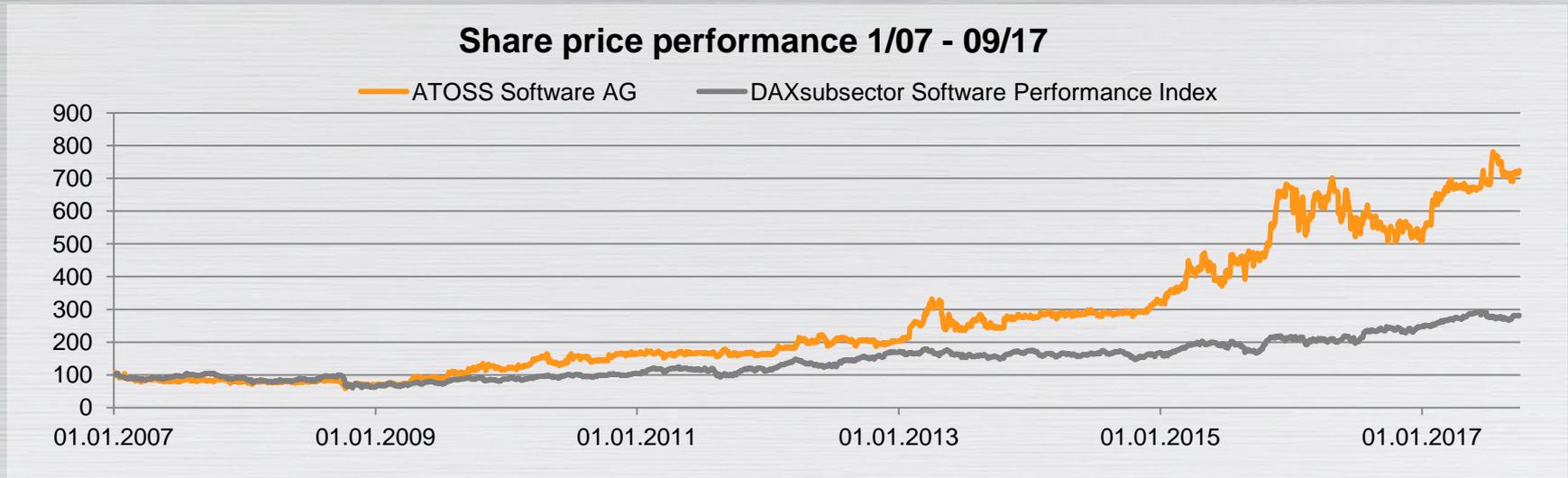
ATOSS stays true to its dividend policy with continuity to the previous year

* In 2006, 2012 and 2015 with a special dividend



03 The ATOSS share

Development 2007 – 30/09/2017



- 01.01.2007 – 30.09.2017: ATOSS share shows growth rate of 620 percent*, DAXsubsector Software Performance Index plus 184 percent
- Sustained increase of shareholder assets
- ATOSS share offers further potential

* XETRA Closing price 2006 and September 30, 2017 – without integration of special dividend

03 Deloitte Technology Fast 50 Award 2017 Sustained Excellence Award for ATOSS

- The name ATOSS is byword in the media for profitability, sustainability and an open and transparent communications policy.
- For the sustainable and successful business development ATOSS Software AG was awarded with the “Sustained Excellence Award 2017” by international audit and consulting company Deloitte in November 2017.

Deloitte.

Winner

Technology Fast 50 Award 2017

Powerful Connections



50 | Technology **Fast 50**
2017



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Thank you for your attention!



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SUCCESS

Attachments

ATOSS – facts and figures

- More than 5,000 customers, ranging from small and medium-sized businesses through to blue chip companies
- ATOSS solutions manage around 3 million employees worldwide
- ATOSS is one of the fastest growing software companies in Germany
- 11 branch offices
- Around 400 employees
- High performance partner ecosystem



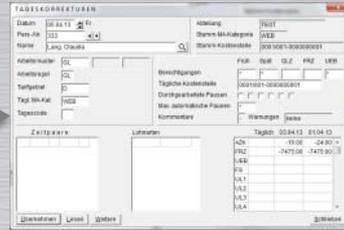
Technical advancement and reliability

Technology leaps and developments

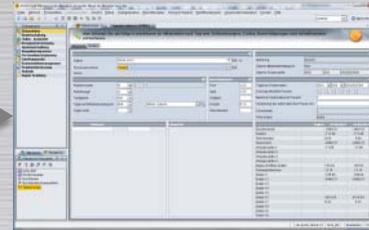
IBM system i



Windows



Java



HTML



1989

1996

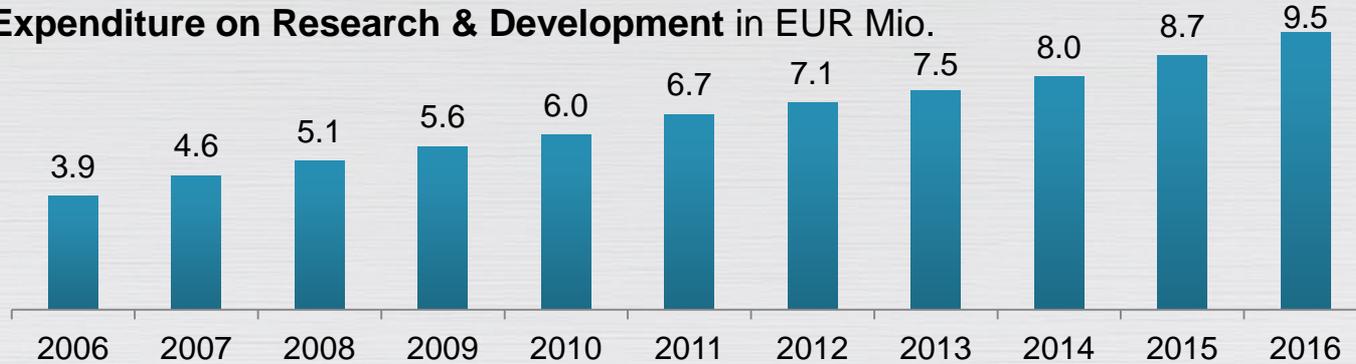
2005

2015

4 technology leaps with full compatibility for all existing customers

Continuity of investments in Research & Development

Expenditure on Research & Development in EUR Mio.



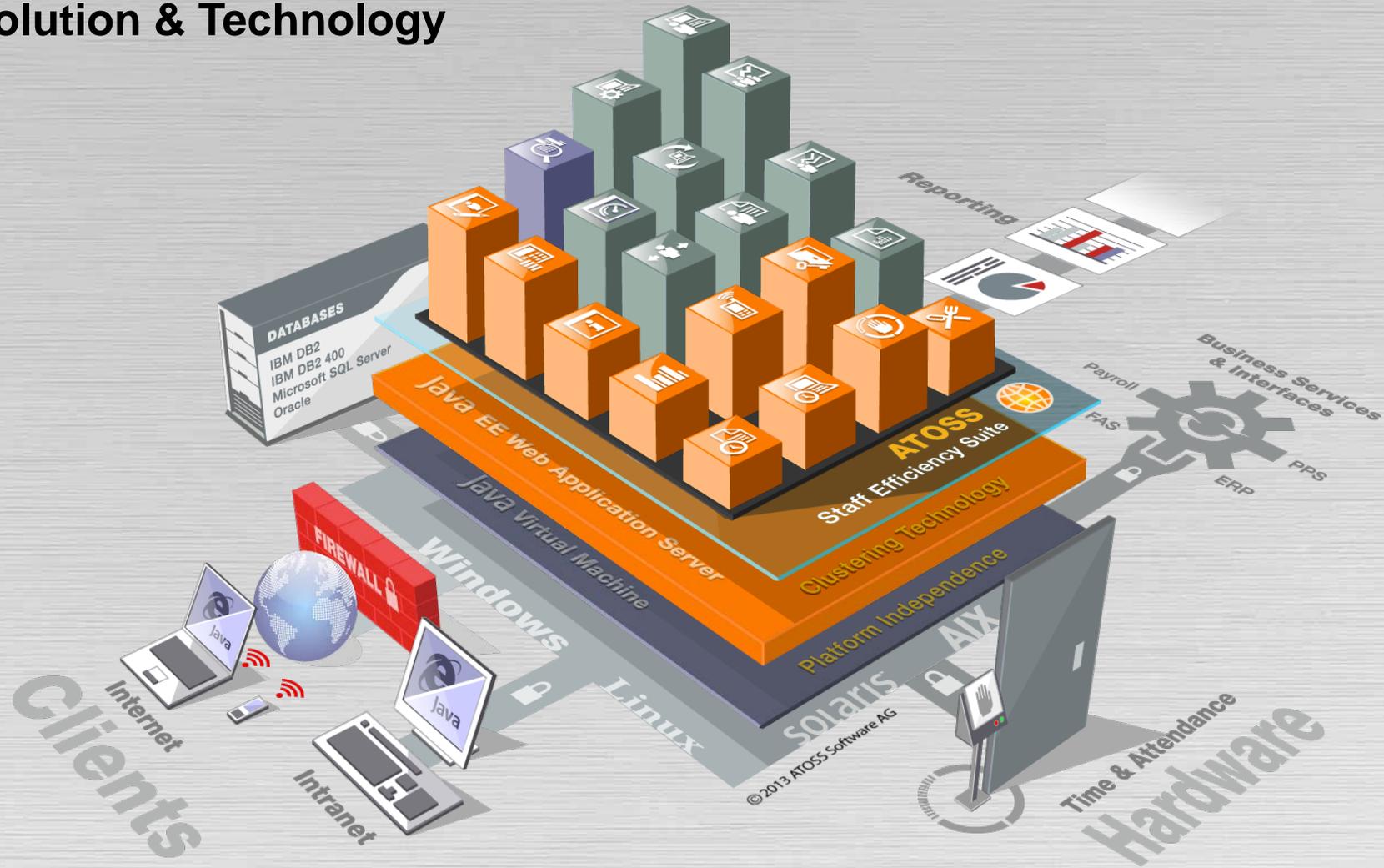
**Increase by
9% in 2016**

**Increase by
58% since
2010**

- Continuous increase in development expenditures for a guaranteed future of our products
- Top R&D quota measured against benchmark of listed companies
ATOSS invests annually about 20 percent of sales
- ATOSS customers benefit from state of the art solutions

Figures per December 31, 2016

Solution & Technology



Effects implemented by Workforce Management

-15% Personnel costs at same number of employees

-82% Overtime

-70% Planning efforts

-60% Provisions for vacation

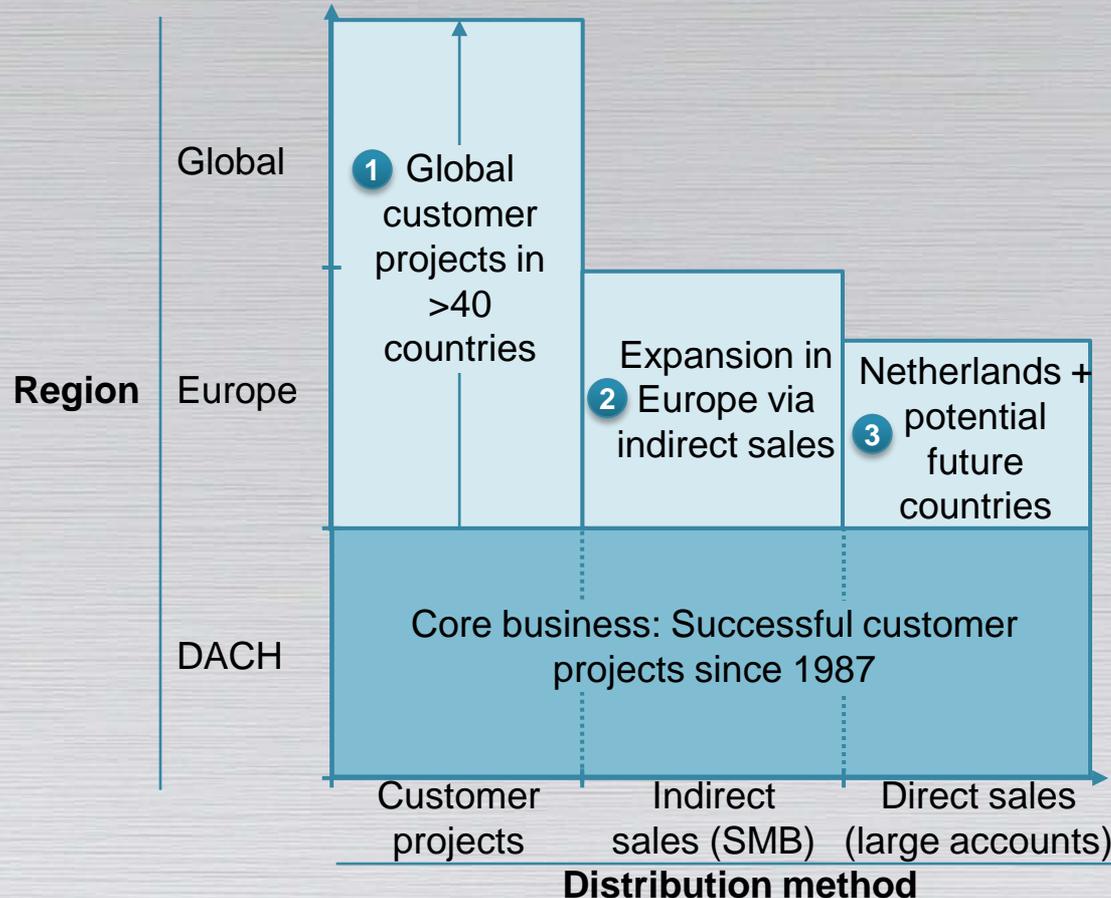
-22% Accounting of provisions

+5% Conversion rate

+11% Revenues

ATOSS growth strategy

Expansion in Europe via indirect sales



Milestones of internationalization

- 1 Customer projects:** ATOSS successfully rolled-out the software into >40 different countries during numerous customer projects
- 2 Europe indirect sales:** Building a partner network across Europe as the next step towards internationalization
- 3 Netherlands:** Direct sales office opened 2014 in the Netherlands to acquire large account customers

ATOSS full range strategy

Continued growth in two key product lines

Revenues ASES and ATC in kEUR

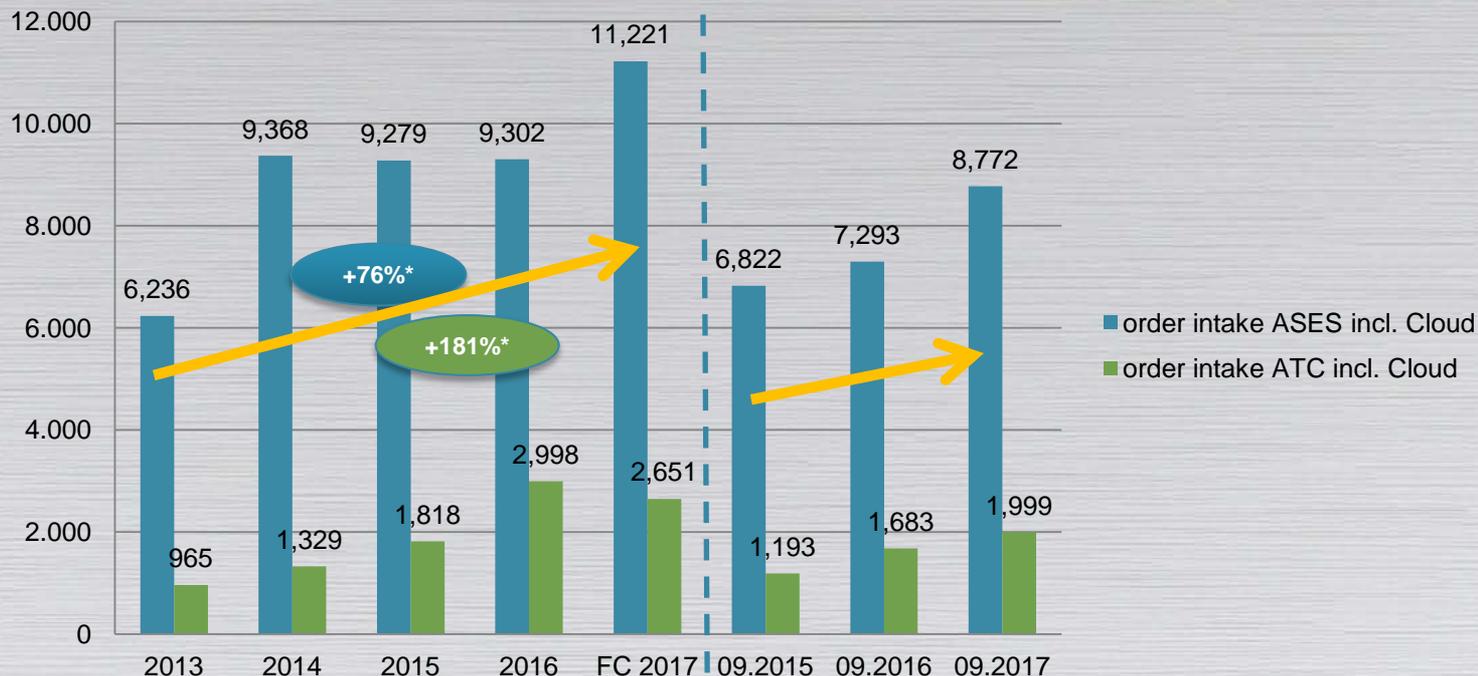


*Growth rate since 2013

ATOSS full range strategy

Continued growth in two key product lines

Order intake** ASES and ATC in kEUR



* Growth rate since 2013

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

BIG PLUS:

Development over eleven record years: 2006 – 2016

+143% Total sales

+180% Software licenses sales

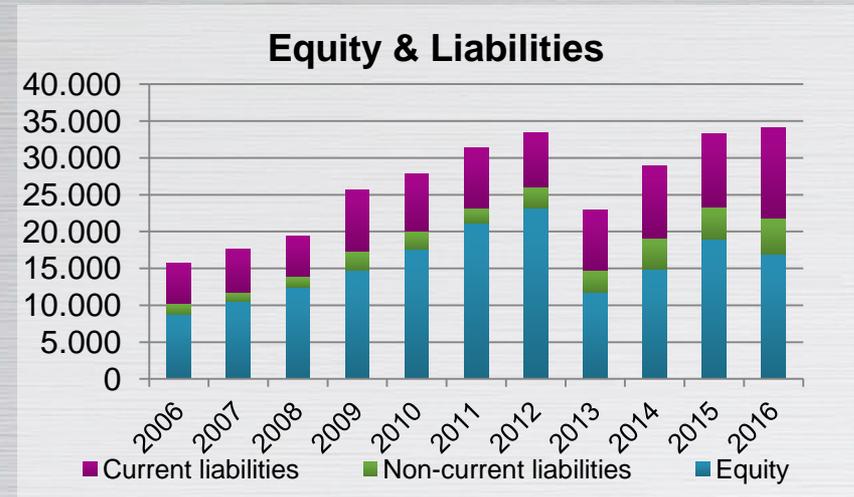
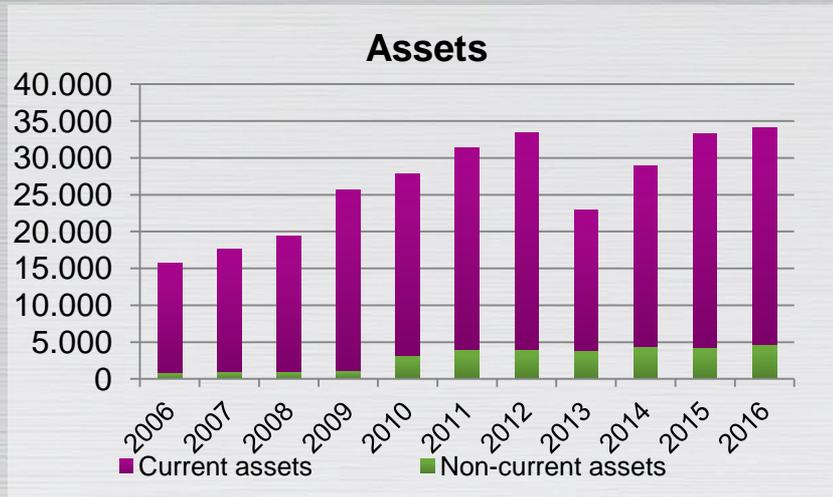
+170% Consulting sales

+134% Capital Investment on R&D

+2,311% EBIT

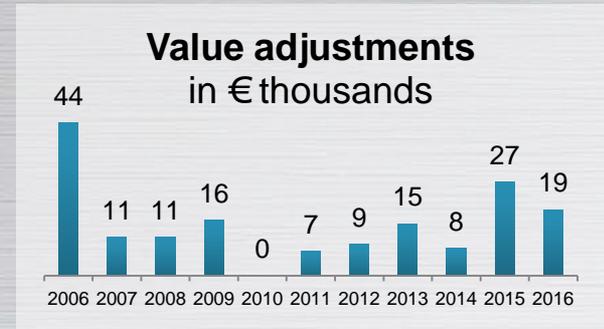
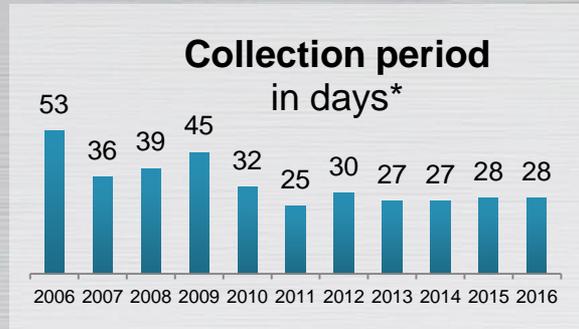
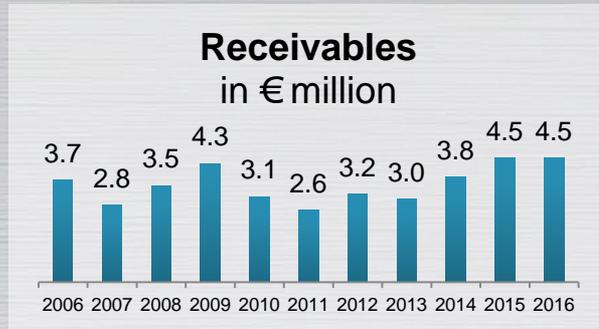
+1,842% EPS

Balance sheet structure 2006 – 2016



- Sound structure of balance sheet
- Assets: constant solid ratio between current and non-current assets
- Equity & liabilities: High equity ratio (2016: 50 percent, despite dividend payment of EUR 11.1 million)

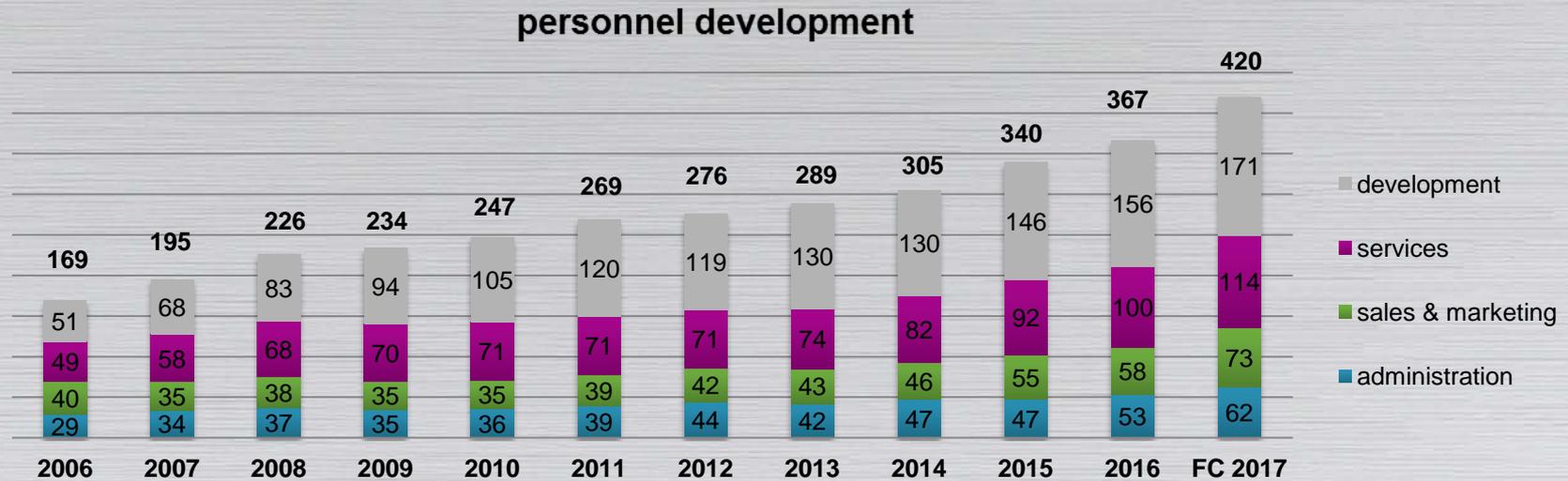
Benchmark for customer satisfaction and stability



- Low volume of receivables and short collection periods reflect good customer relations and well structured business processes
- The extremely low value adjustments prove the reliability of ATOSS even more

*Gross receivables : Gross sales x 365

Continuous expansion of personnel capacities



- Focussed on development and services personnel
- The proportion of those two groups in relation to total personnel has increased by 15 percentage points in 2006-FC 2017

number of employees as of 31.12.