

ATOSS

ATOSS Software AG – Excellence in Workforce Management Full Year Earnings Conference – March 10, 2017

Christof Leiber, Member of the Board, ATOSS Software AG



01 Company presentation

02 Go To Market Strategy

03 ATOSS: KPI's

AGENDA



Branch Logistics
ATOSS Customer MEYER LOGISTIK

© Meyer Logistik

01 Company presentation

01 Solution instrument – Workforce Management

Efficiency via highly flexible staff deployment

ATOSS helps companies have ...

the right employees,

with the right qualifications,

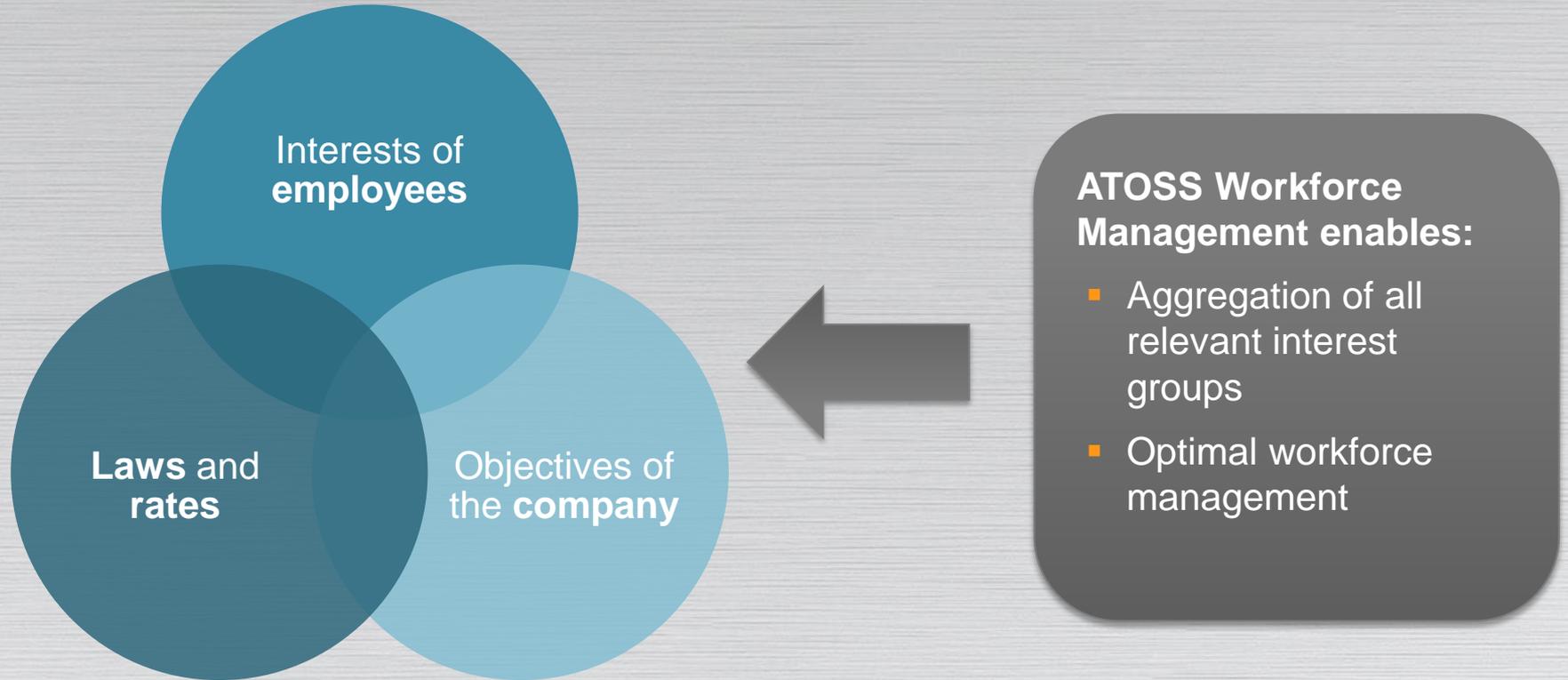
at the right time,

at the right place,

... cost optimised!

01 Managing complexity

Workforce Management



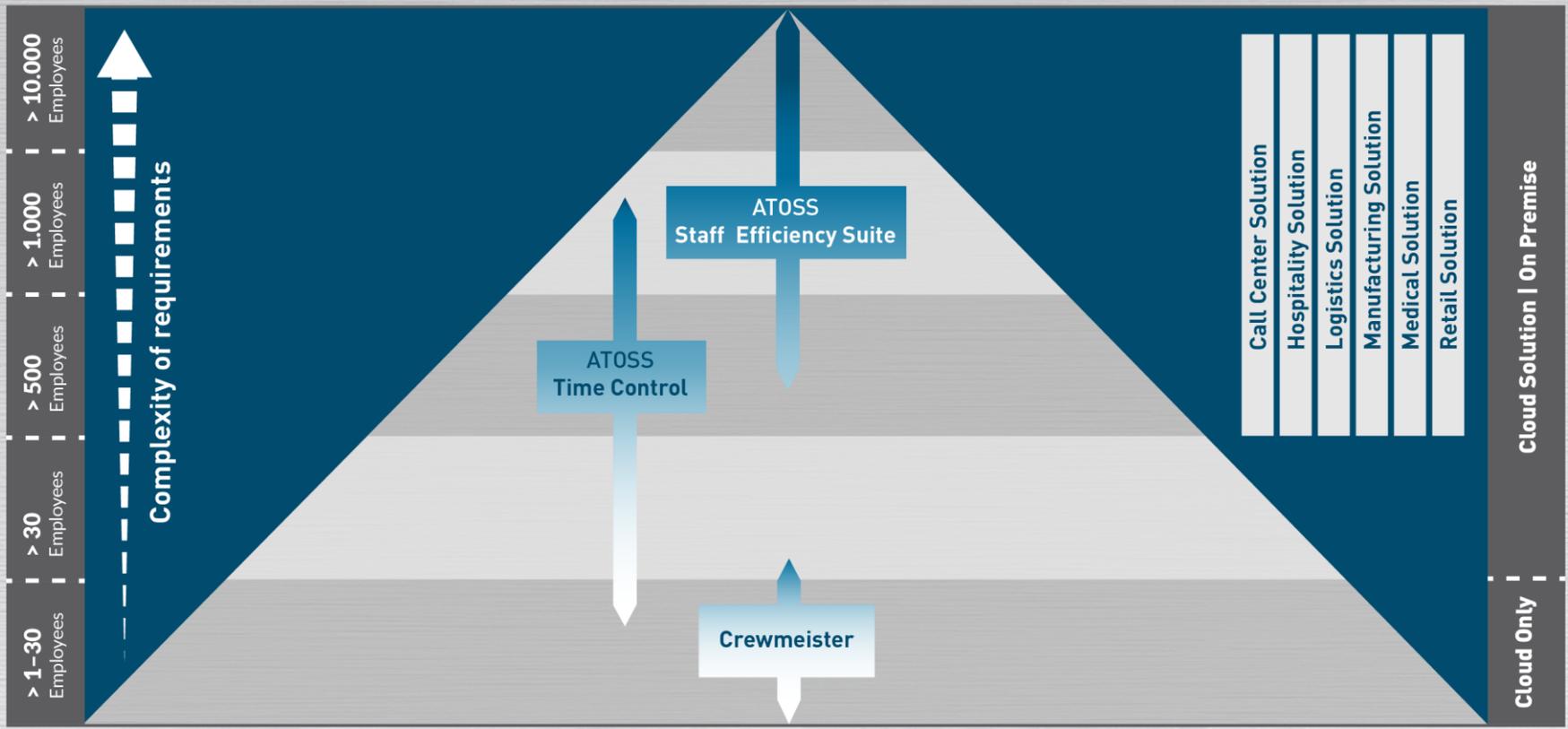


Branch Production
ATOSS Customer FRONIUS INTERNATIONAL

02 Go To Market Strategy

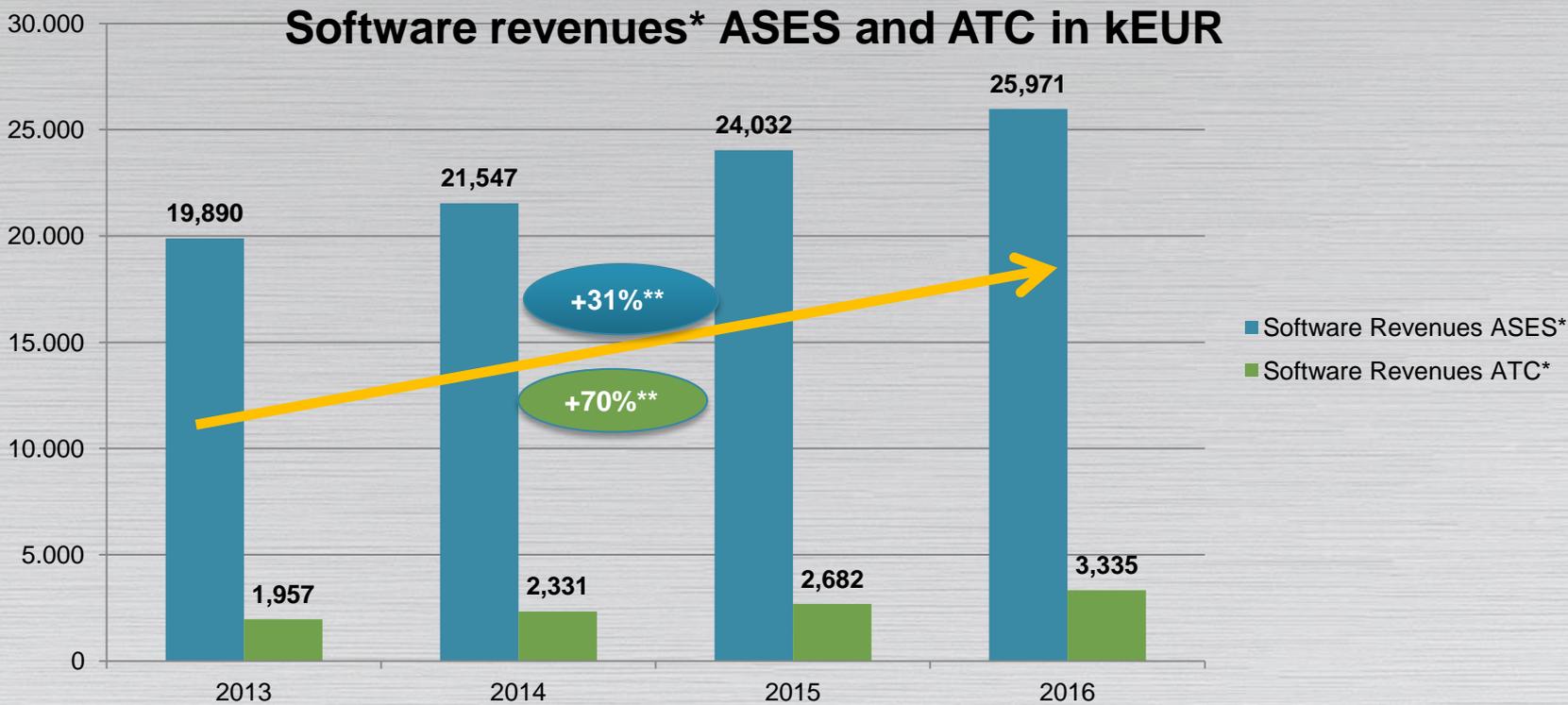
02 ATOSS full range strategy

Growth effects based on ATOSS full range strategy



02 ATOSS full range strategy

Continued growth in two key product lines

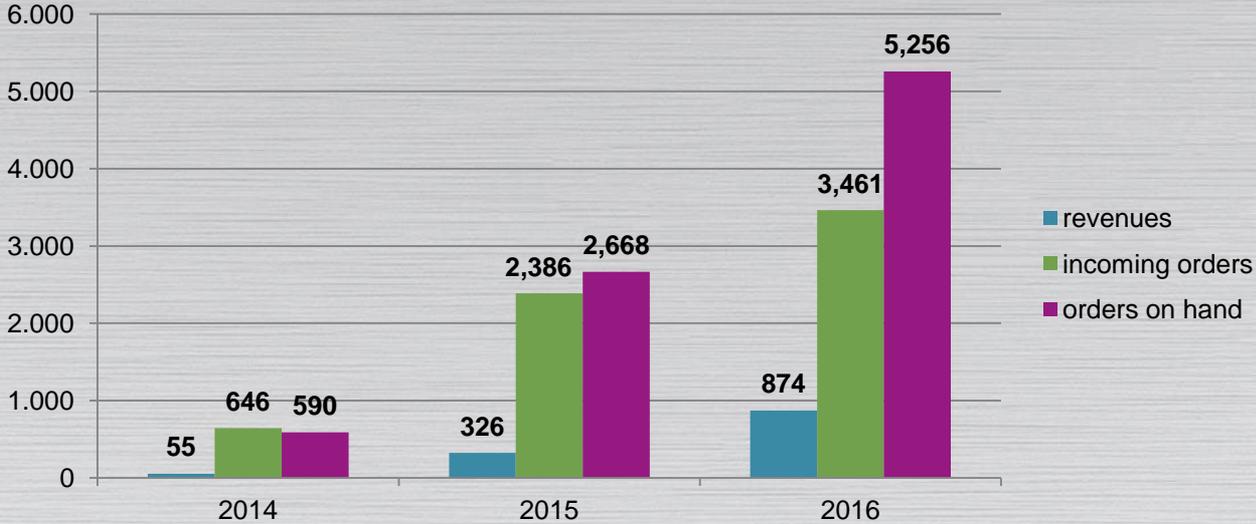


* Software licenses and maintenance
**Growth rate over 3 years (since Dec. 31st, 2013)

02 ATOSS full range strategy

ATOSS Cloud Solution - Hosting and Managed Services

- Innovative and sustainable supplement to the existing portfolio
- Well-known reference customers demonstrate our position as best-in-class provider



02 ATOSS verticalization strategy

The key to success in recent years and in the future

Vertical	focusing from	status	new customers 2016
Healthcare	1994	high acceptance in the hospital sector	Augustinum 
Retail	2005	vertical with strongest market demand for workforce scheduling	
Manufacturing	2011	increasing demand for workforce scheduling	
Logistics	2012	increased demand for workforce scheduling with broad range of logistic companies	HOYER

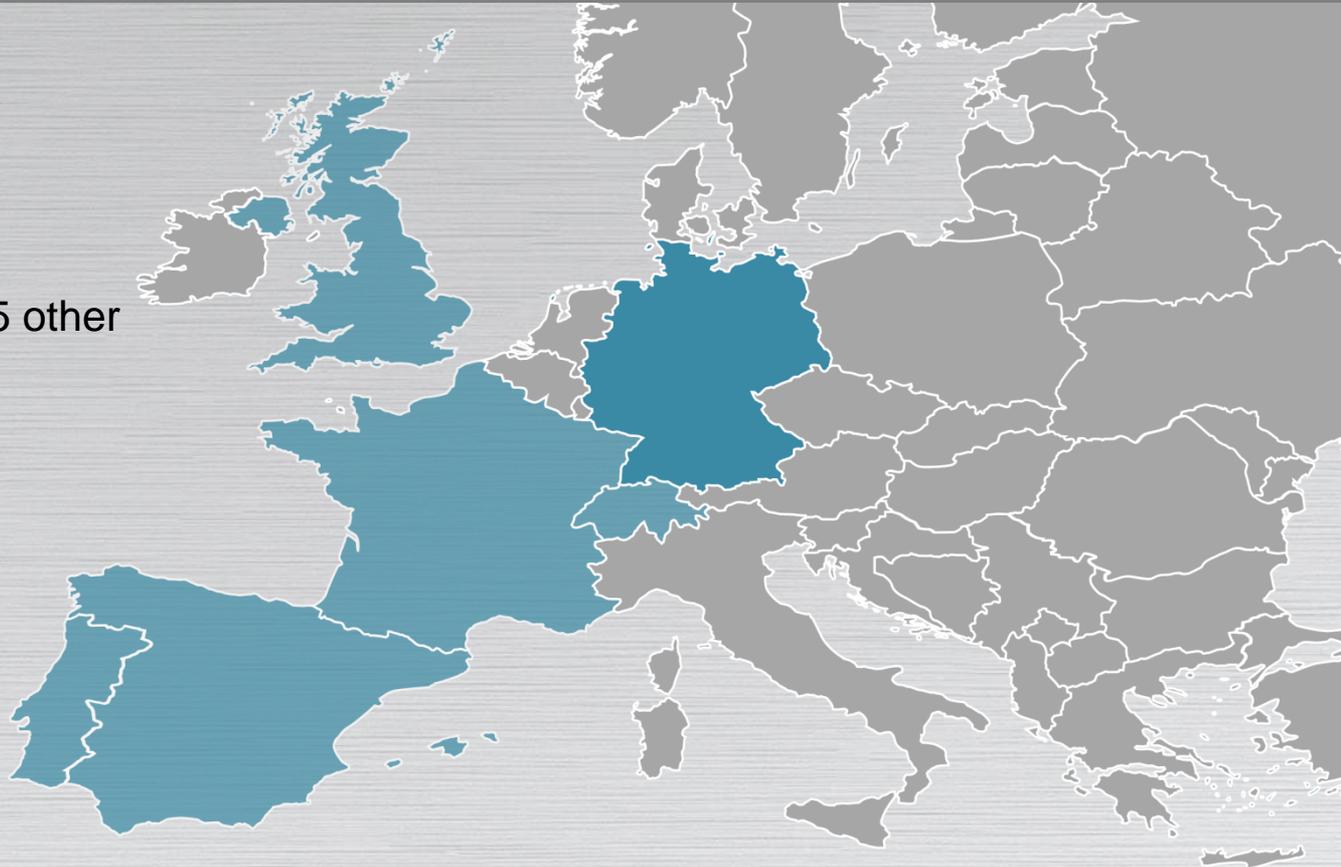
* companies > 1.000 employees

02 ATOSS Internationalisation

Example: Toys"R"Us



- **2014:** start in Germany
- **2015/2016:** Roll-out in 5 other European countries



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



References



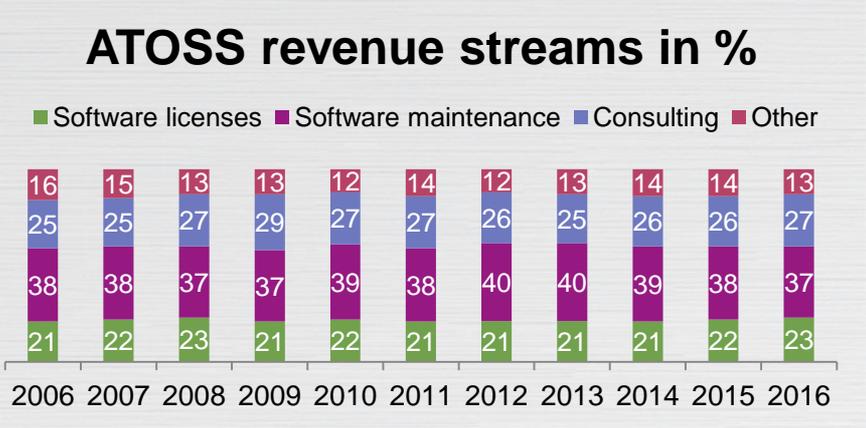
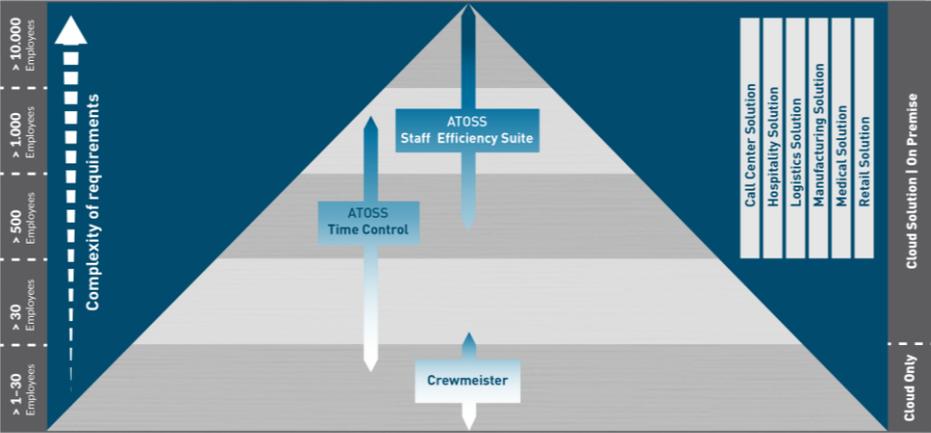


Branch Retail
ATOSS Customer LACOSTE

03 ATOSS KPI's

© Lacoste

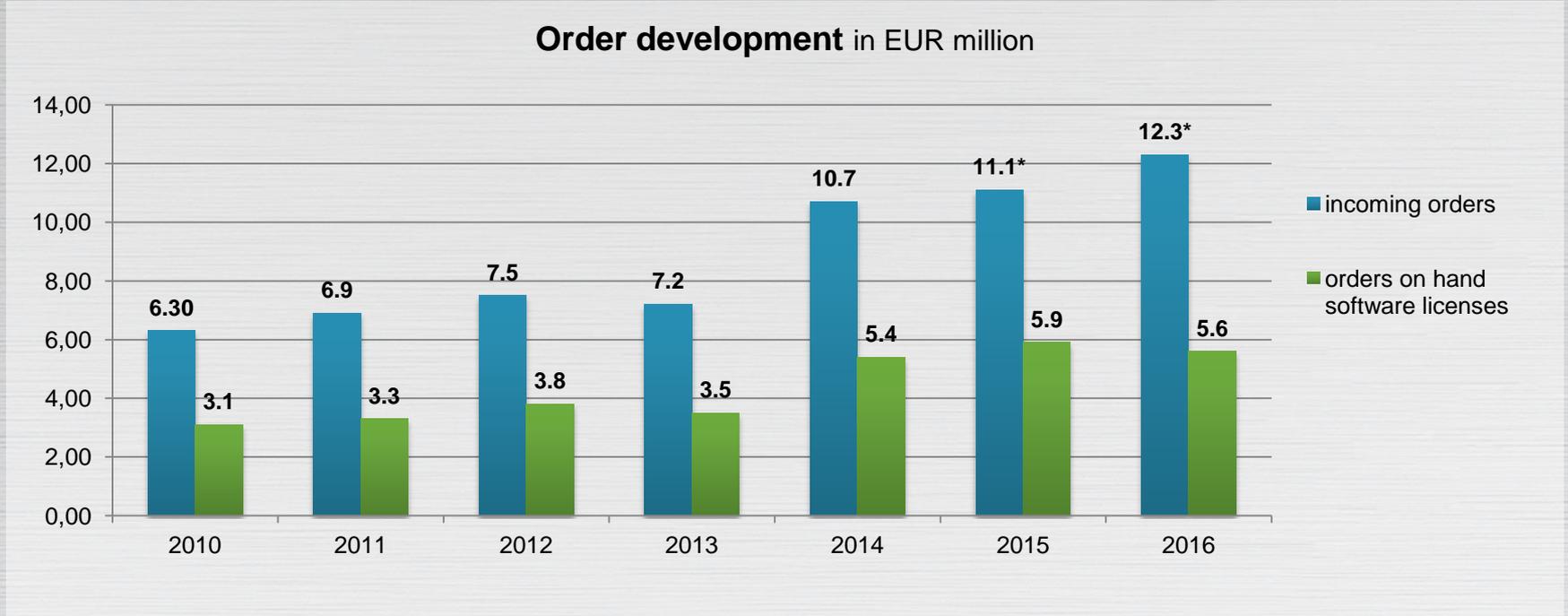
03 ATOSS – very stable business model



- 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 constant over the years
- Proof of future-oriented business model



03 Excellent basis for further success



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

■ The strong demand for our software licenses provides an excellent basis for further development of ATOSS



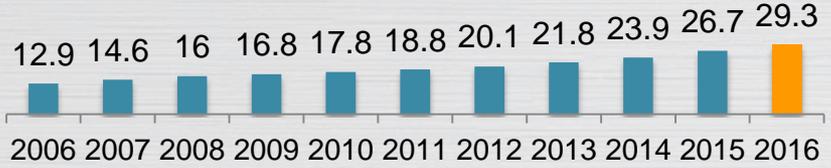
03 ATOSS – 11th record year

Running like clockwork

Total revenue in EUR million



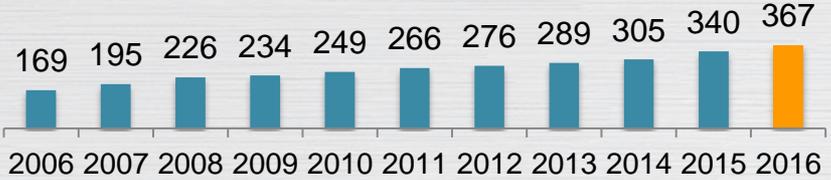
Software in EUR million



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 creates independence and security for the future

Operating cash flow in EUR million



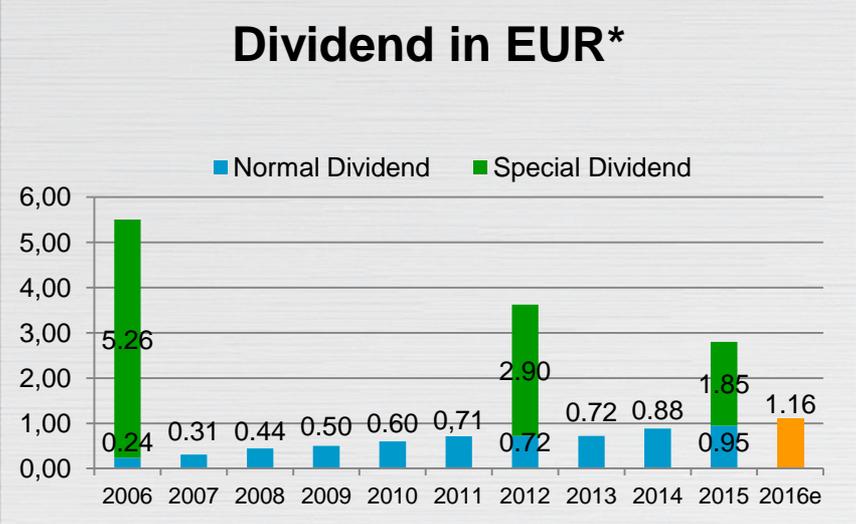
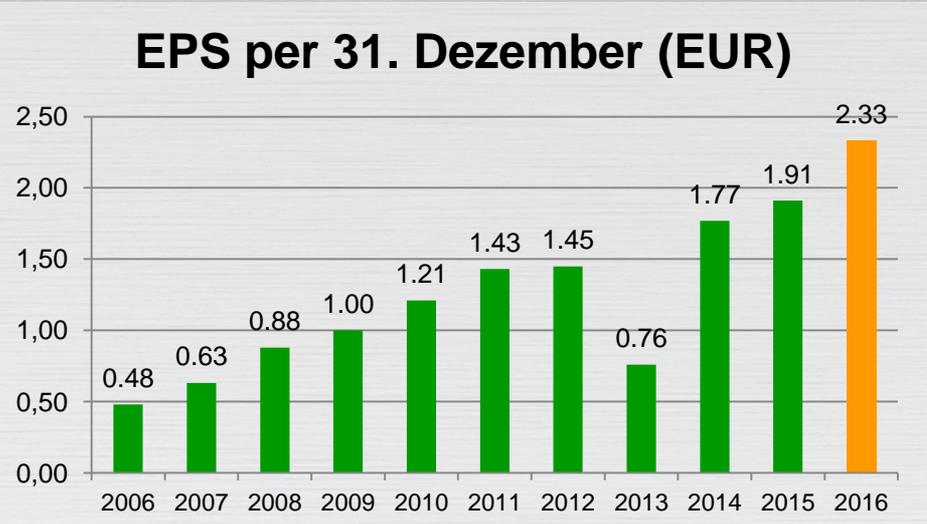
Liquidity in EUR million



- Continuing positive development in 2016 (31.12.2016: EUR 24.8 million) taking the dividend payments of EUR 11.1 million at the end of April 2016 into account (dividend EUR 0.95/share – special dividend 1.85/share)

03 The ATOSS share

Dividend policy



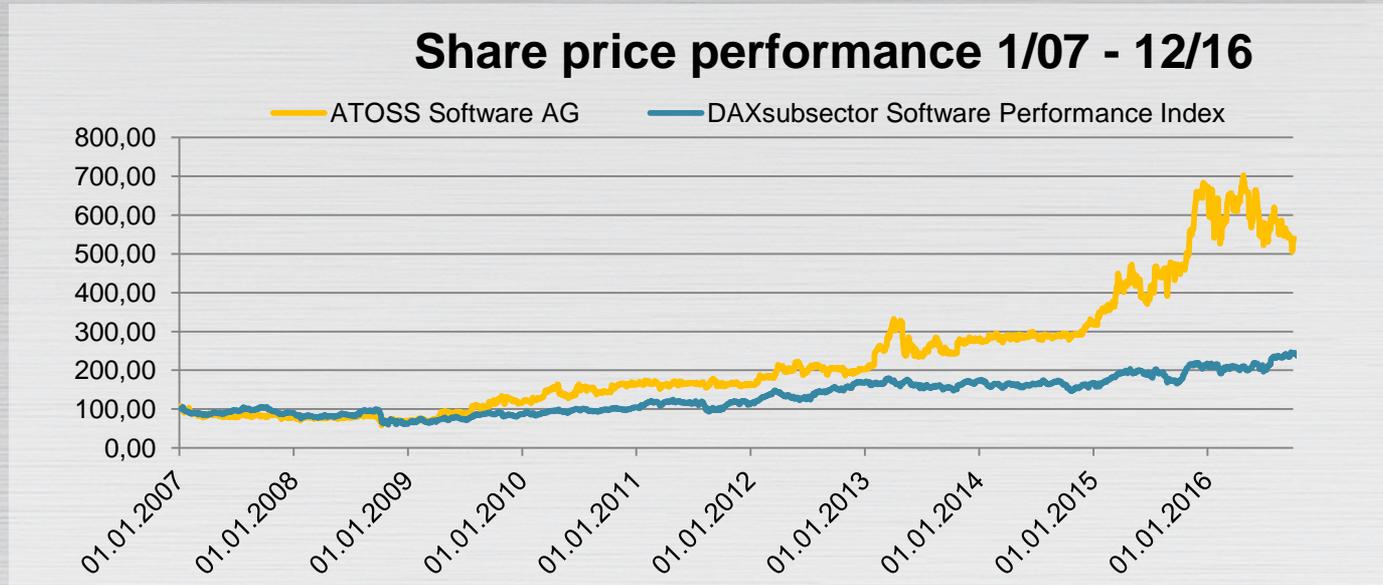
- ATOSS stays true to its dividend policy with continuity to the previous year
- EPS for 2016: EUR 2.33
- Dividend 2016: EUR 1.16

* In 2006, 2012 and 2015 with a special dividend



03 The ATOSS share

Development ATOSS share 2007 – December 31, 2016



- 01.01.2007 – 31.12.2016: ATOSS share shows growth rate of 412 percent*, DAXsubsector Software Performance Index plus 148 percent
- Sustained increase of shareholder assets
- ATOSS share offers additional potential

* XETRA Closing price 2006 and December 31, 2016 – without integration of special dividend

ATOSS

Thank you for your attention!

ATOSS

Attachments

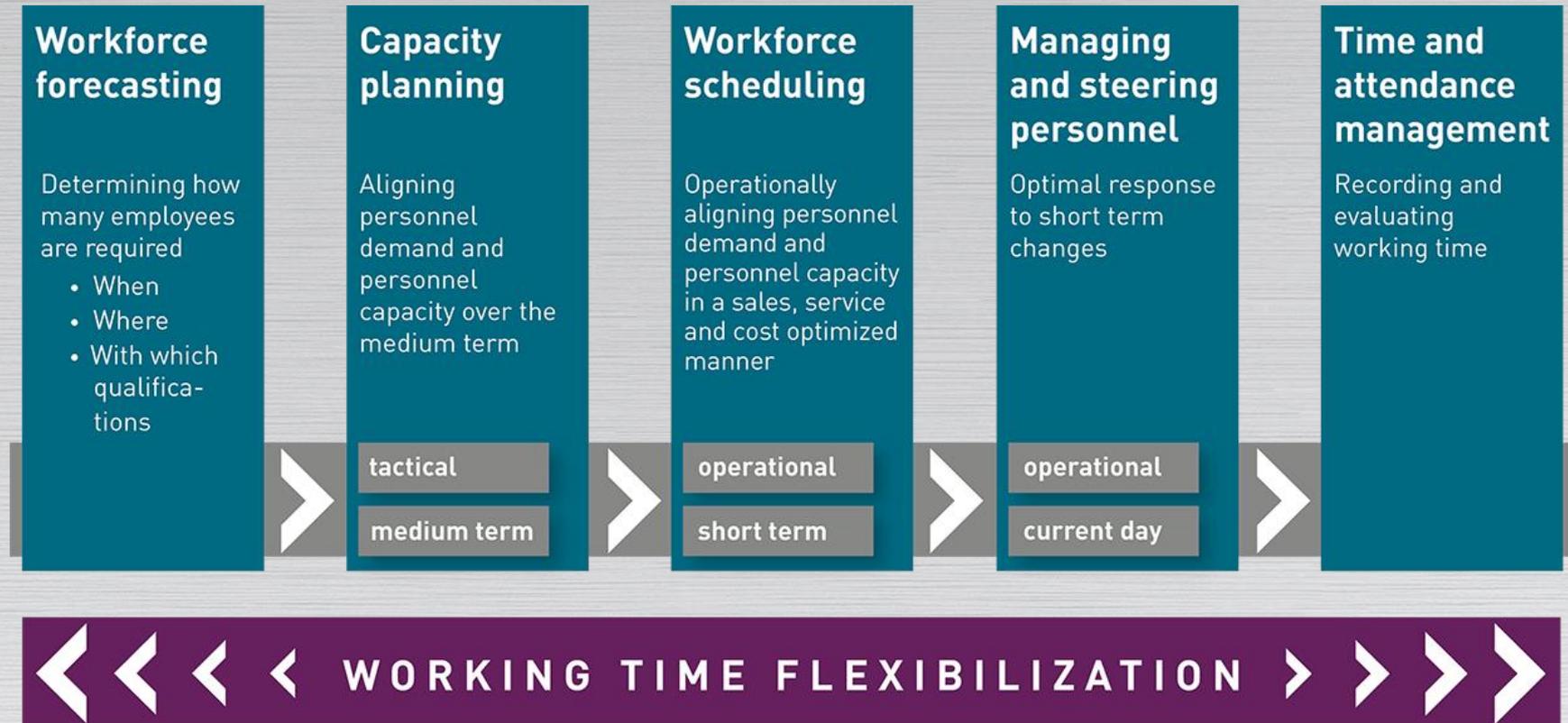
ATOSS – facts and figures

- More than 4,500 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 350 employees
- High performance partner ecosystem



Comprehensive Workforce Management

5 steps for success

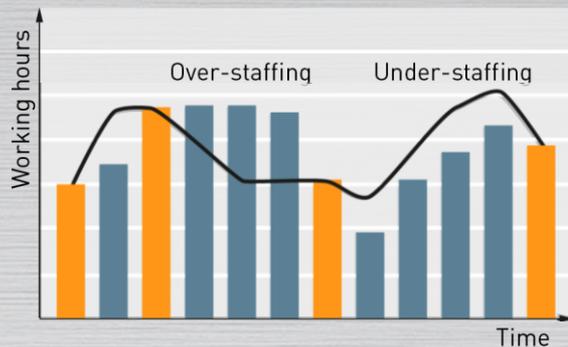


Demand-optimized workforce scheduling

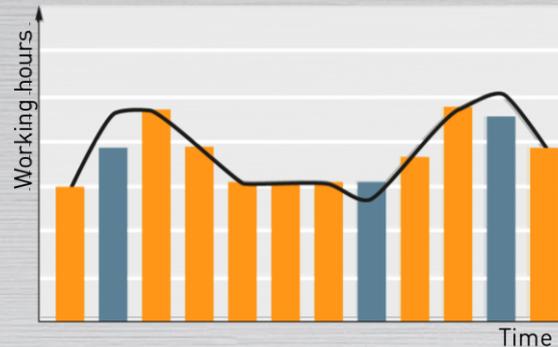
Current situation and Goals

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

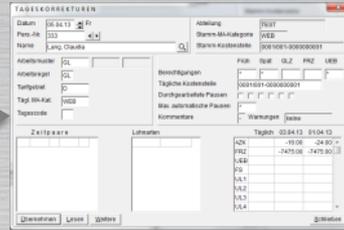
Technical advancement and reliability

Technology leaps and developments

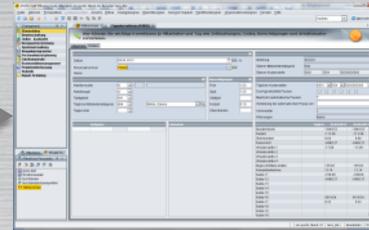
IBM system i



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.



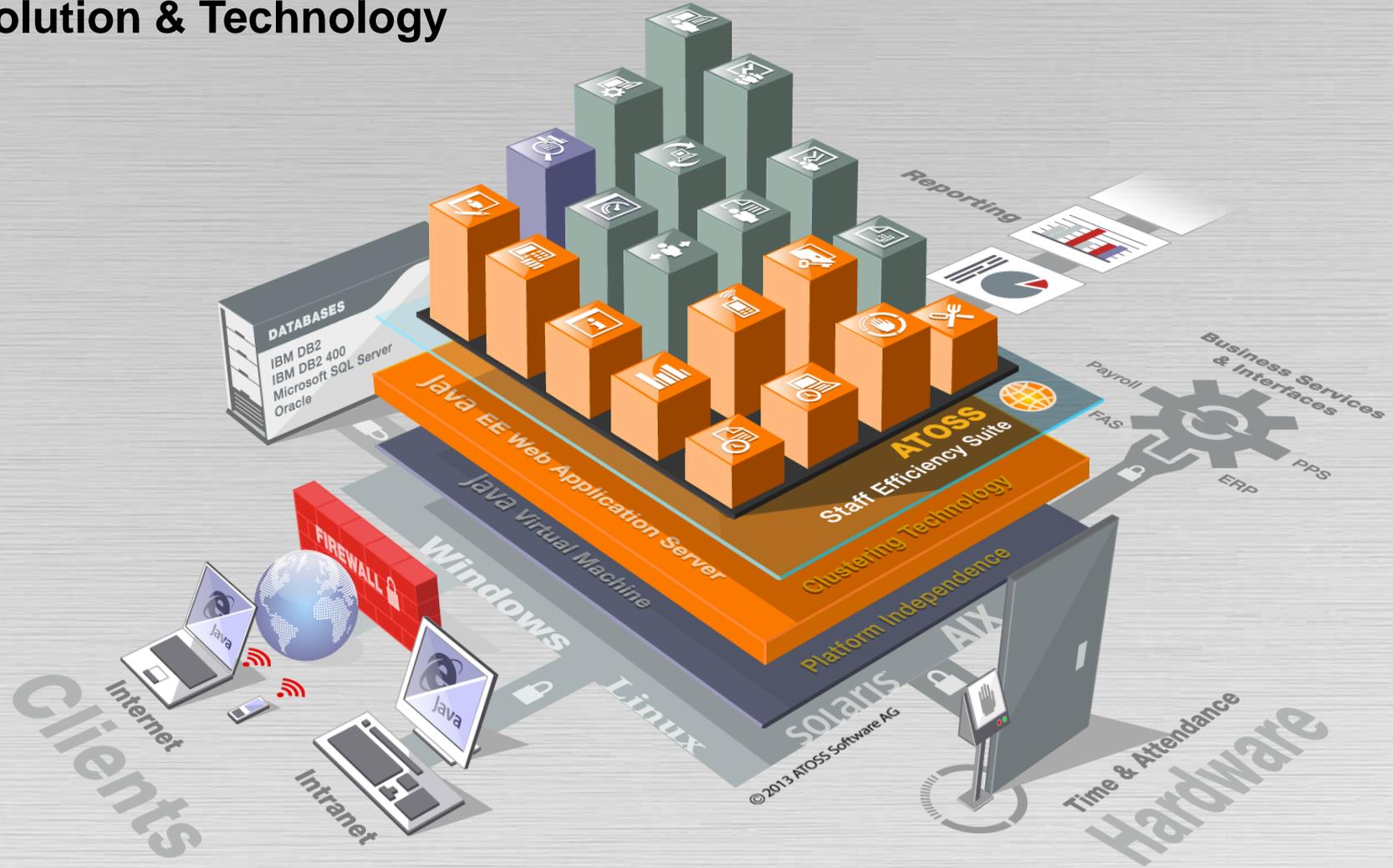
Increase by
9% in 2016

Increase by
144% since
2006

- 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% 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

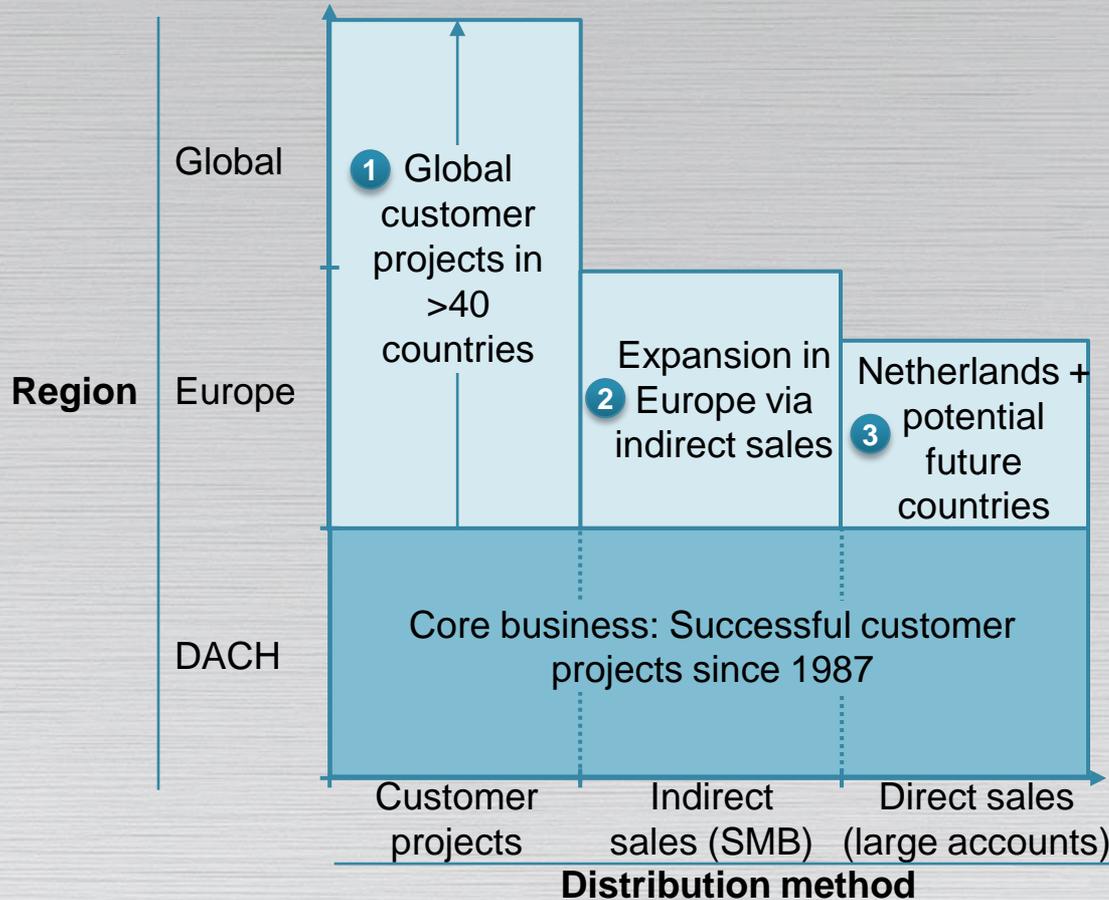
-22% Accounting of provisions

+5% Conversion rate

+11% Revenues

ATOSS growth strategy

Expansion in Europe via indirect sales

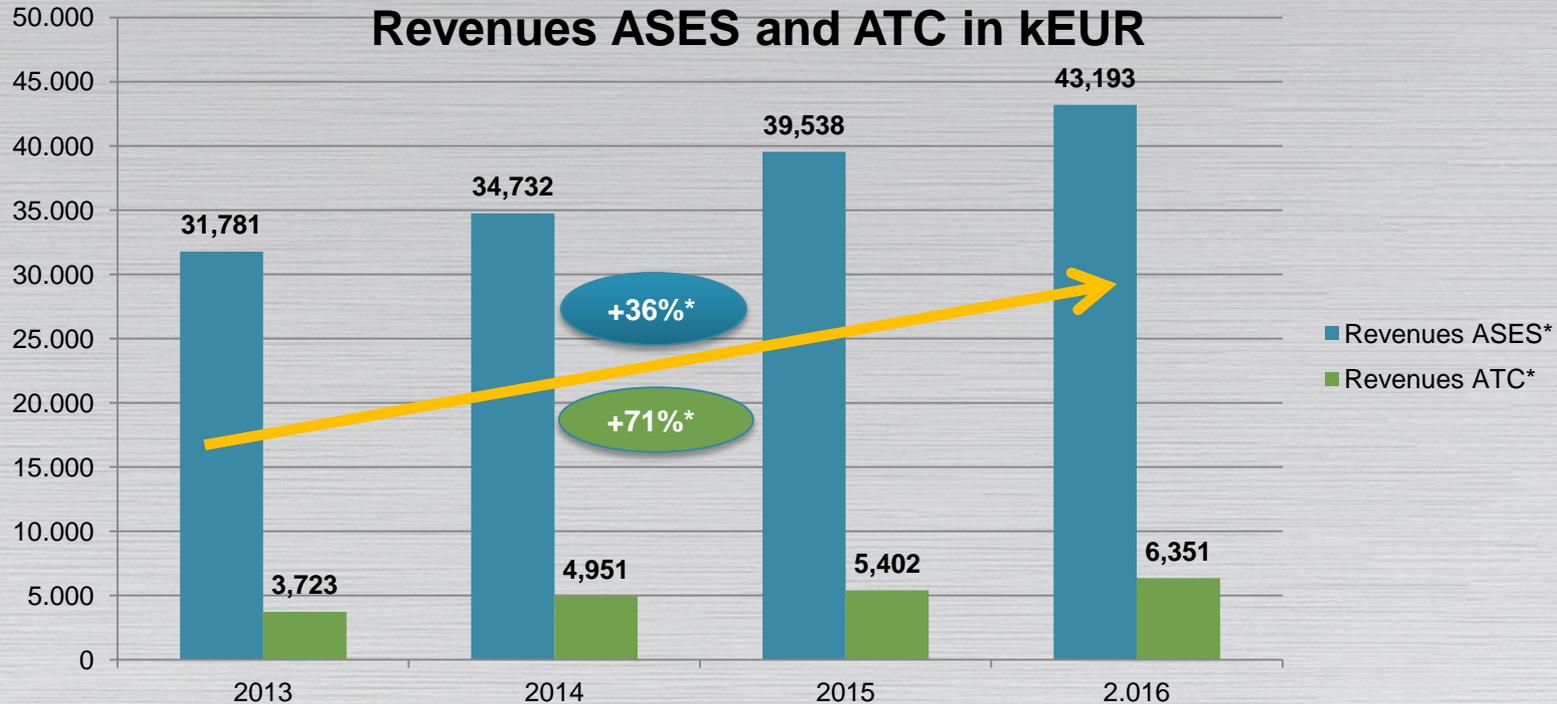


Milestones of internationalization

- 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

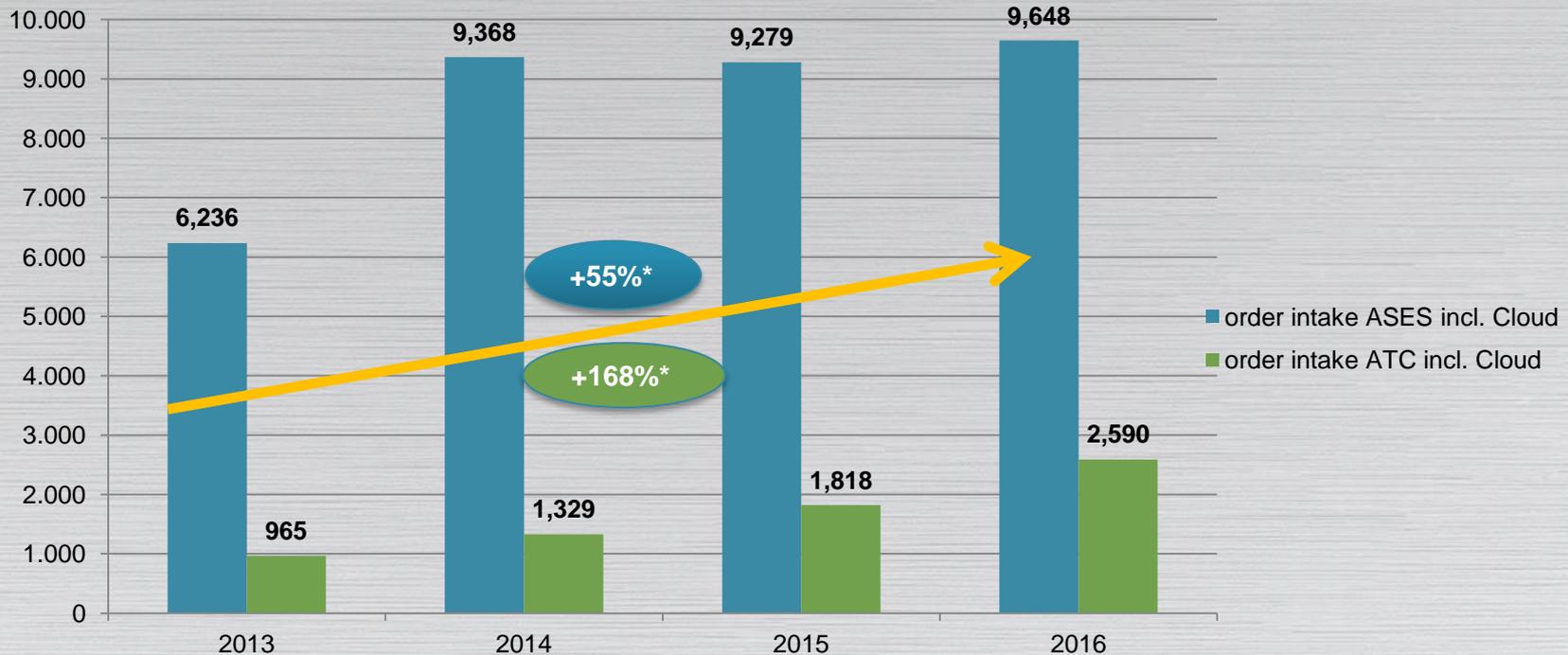


*Growth rate over 3 years (since Dec. 31st, 2013)

ATOSS full range strategy

Continued growth in two key product lines

Order intake ASES and ATC incl. Cloud in kEUR



*Growth rate over 3 years (since Dec. 31st, 2013)

BIG PLUS:

Development over eleven record years: 2006 – 2016

+143% Total sales

+180% Software licenses sales

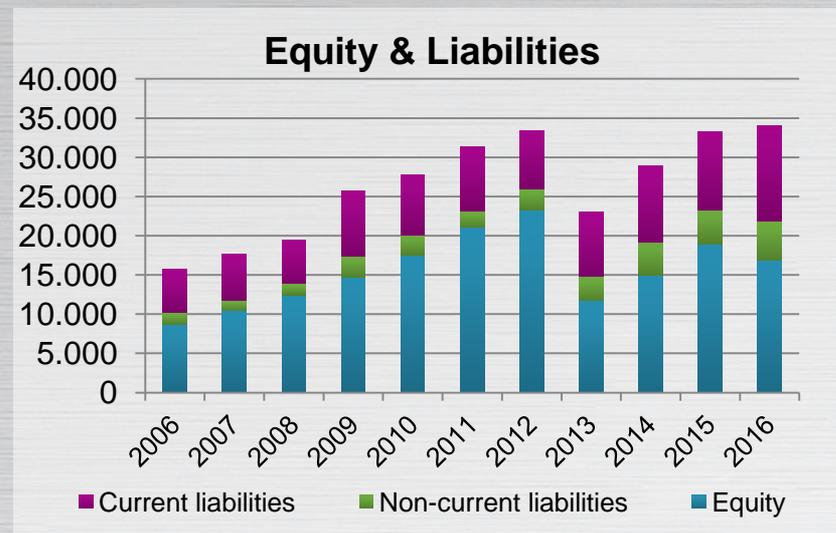
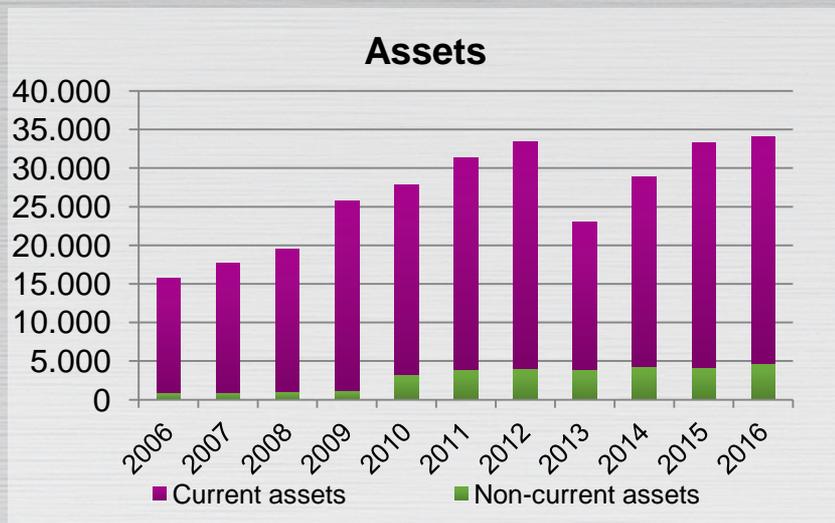
+170% Consulting sales

+134% Capital Investment on R&D

+2,311% EBIT

+1,842 EPS

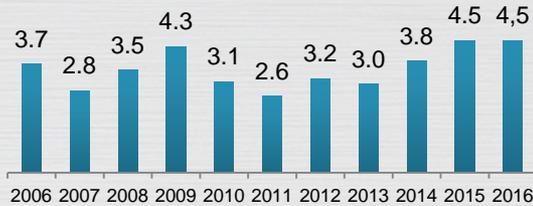
Balance sheet structure 2006 – 2016



- 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

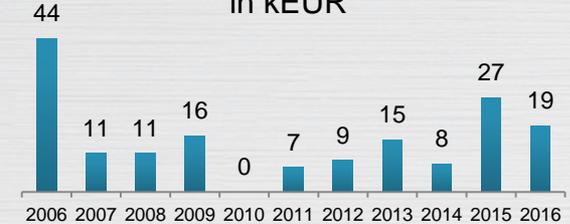
Receivables in EUR million



Collection period in days*



Value adjustments in kEUR



- 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