



ATOSS 2014

ATOSS Software AG – Excellence in Workforce Management Full Year Earnings Conference – March 12, 2015

Christof Leiber, Member of the Board, ATOSS Software AG



01 Business model and developments 2006 – 2014

02 ATOSS growth strategy

03 ATOSS: Strategy and objectives 2015

04 The ATOSS share

AGENDA





Branch Logistics
ATOSS Customer LUFTHANSA

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01 Business model and developments 2006 – 2014

01 Solution instrument – Workforce Management

Efficiency via highly flexible staff deployment

ATOSS helps companies have ...

the right employees,

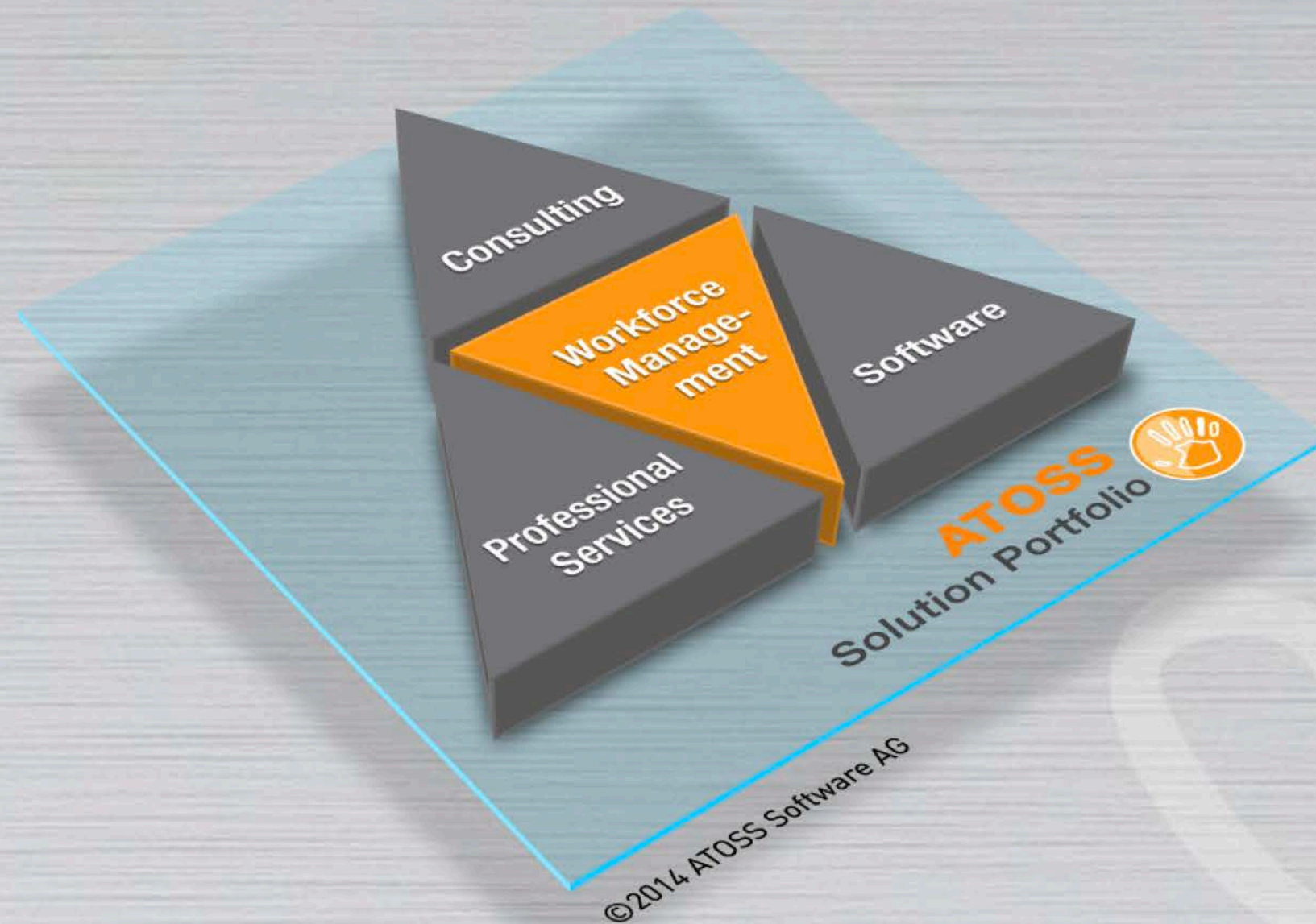
with the right qualifications,

at the right time,

at the right place,

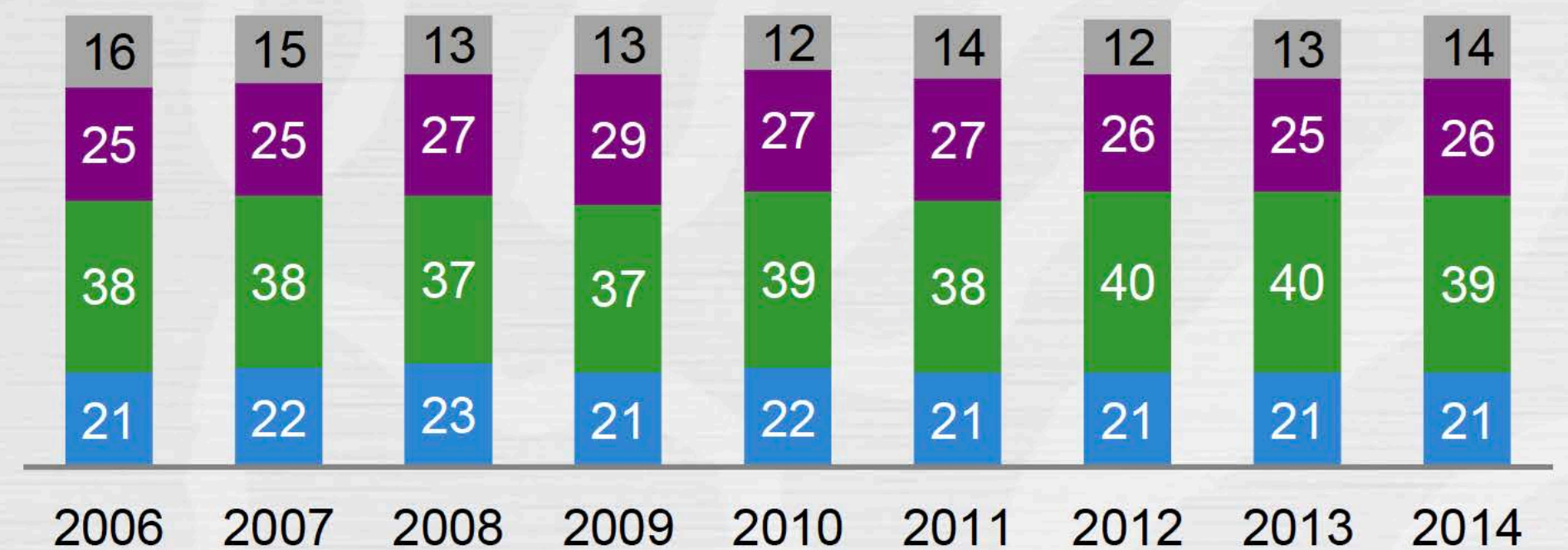
... cost optimised!

01 ATOSS – very stable business model



ATOSS revenue streams in %

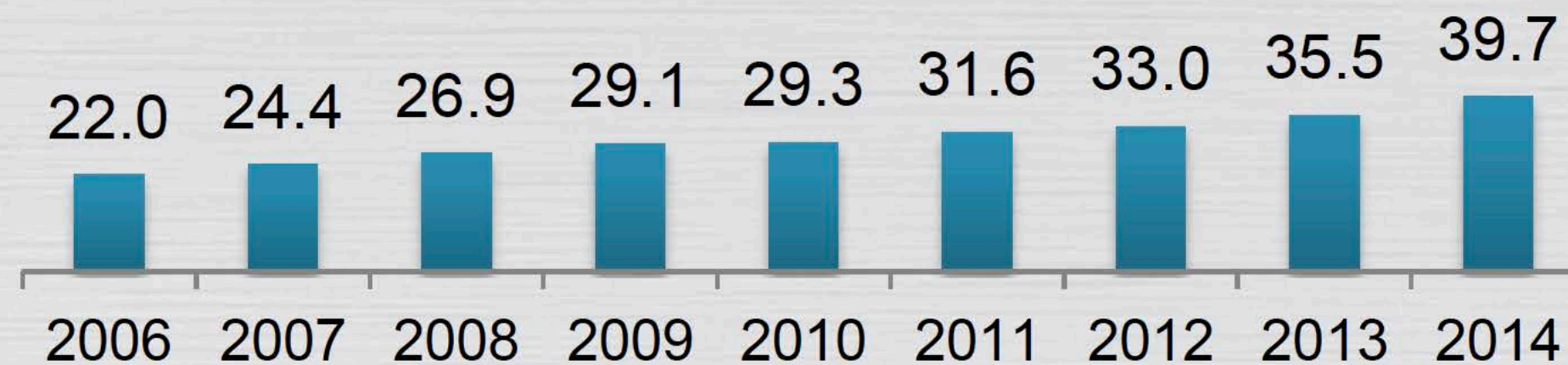
■ Software licenses ■ Software maintenance ■ Consulting ■ Other



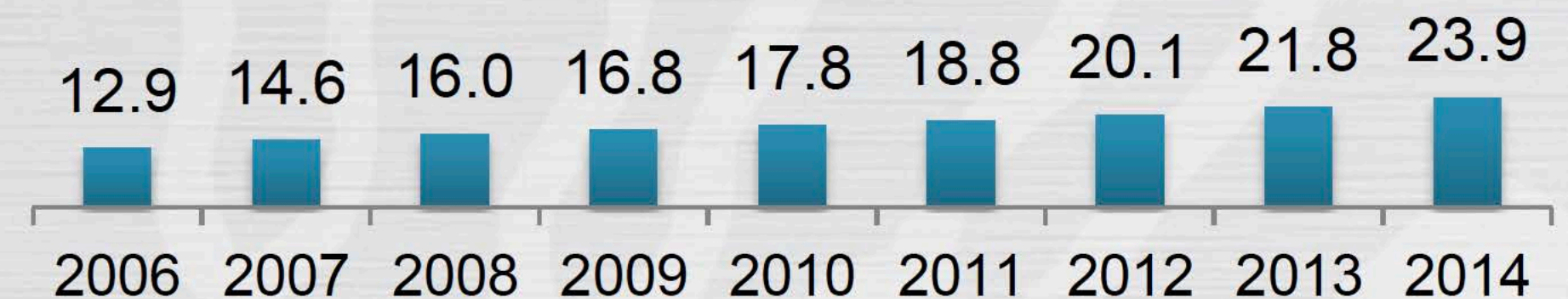
- Comprehensive offering - time & attendance management and workforce scheduling
- Comprehensive solutions - consulting, software, implementation from one single source
- Percentage of revenue from new software licenses as future growth driver remains constant over the years
- Proof of future-oriented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

01 ATOSS – nine record years reported

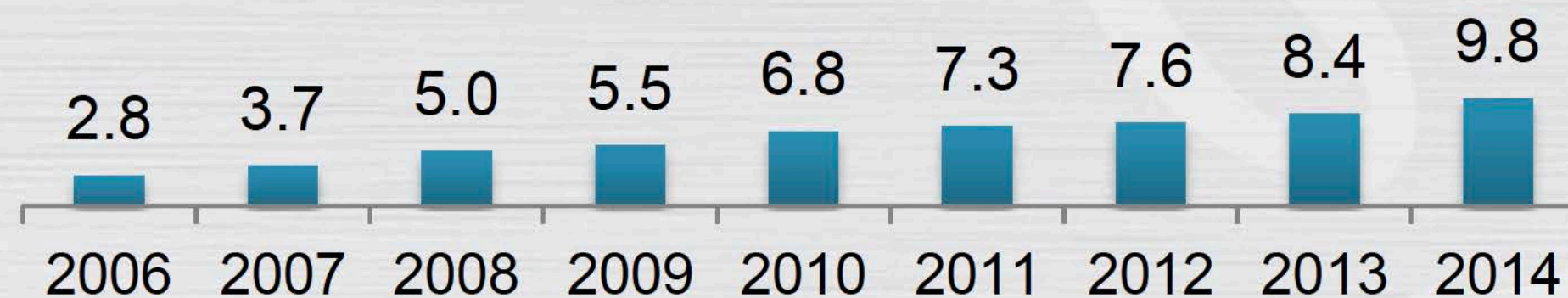
Total revenue in € million



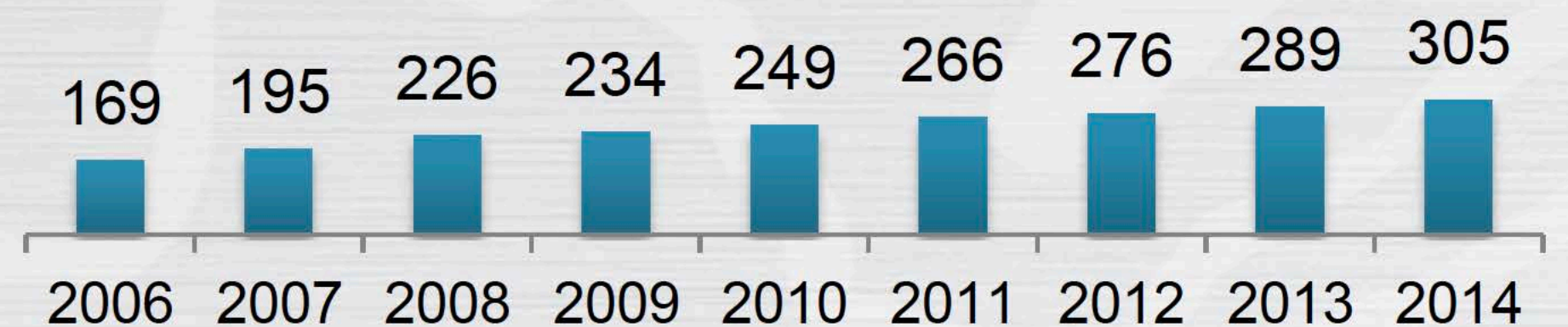
Software in € million



EBIT in € million



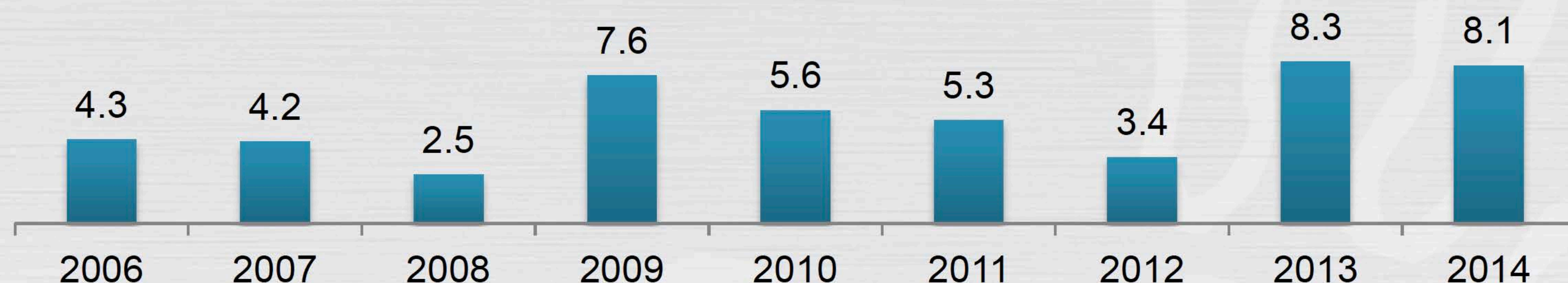
Employees end of year



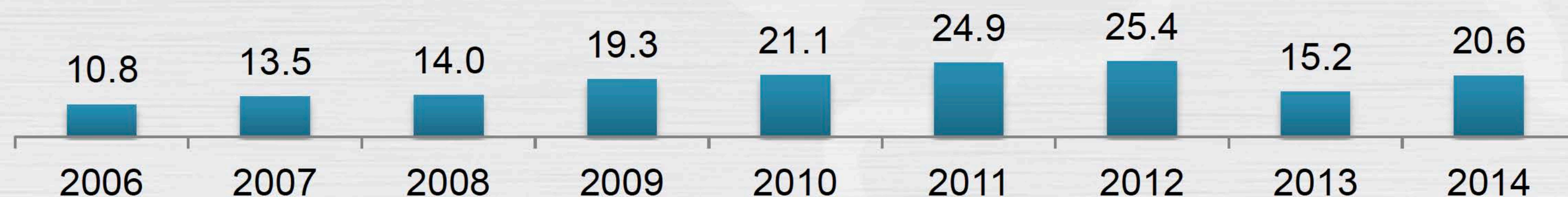
- Stable sales and continued positive earnings development
- Long-term security for our customers
- ➔ Consistent investments in portfolio and technology

01 Financial strength creates independence and security for the future

Operating cash flow in € million

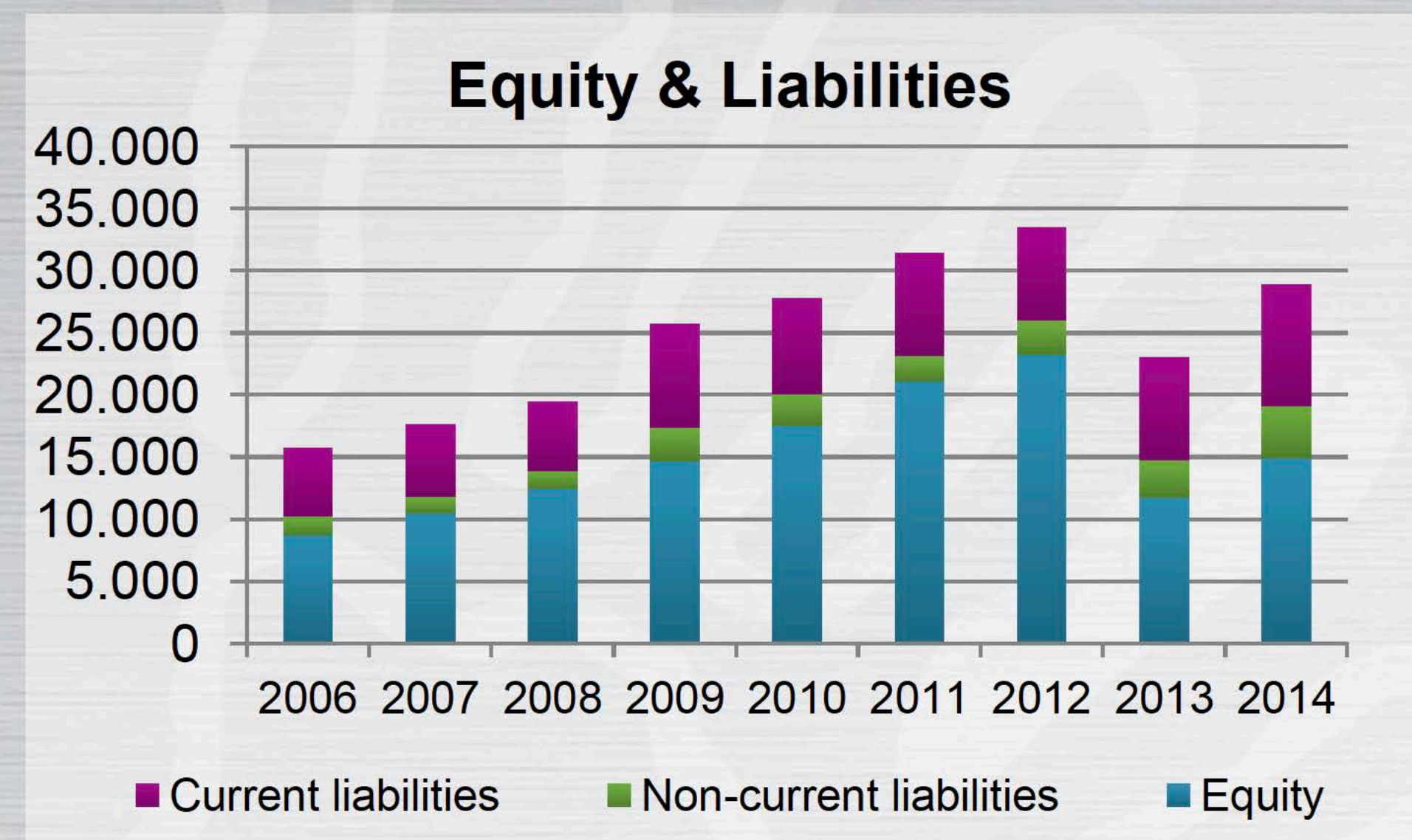
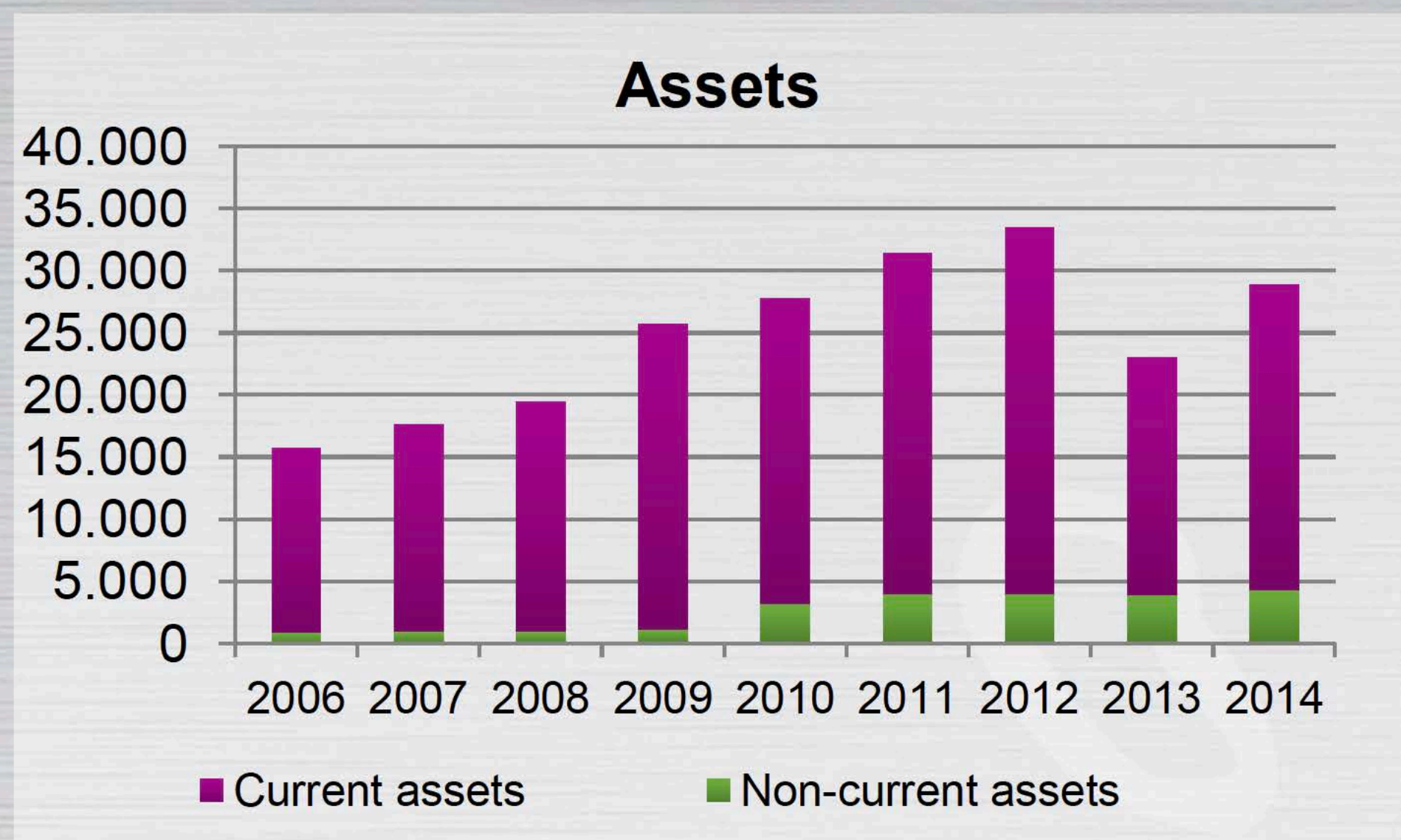


Liquidity in € million



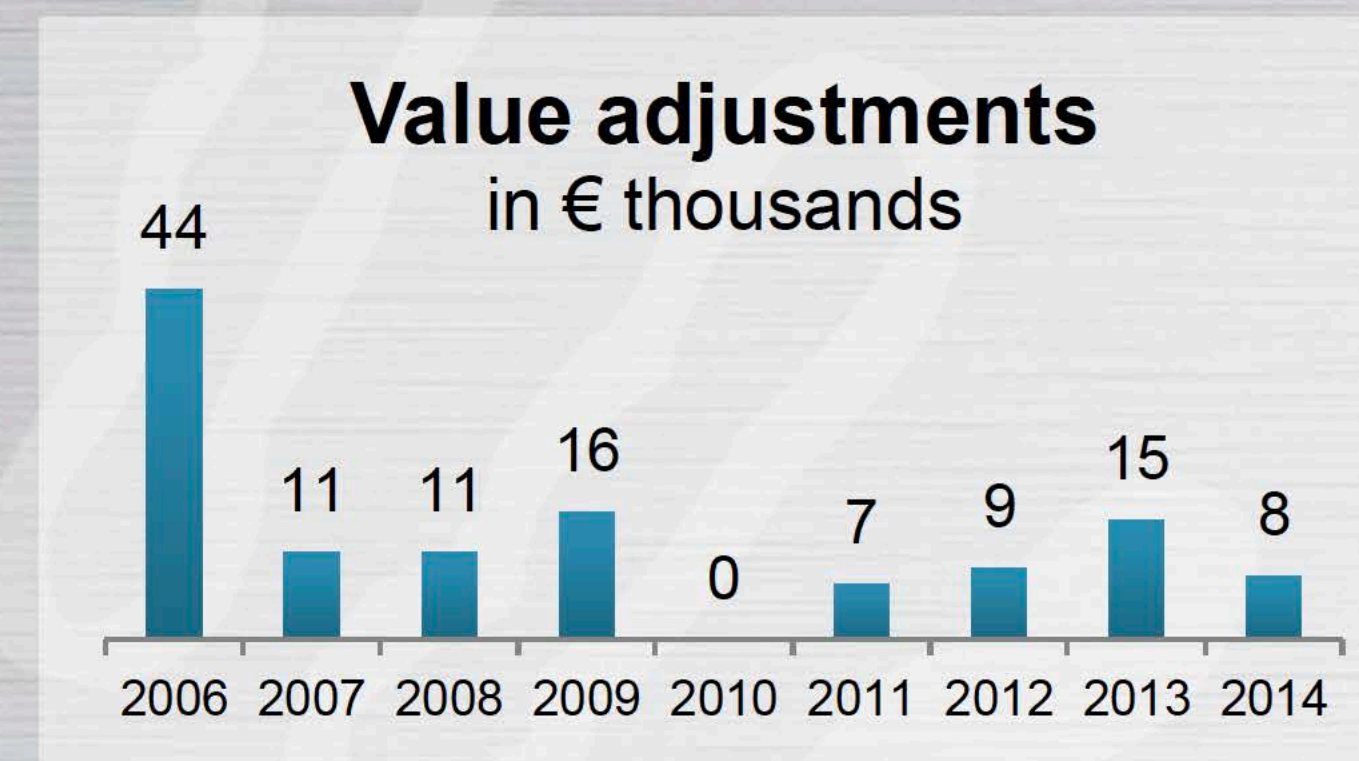
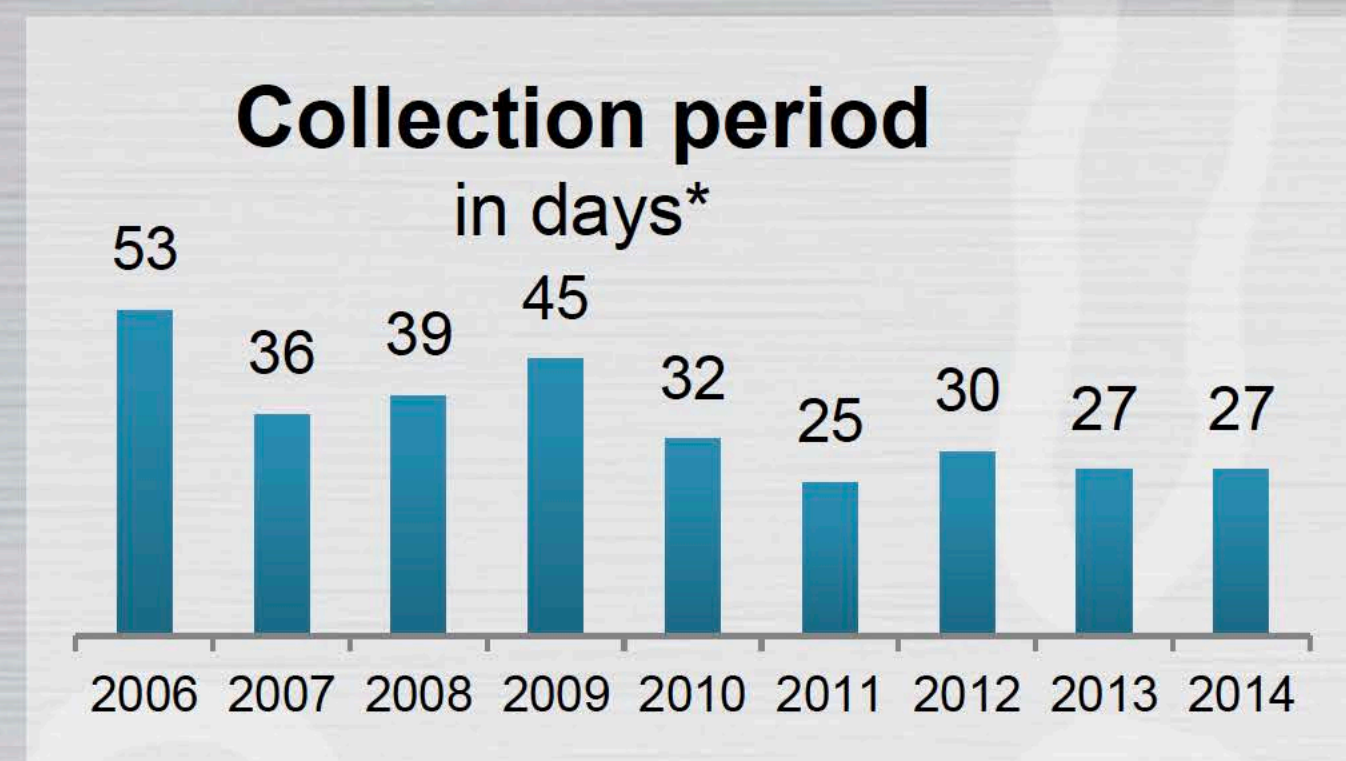
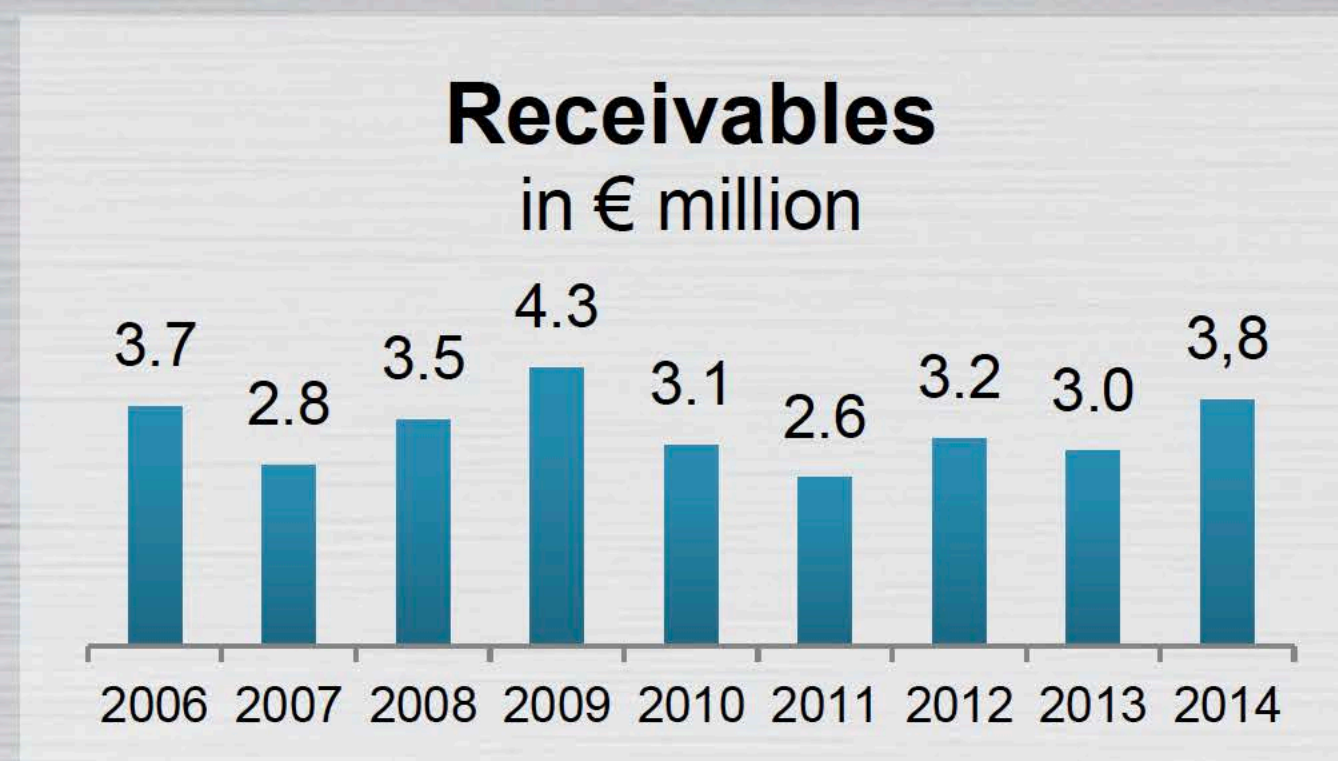
- Continuing positive development of liquidity taking the dividend payments of EUR 15.3 million at the begin of May 2014 (dividend € 0.72/share) into account to EUR 20,6 million at the end of 2014

01 Balance sheet structure 2006 – 2014



- Sound structure of balance sheet
- Assets: constant solid ratio between current and non-current assets
- Equity & liabilities: High equity ratio (2014: 52 percent, despite dividend payment of € 2.9 million)

01 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

01 Stable business development in 2014

€ thousands	2010	2011	2012	2013	2014	Growth rate ⁽¹⁾
Sales	29,314	31,575	33,005	35,505	39,683	12%
Software	17,847	18,821	20,143	21,847	23,878	9%
Software licenses	6,541	6,686	6,987	7,539	8,517	13%
Software maintenance	11,306	12,135	13,156	14,308	15,361	7%
Consulting	7,914	8,382	8,716	8,962	10,104	13%
Hardware	2,452	2,806	2,663	3,356	4,466	33%
Miscellaneous	1,101	1,566	1,483	1,339	1,235	-8%
EBIT	6,840	7,308	7,620	8,432	9,787	16%
EBIT margin	23%	23%	23%	24%	25%	
Net earnings	4,799	5,675	5,760	3,020	7,032	>100%
EPS in €	1.21	1.43	1.45	0.76	1.77	>100%
Employees	247	269	276	289	305	6%

(1) Change 2013 to 2014



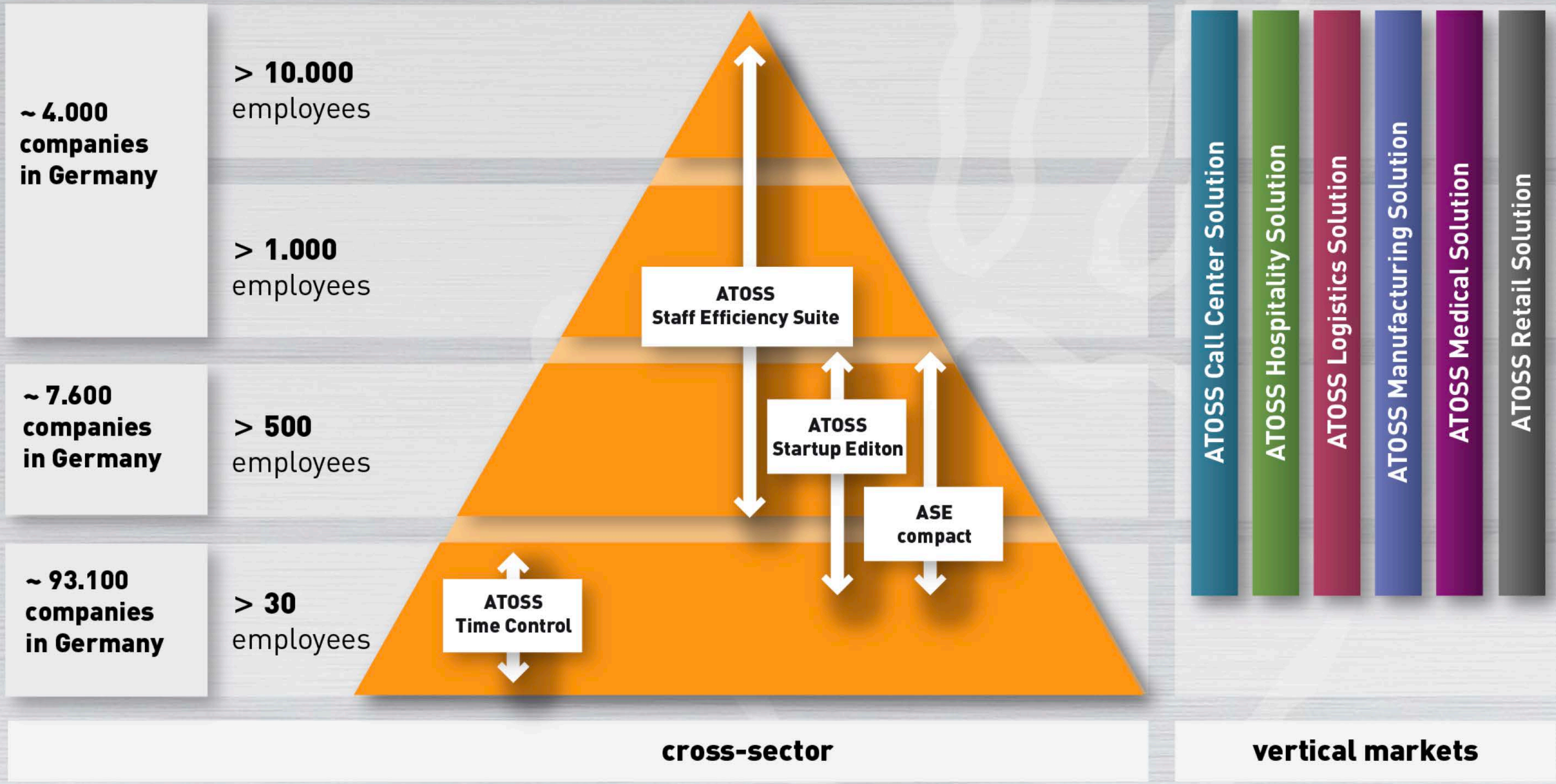
Branch Production
ATOSS Customer W.L. GORE & ASSOCIATES

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02 ATOSS growth strategy

02 ATOSS Product Portfolio in Germany

The right solution for every company size



Source: Federal statistical office and Hoppenstedt database | ASE = ATOSS Startup Edition

02 Workforce Management by ATOSS

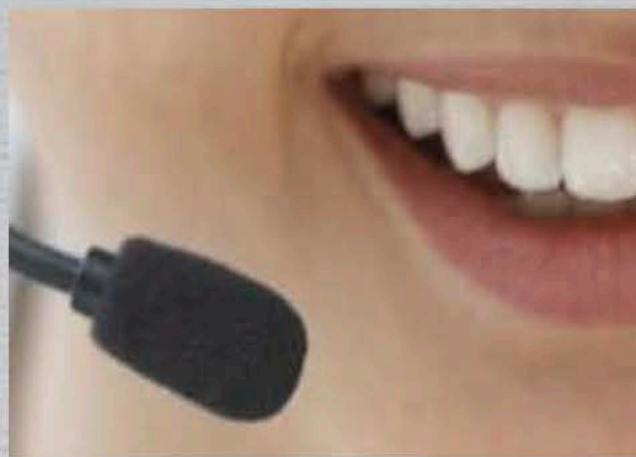
References in all verticals



Automotive



Aviation



Call Center



Chemical and
Pharmaceutical



Civil Service



Finance



Food and Luxury
Food



Health Care and
Social Service



Hospitality



IT and
Telecommunication



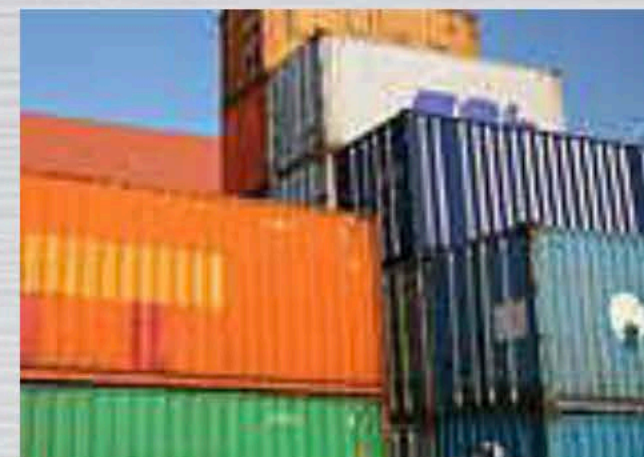
Manufacturing and
Production



Retail



Services



Transport and
Logistics



Utilities

02 ATOSS growth strategy

Success in verticals in series

Medical

- Launch in 2002
- Status: high acceptance in the hospital sector

Retail

- Launch in 2005
- Status: vertical with strongest market penetration

Production

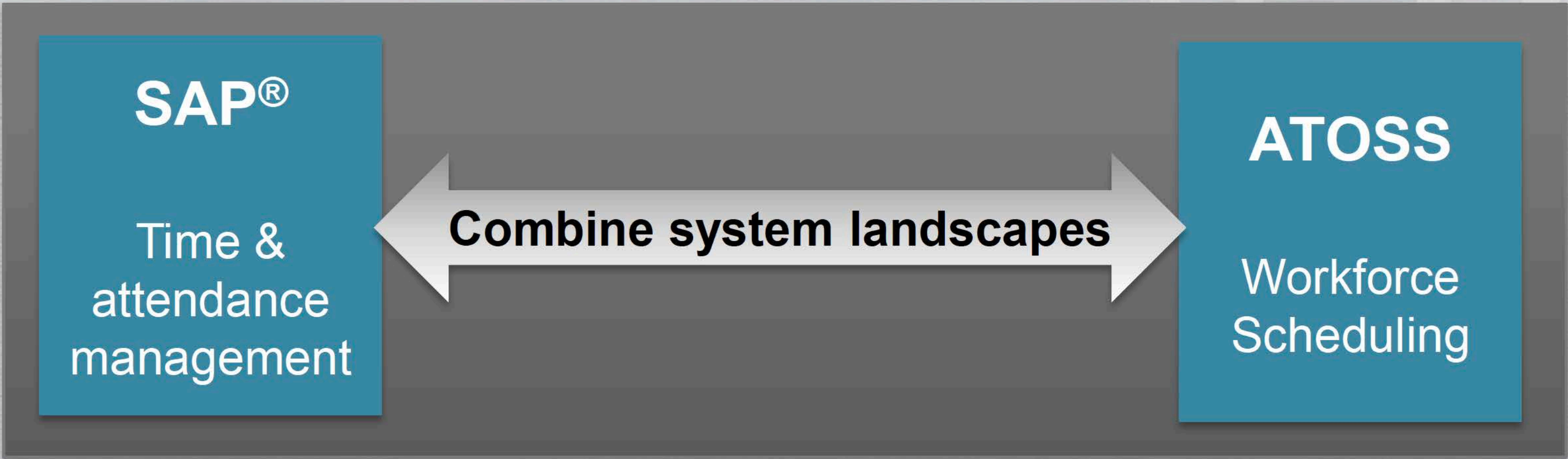
- Launch in 2011
- Status: Bosch, Berlin Chemie, GlobalFoundries, Thyssen Krupp, SEW Eurodrive etc.

Logistics

- Launch in 2011:
- Status: Eurogate, BLG, Deutsche Bahn AG, Lufthansa AG, Federal Express etc.

02 ATOSS growth strategy

Extension of existing product lines



02 ATOSS growth strategy

Internationalization

- In operation worldwide in 40 countries
- Represented in 27 countries in Europe
- Multilingual solution, currently available in 8 languages*

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

02 ATOSS growth strategy


Internationalization



02 ATOSS growth strategy

International customers



A photograph of a modern hospital corridor. The walls are light-colored, and the floor is polished. On the left, there are glass doors with a large graphic of a hand reaching out. To the right, another set of glass doors features a graphic of a patient lying in bed. A clock and some notices are visible on the wall between the door sets.

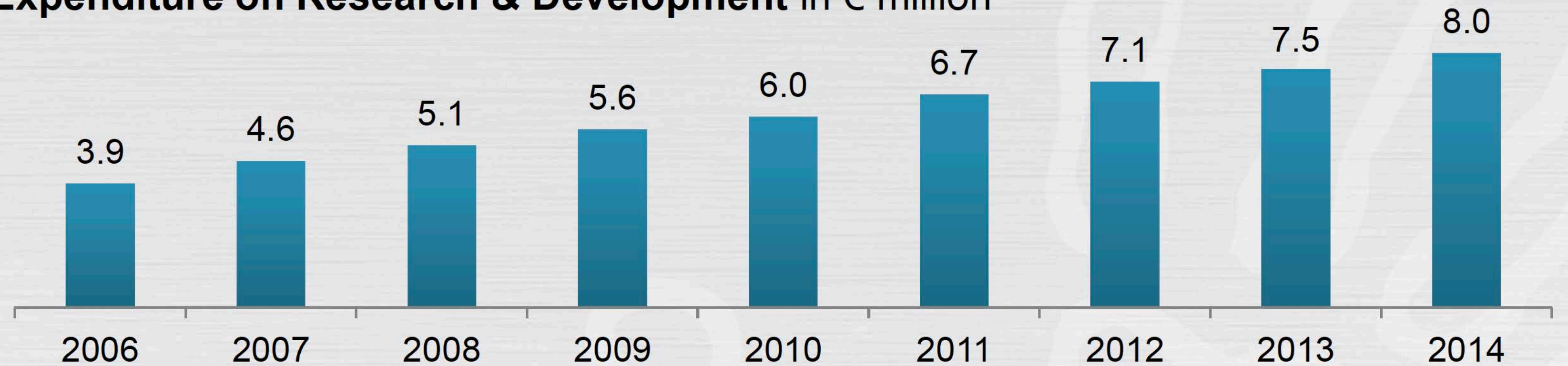
Branch Healthcare
ATOSS Customer KLINIKUM INGOLSTADT

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03 ATOSS: Strategy and objectives 2015

03 Continuity of investments in Research & Development

Expenditure on Research & Development in € million



- 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

03 Achievements 2014 – proof of concept

Top position in R&D
e.g. ATOSS SAP® Connector


Strengthening and development of international presence

Top financial base



03 Strategy and objectives 2015





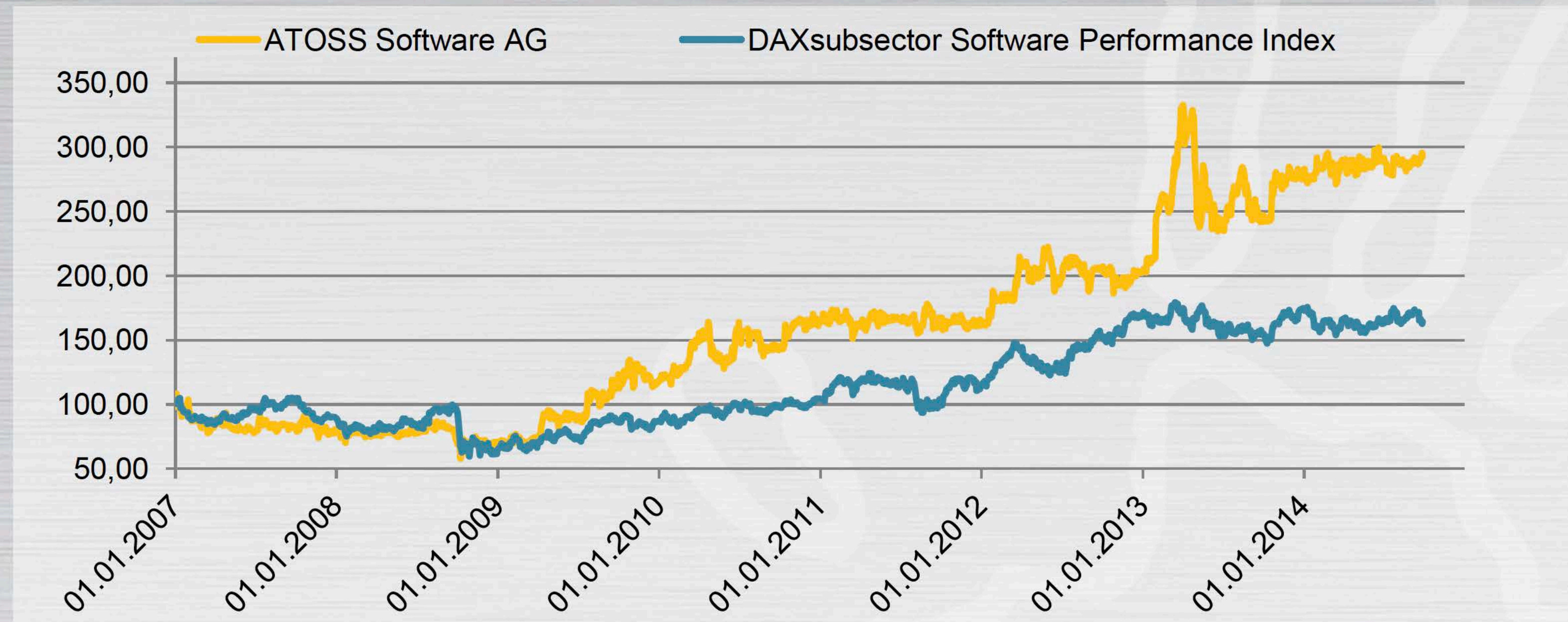
Branch Retail
ATOSS Customer BREUNINGER

04 The ATOSS share



04 The ATOSS share

Development ATOSS share 2007 – December 31, 2014

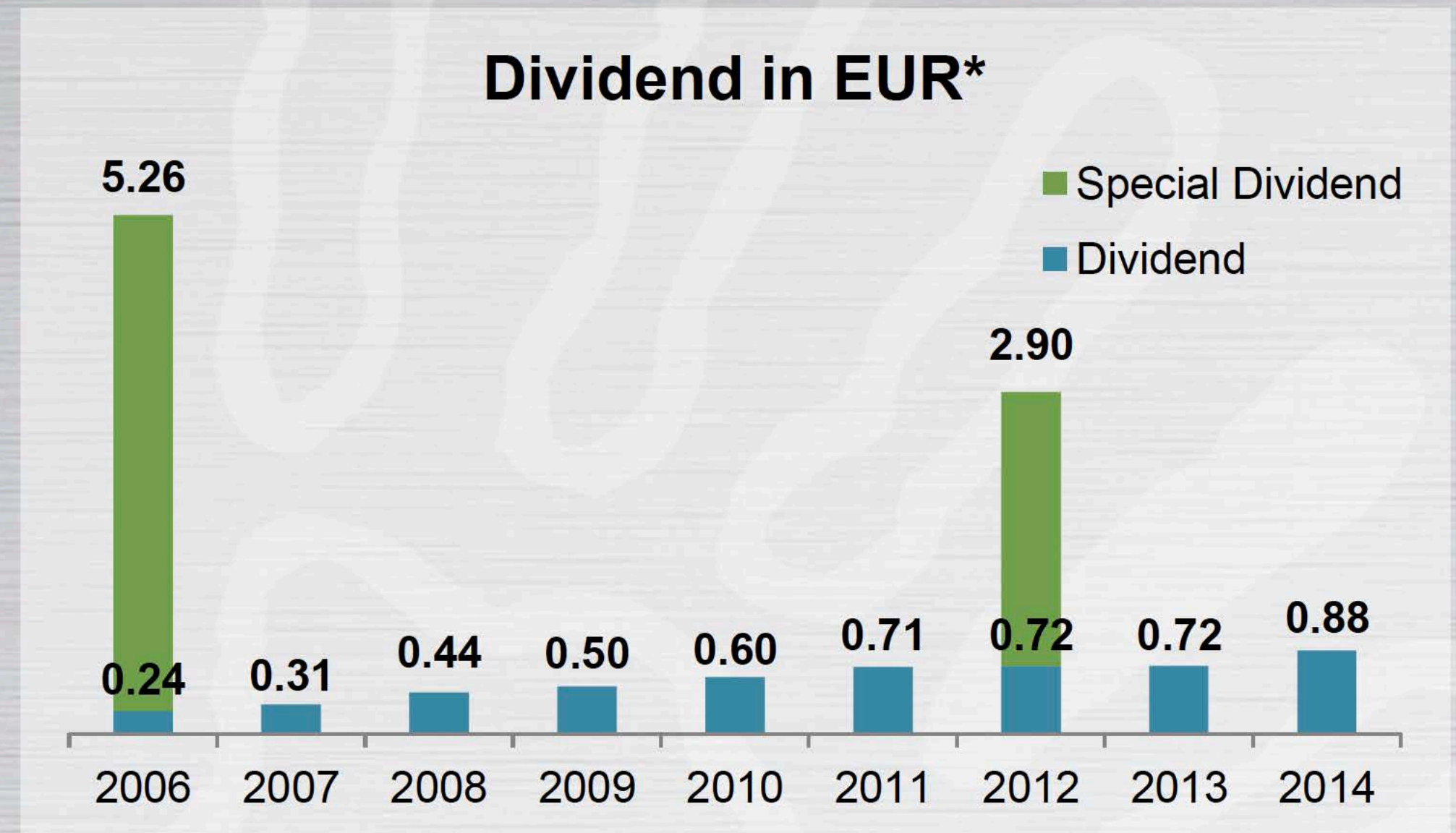
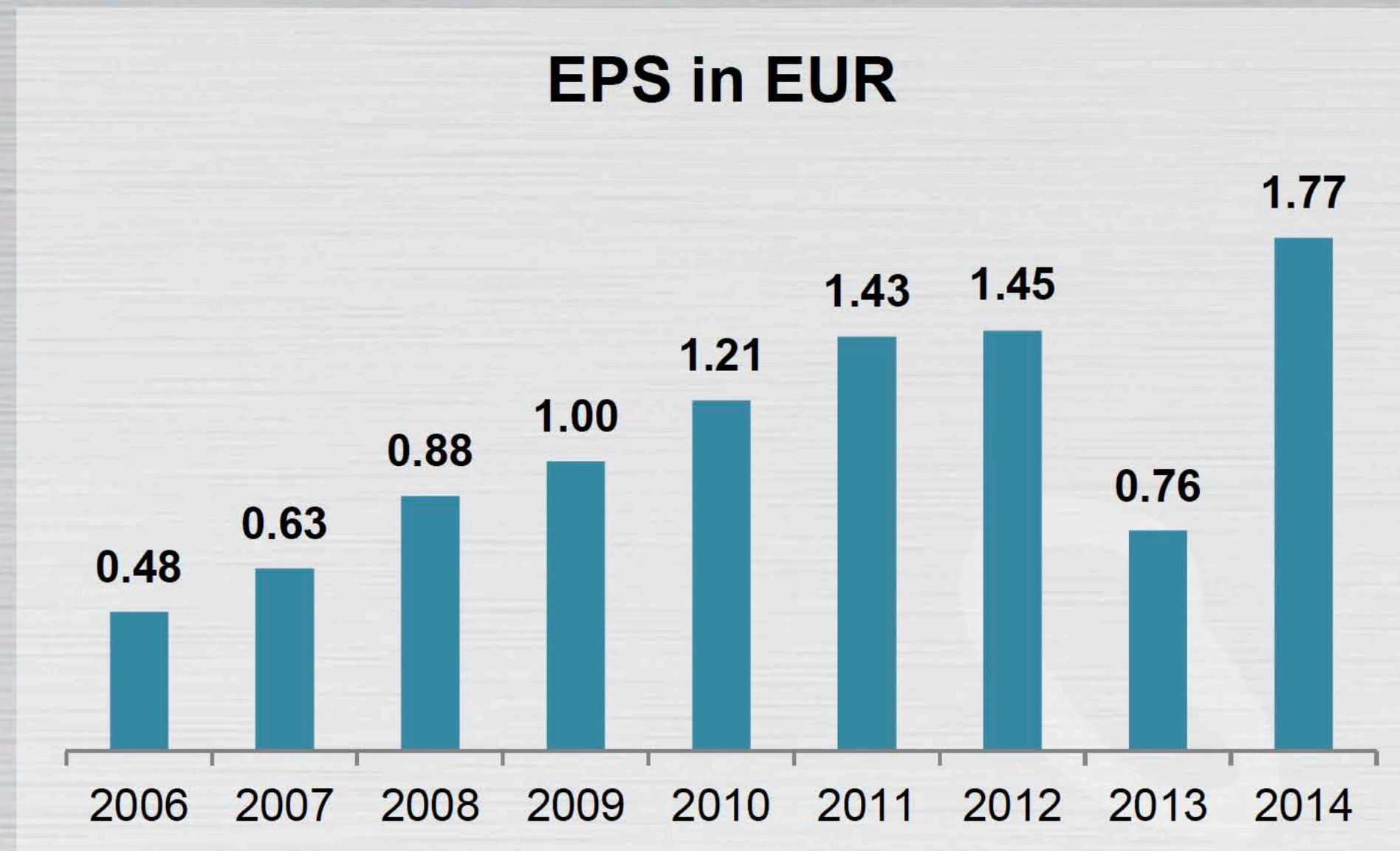


- 01.01.2007 – 31.12.2014: ATOSS share shows growth rate of 217%*, DAXsubsector Software Performance Index plus 67%
- Sustained increase of shareholder assets
- ATOSS share offers additional potential

* XETRA Closing price 2006 and December 31, 2014 – without integration of special dividend

04 The ATOSS share

Dividend policy



- ATOSS stays true to its dividend policy with continuity to the previous year
- EPS for 2014: EUR 1.77
- Dividend proposal 2014: EUR 0.88

* In 2006 and 2012 with a special dividend

ATOSS 2014

Thank you for your attention!

ATOSS 2014

Attachments



BIG PLUS:

Development over nine record years: 2006 – 2014

+94% Total sales

+113% Software licenses sales

+104% Consulting sales

+96% Capital Investment on R&D

+1,639% EBIT

+1,375 EPS

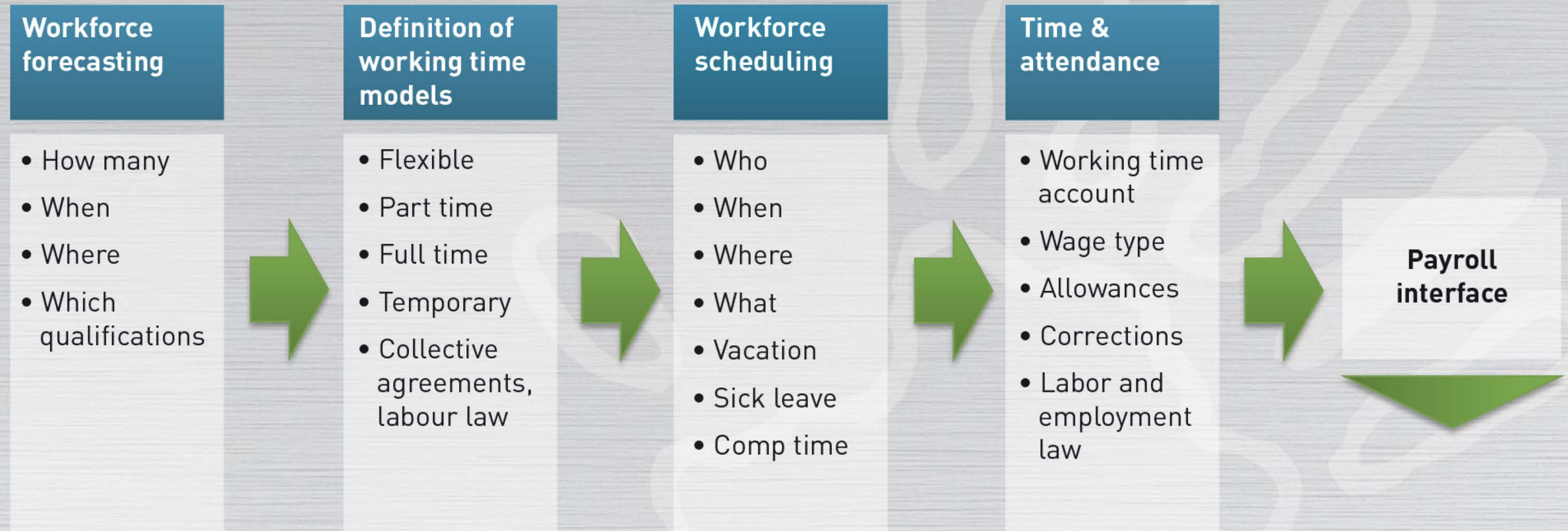
ATOSS today

- More than 4,500 customers from medium-sized businesses to blue-chip companies
- ATOSS solutions manage worldwide approx. 2.8 million employees
- One of the fastest growing software-companies in Germany
- 11 branch offices
- Around 300 employees
- High-performance partner ecosystem

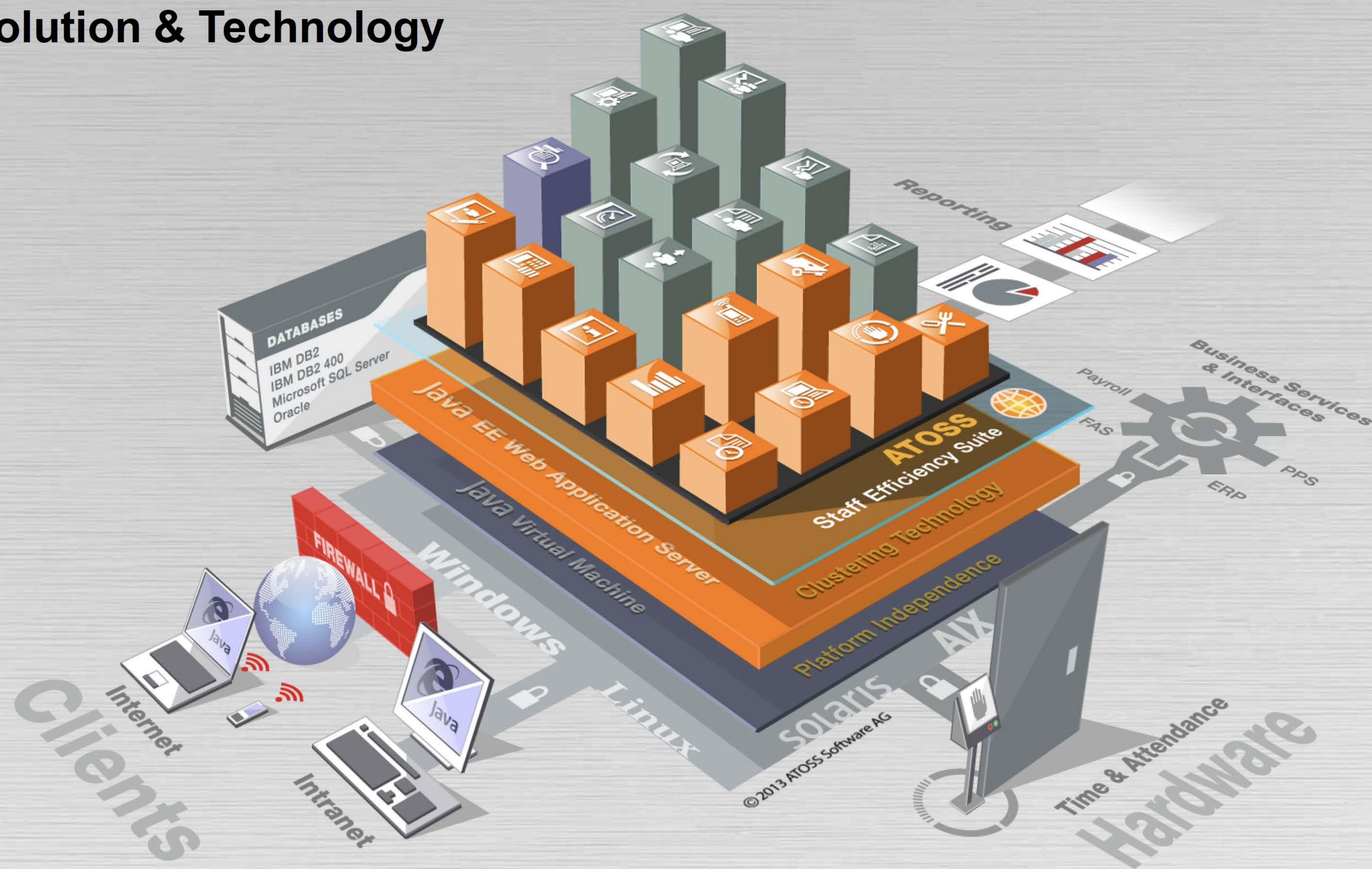


Holistic, comprehensive Workforce Management

Process steps



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