



The background features a hand pointing at a bar chart with an upward-trending arrow. To the left, there are two donut charts showing 86% and 62% completion. A world map is visible in the lower-left background, and a document with a plus sign icon is in the upper-left. A horizontal bar chart is at the top right.

ATOSS Software AG

Excellence in Workforce Management

AGENDA

- 01 Key Investment Highlights & Market
- 02 Workforce Management @ ATOSS
- 03 Go to Market Strategy
- 04 ATOSS KPI's and Cloud Transformation
- 05 The ATOSS Share



01







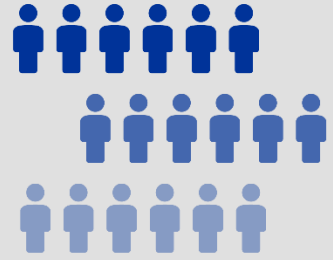



Key Investment Highlights & Market

PLANSEE GROUP | Manufacturing

ATOSS Annual Report 2018

01 ATOSS – Outstanding on key levels

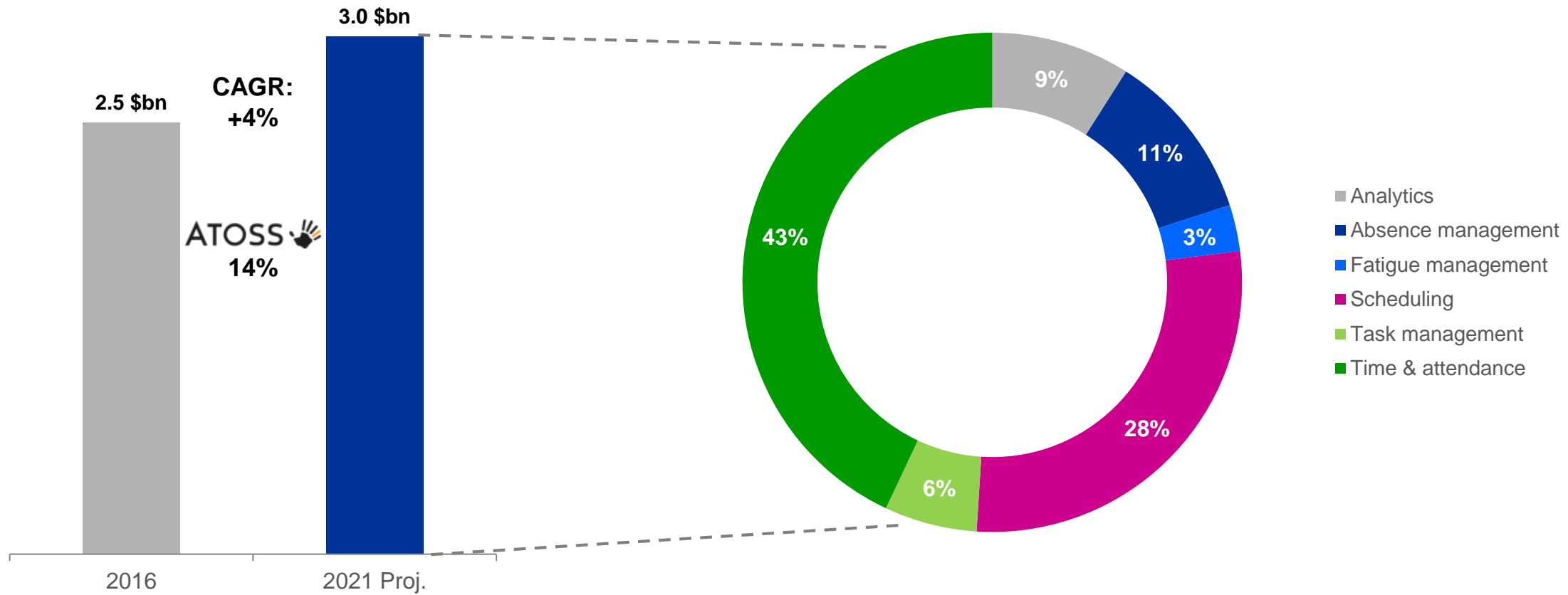
Highlights

<p>> 30 years of experience in the market</p>		<p>Top line visibility as stock corporation</p> 	<p>500+ employees <small>11/2019</small></p> 	
<p>ATOSS is first mover and innovator in the field of workforce management</p>	<p>Market leader for workforce management in DACH</p>	<p>9 currently available software languages <small>07/2019</small></p> 	<p>6,500+ customers worldwide from SMB to blue chips</p>	<p>Technology & development leader</p>
	<p>42 countries worldwide, thereof 28 in Europe</p>			<p>Recurring revenues reinforced by increased share of SaaS</p> 
<p>Continuous revenue growth</p> 	<p>+ 60% CF to EBIT ratio</p>	<p>+ 25% EBIT margin</p>	<p>~ 3.2 million employees managed with ATOSS solutions</p>	<p>Profound understanding of customer needs</p> 

As of 12/2018



01 Workforce Management Market Market Growth



Source: Statista

01 Workforce Management Market

Main Drivers

Digitalization of labor world



Increasingly complex regulatory environment



Scarcity of resources and skilled staff

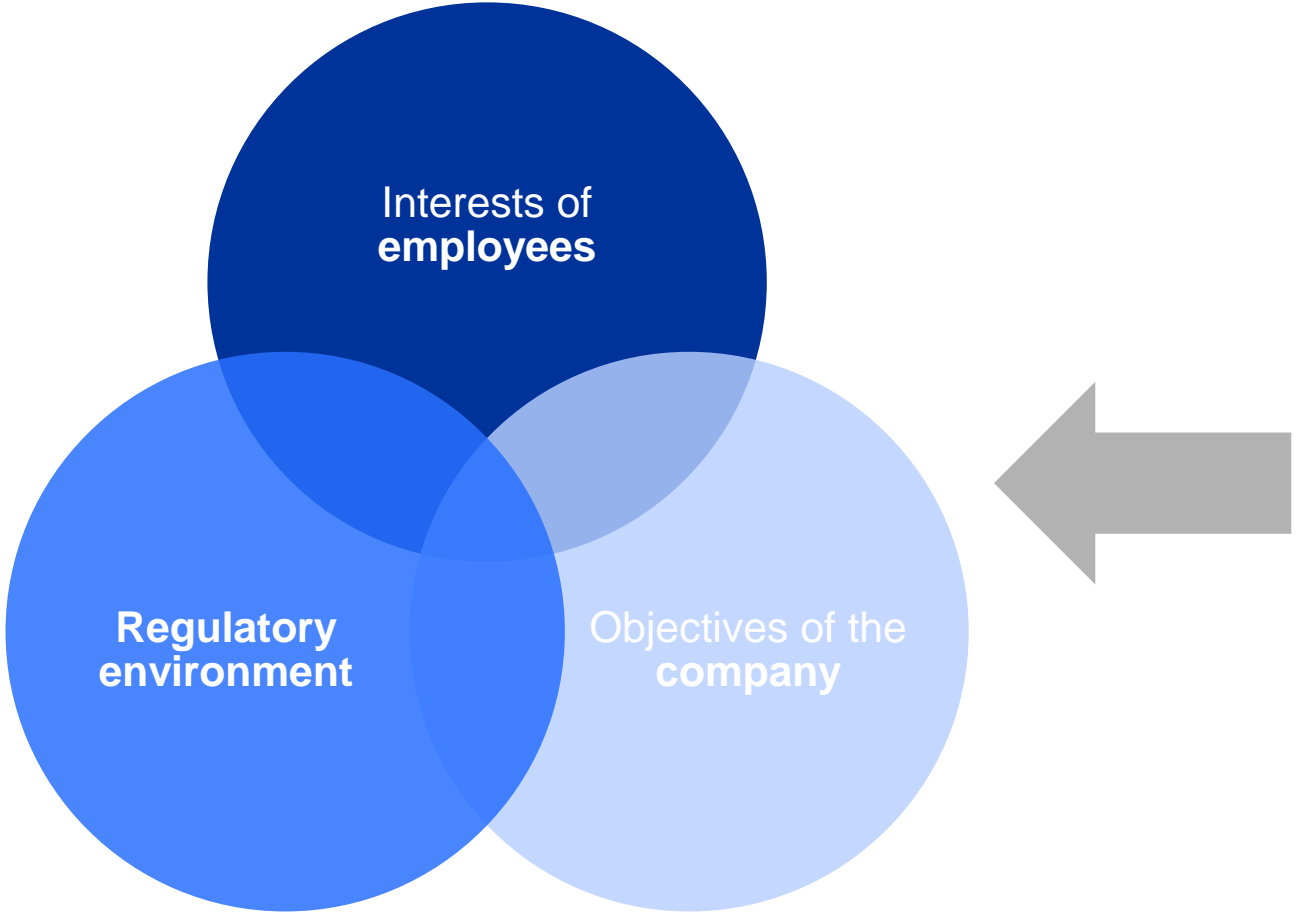


Digitalization, globalization and decentralization resulting in increasing complexity of enterprise organizations



01 Managing Complexity

Workforce Management



ATOSS Workforce Management enables:

- Aggregation of all relevant interest groups
- Optimal workforce management

02

Workforce Management @ ATOSS

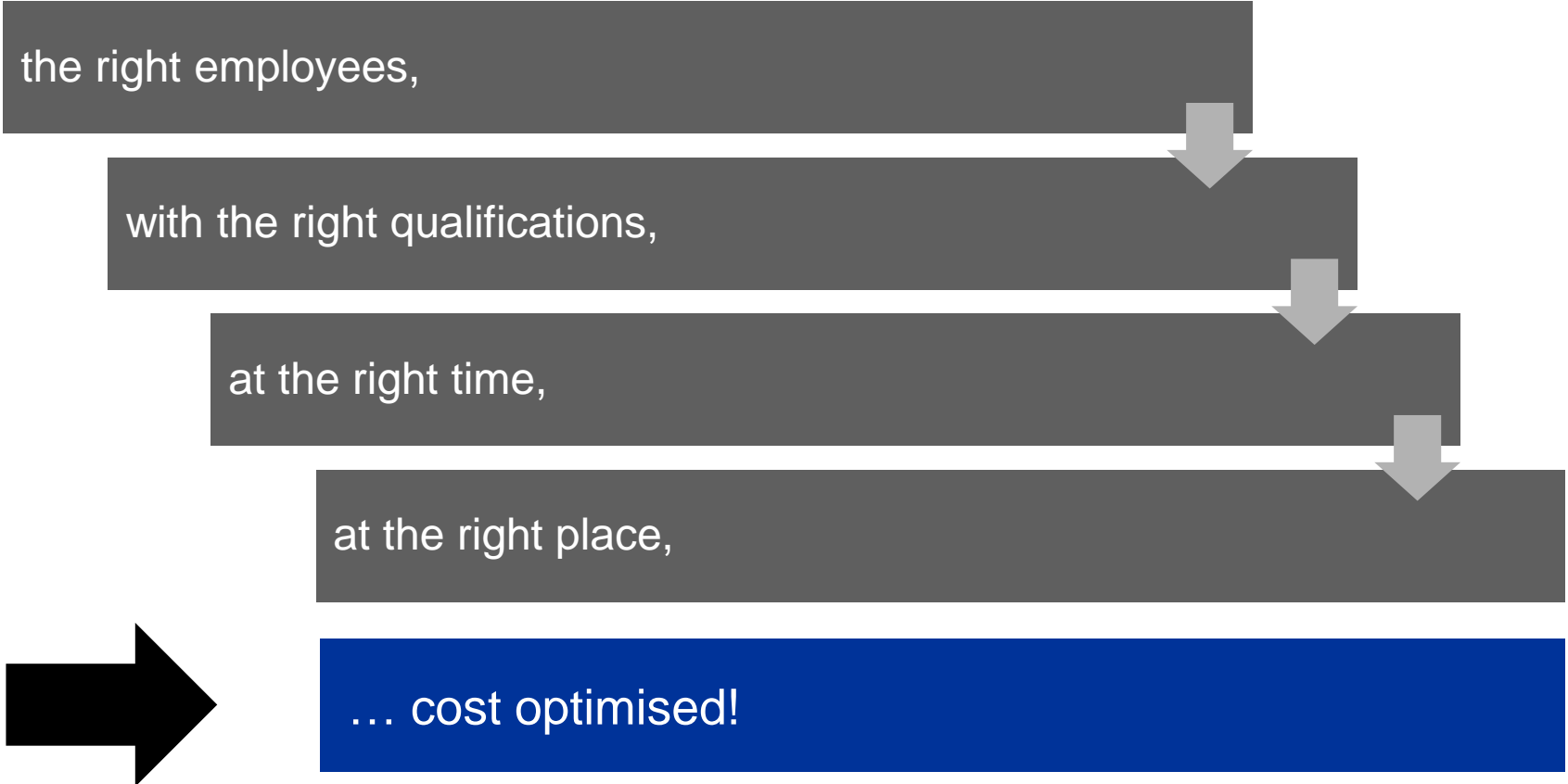
DEHNER | Retail

ATOSS Annual Report 2018 | © Wildbild

02 Workforce Management in a Nutshell

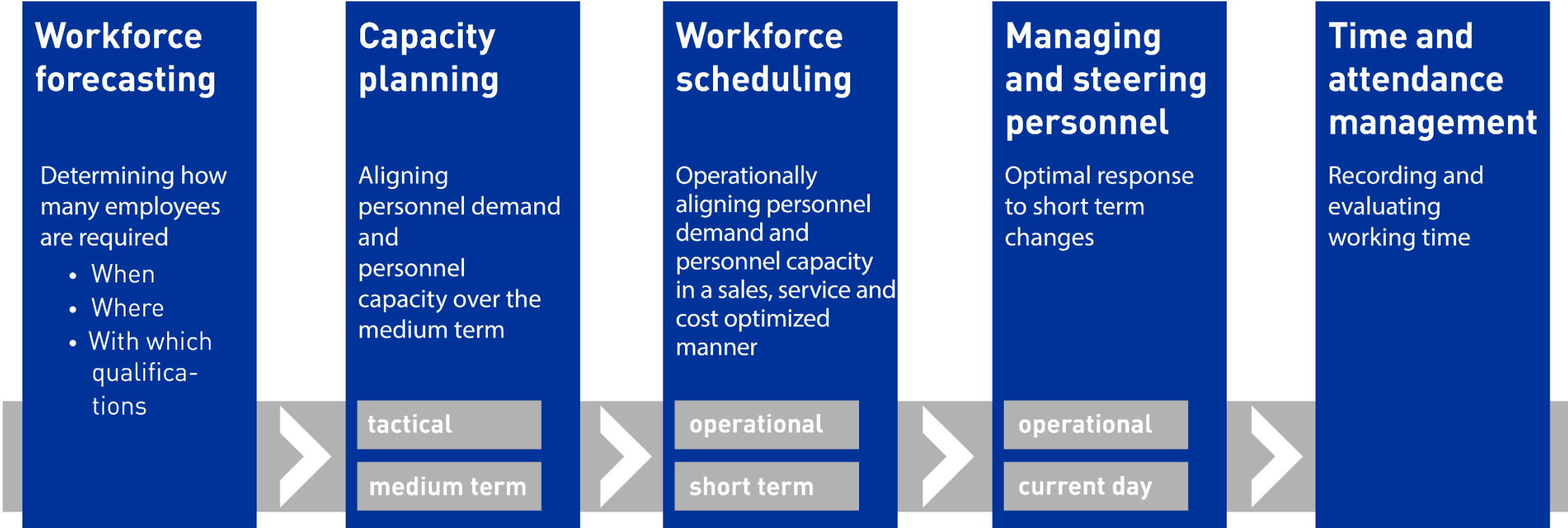
Efficiency via Highly Flexible Staff Deployment

ATOSS helps companies to have ...



02 Comprehensive Workforce Management

5 Steps to more Success



WORKING TIME FLEXIBILIZATION

02 Effects generated from ATOSS Projects

-15% Personnel costs with the same number of staff

-82% Overtime

-70% Planning input

-60% Residual leave

-22% Balance-sheet provisions

+5% Conversion rate

+11% Revenue

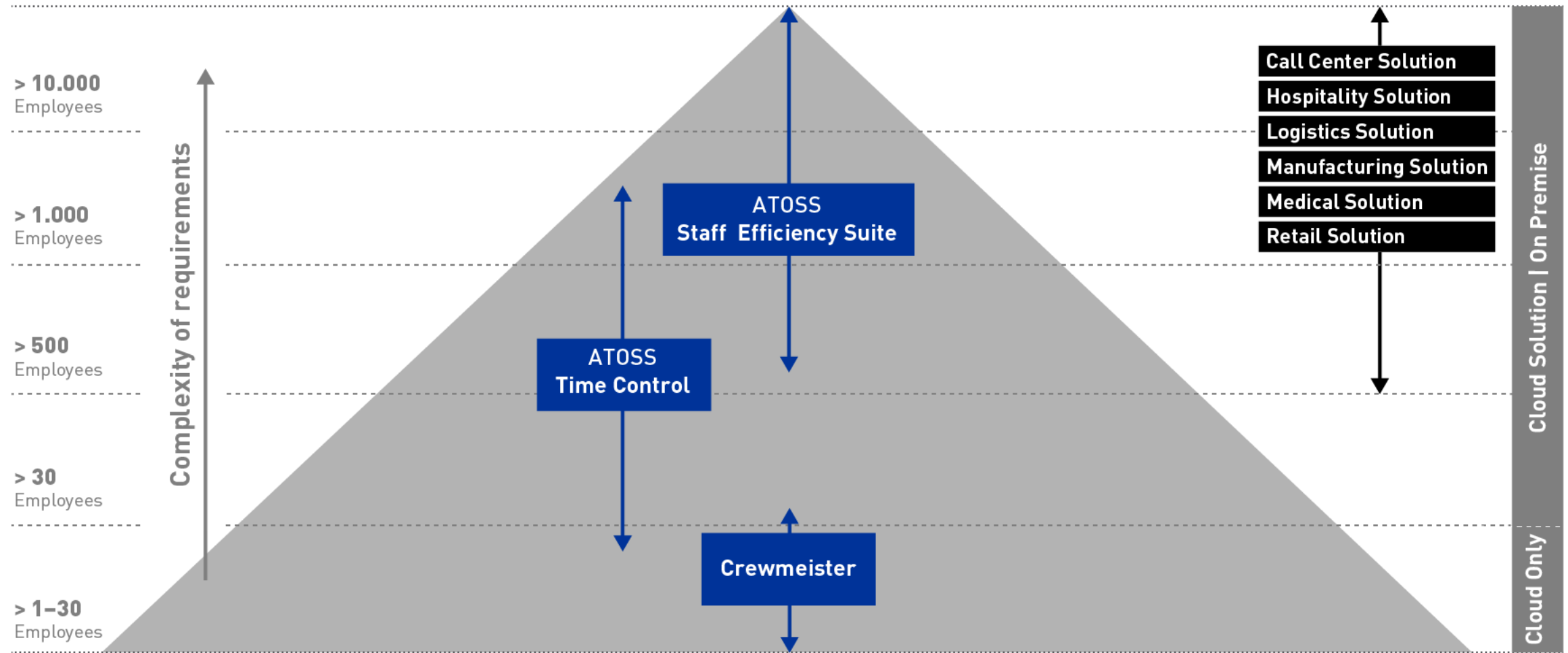
03 Go to Market Strategy

Rhenus Logistics Netherlands | Logistics

ATOSS Annual Report 2018

03 ATOSS Full Range Strategy

Growth Effects Based on ATOSS Full Range Strategy



03 ATOSS Full Range Strategy



Crewmeister continues successful development

Highlights

- Customers more than quadrupled in two years
- New product features developed
- High customer satisfaction (Av. Monthly Churnrate improved from 2.2% in 2017 to 1.9% in 2019)

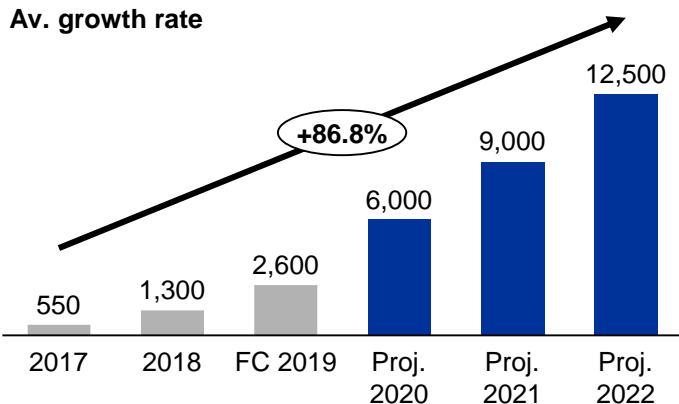
Key metrics

- Av. Customer Acquisition costs (CAC*): 190 EUR
- Av. Customer Lifetime Value (CLTV**): 800 EUR
- CLTV/CAC-Ratio: 4.2
- Av. Monthly Churnrate: 1.85%

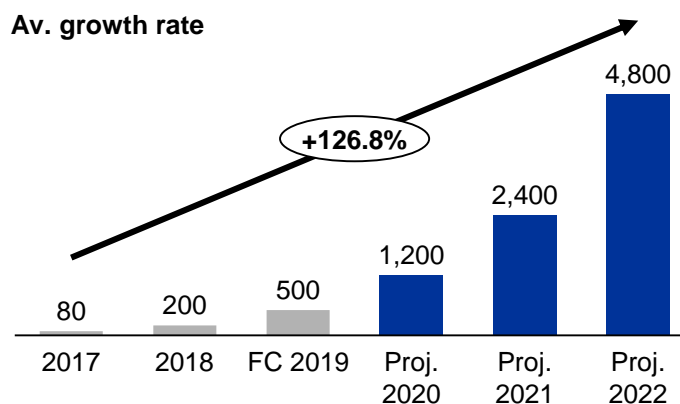
Outlook

- Continued growth of more than 100% p.a. expected
- Ongoing increase in sales per customer expected (new product features)

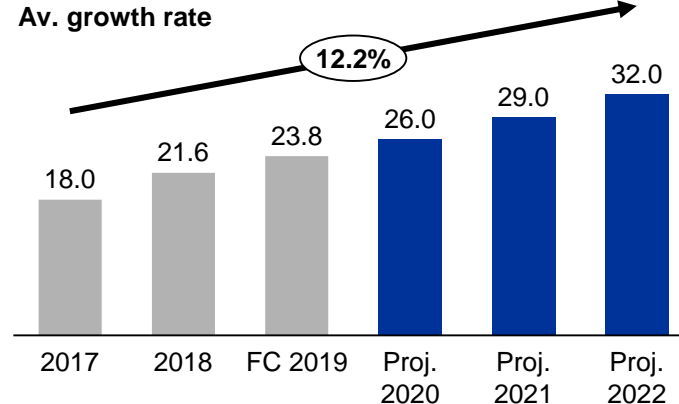
Customer Development



Sales Development (TEUR)



Sales/Customer Ratio (EUR)



* CAC (Customer acquisition cost): cost of resources for the business in order to acquire a new customer. Customer acquisition cost involves sales and marketing costs.
 ** CLTV (Customer lifetime value): estimate of all the future gross profits to be accumulated from a relationship with a given customers.

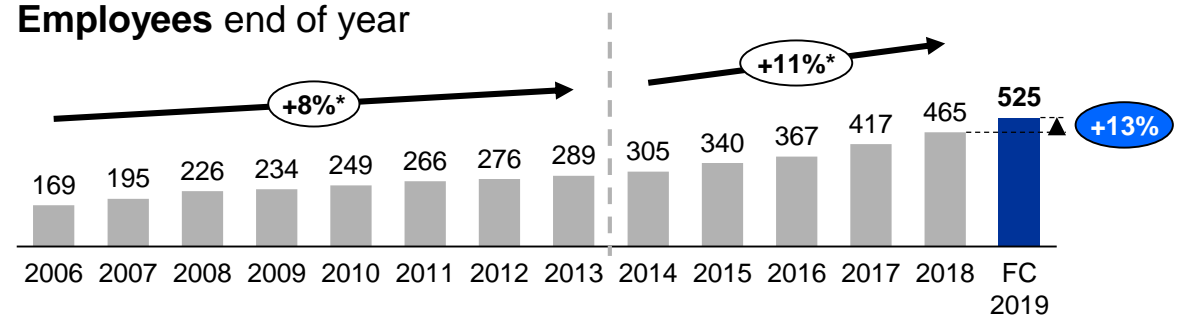
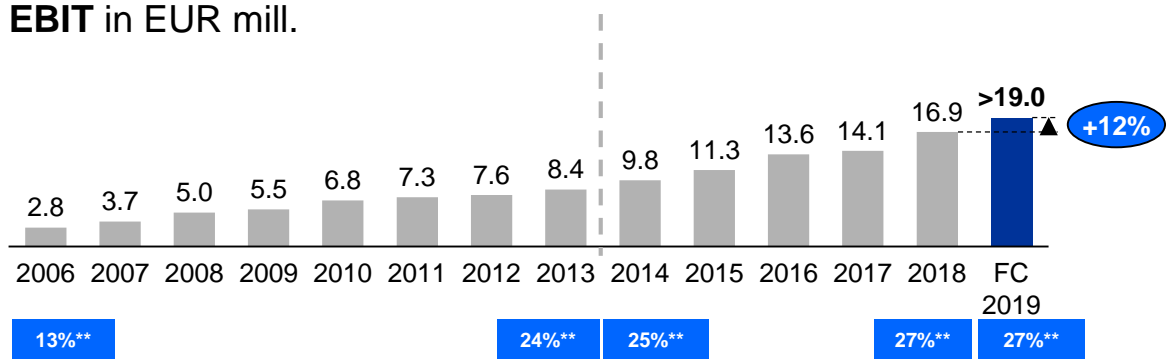
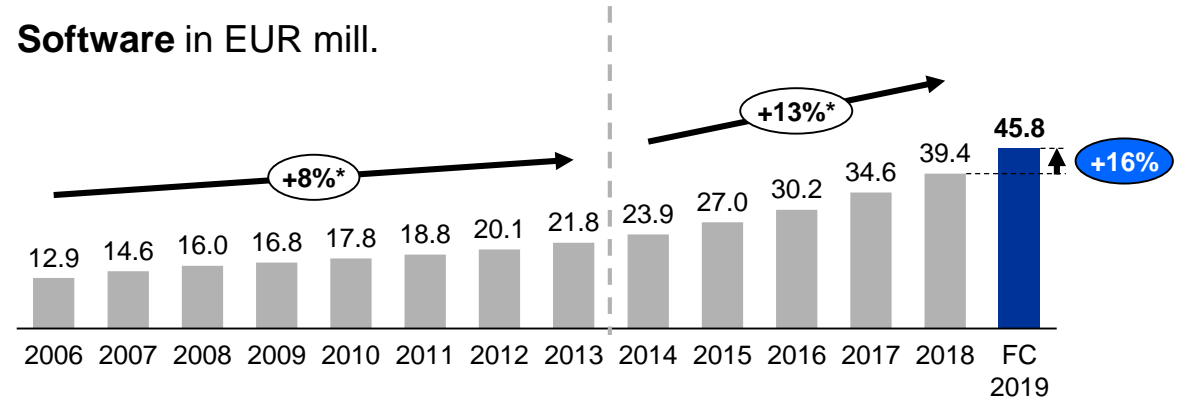
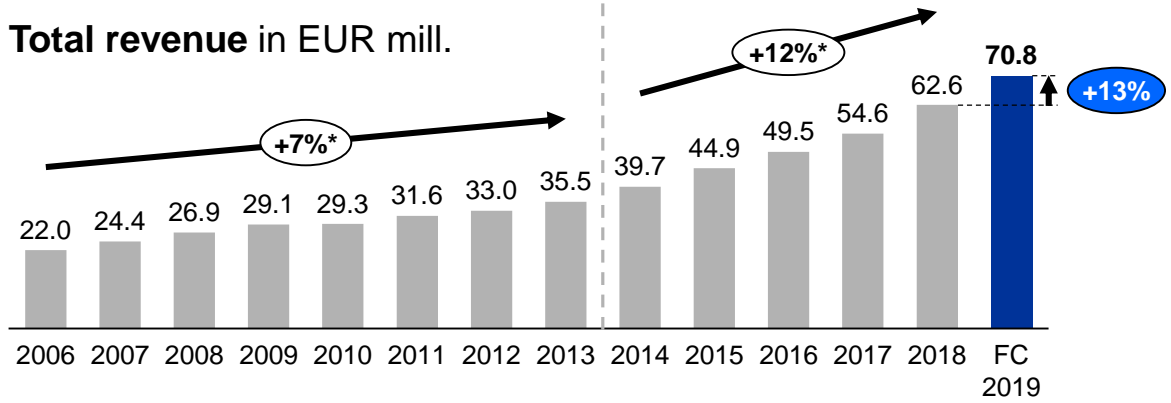


04 ATOSS KPI's and Cloud Transformation

HELIOS | Healthcare
ATOSS Annual Report 2018

04 ATOSS – 14th Record Year Anticipated

Running like Clockwork



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

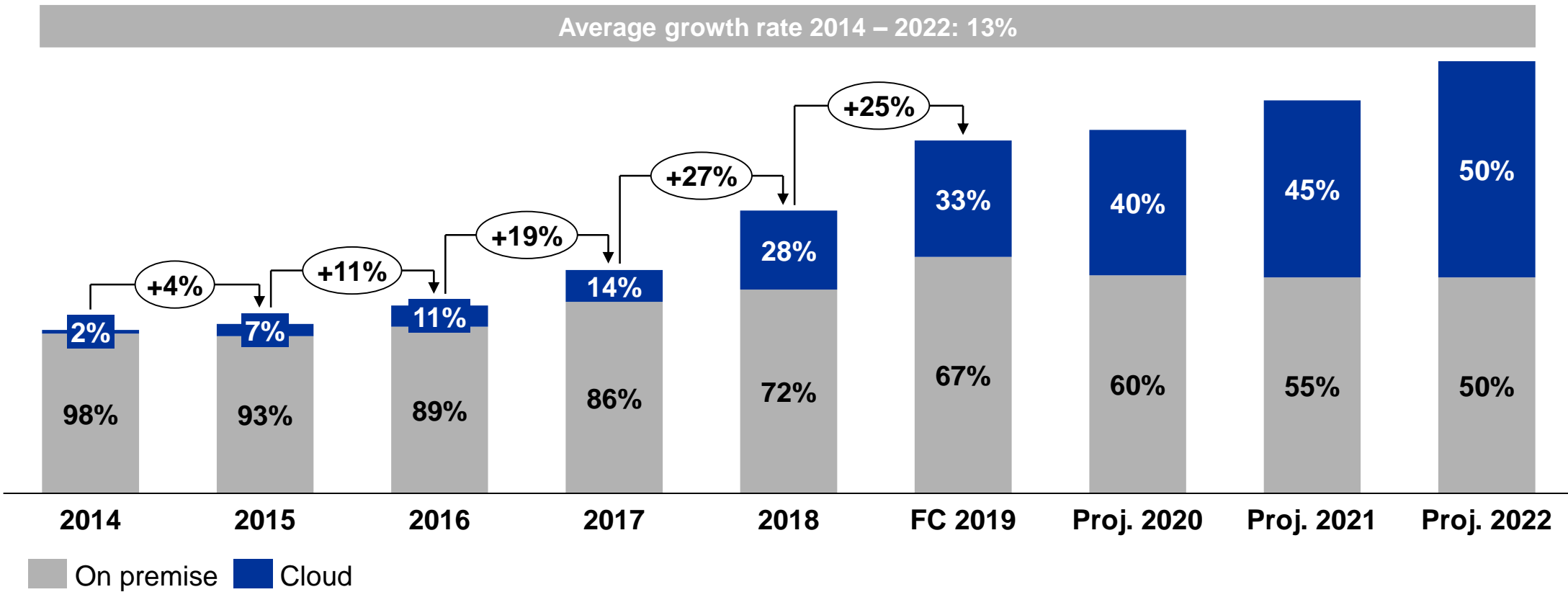
* Average growth rate
 ** EBIT in % of total revenues



04 ATOSS Cloud Transformation

Success in Cloud Transformation with Strong Margins

Software order intake break down in % and growth in % (YOY)

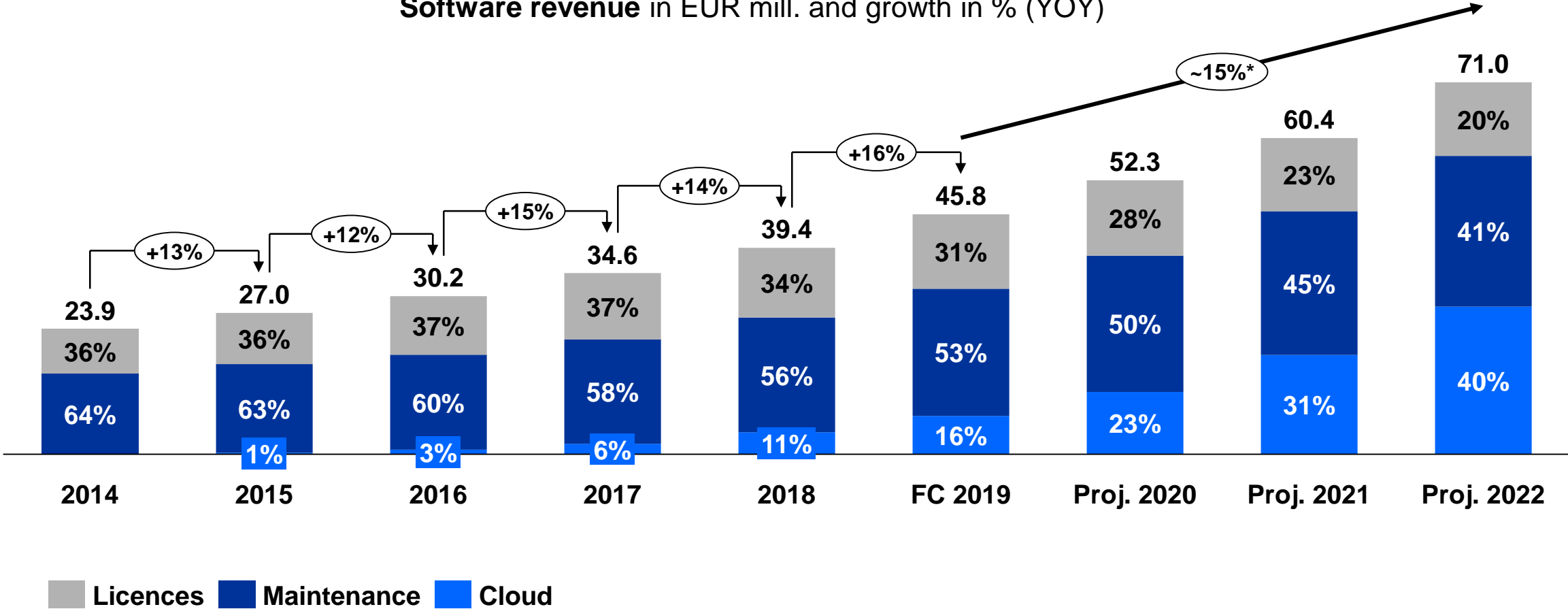


Strong growth in order intake assures margins during cloud transformation.

04 ATOSS Cloud Transformation

Growth Leading the Way for Increased Recurring Revenue

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



* Average growth rate



04 ATOSS – Growth Projections 2019 – 2022

Strong Growth and Margins while building Recurring Revenue

Increasing Share of Recurring Software Revenue from

66%-80%

Total Revenue Growth

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

Software Revenue Growth

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

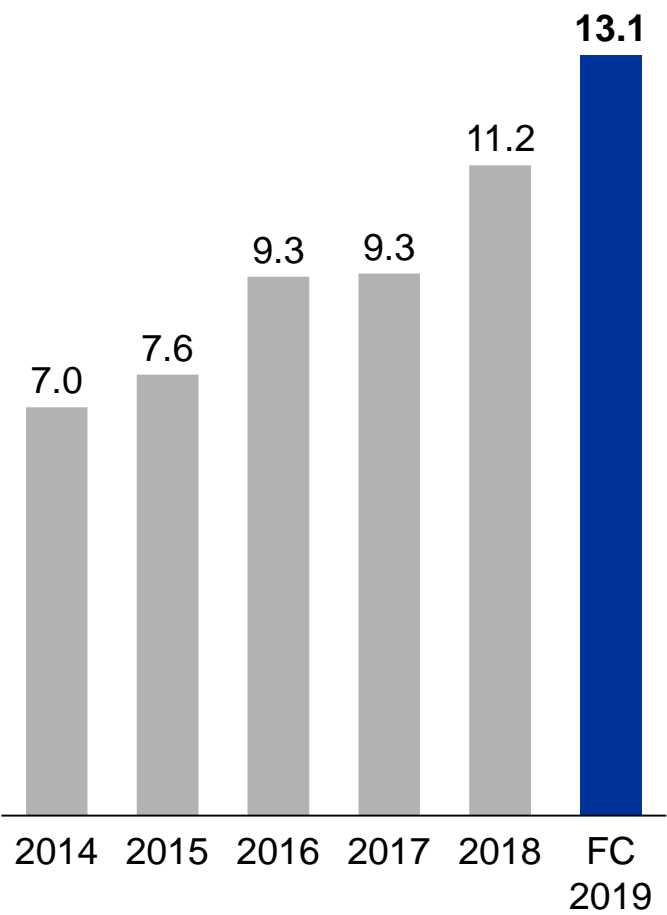
EBIT Margin from

25% - 28%

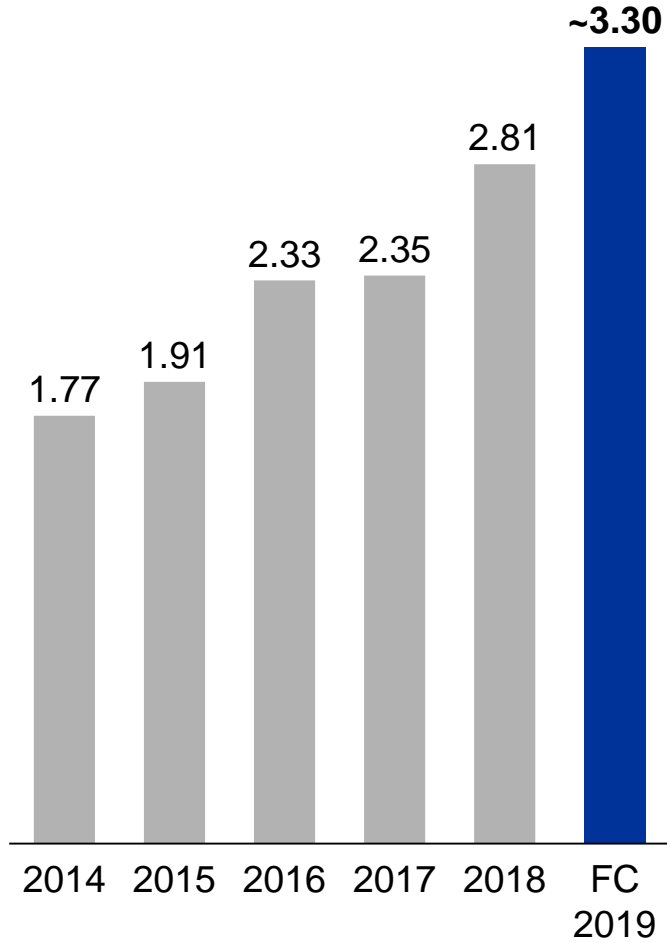
04 Financial Strength

Independence and Security for the Future

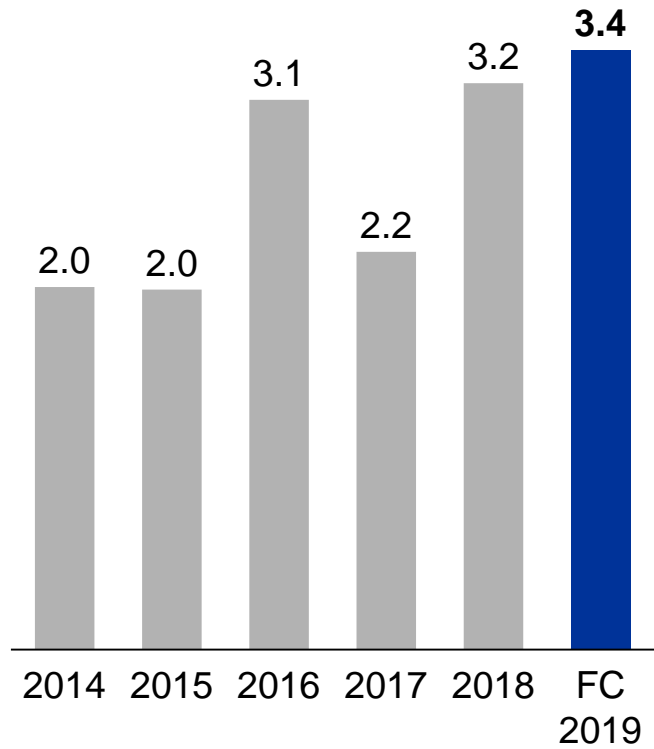
Net income in EUR mill.



EPS in EUR



Cashflow per share in EUR



05 The ATOSS Share

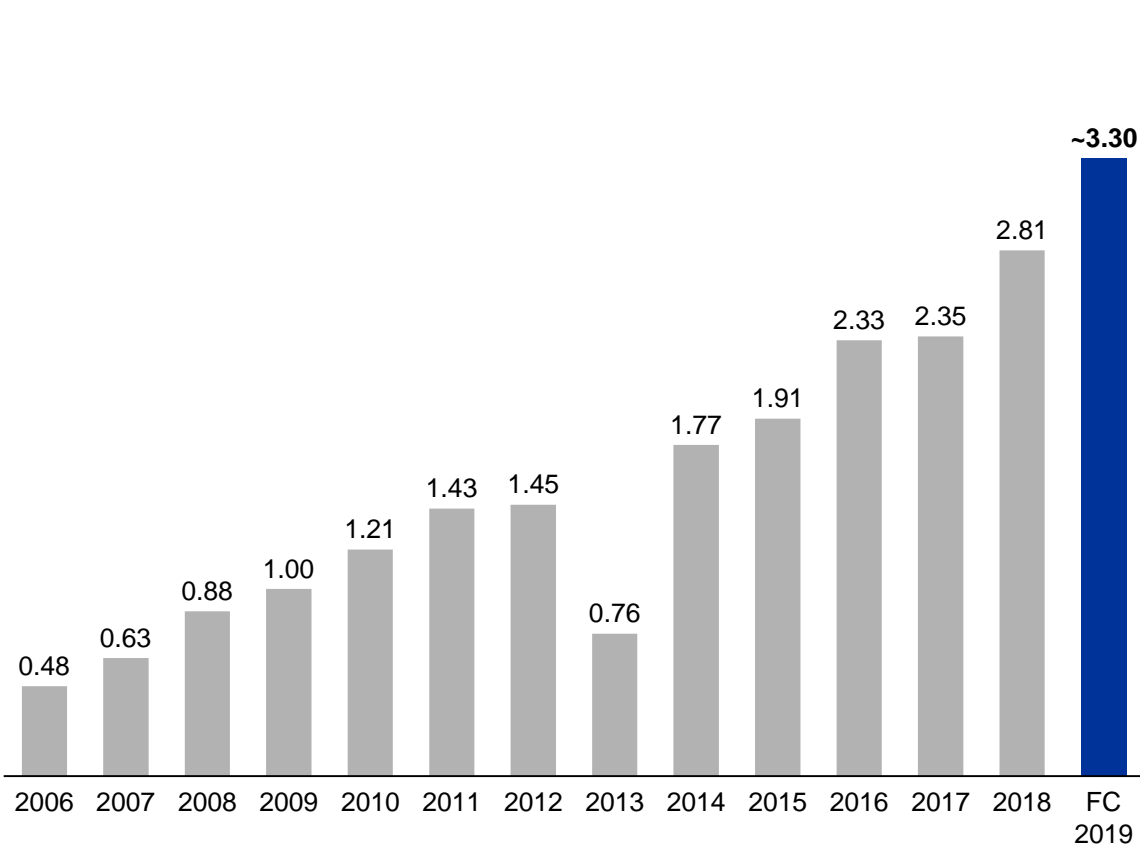
MANTHEY-RACING | Services
ATOSS Annual Report 2018 | © Gruppe C GmbH



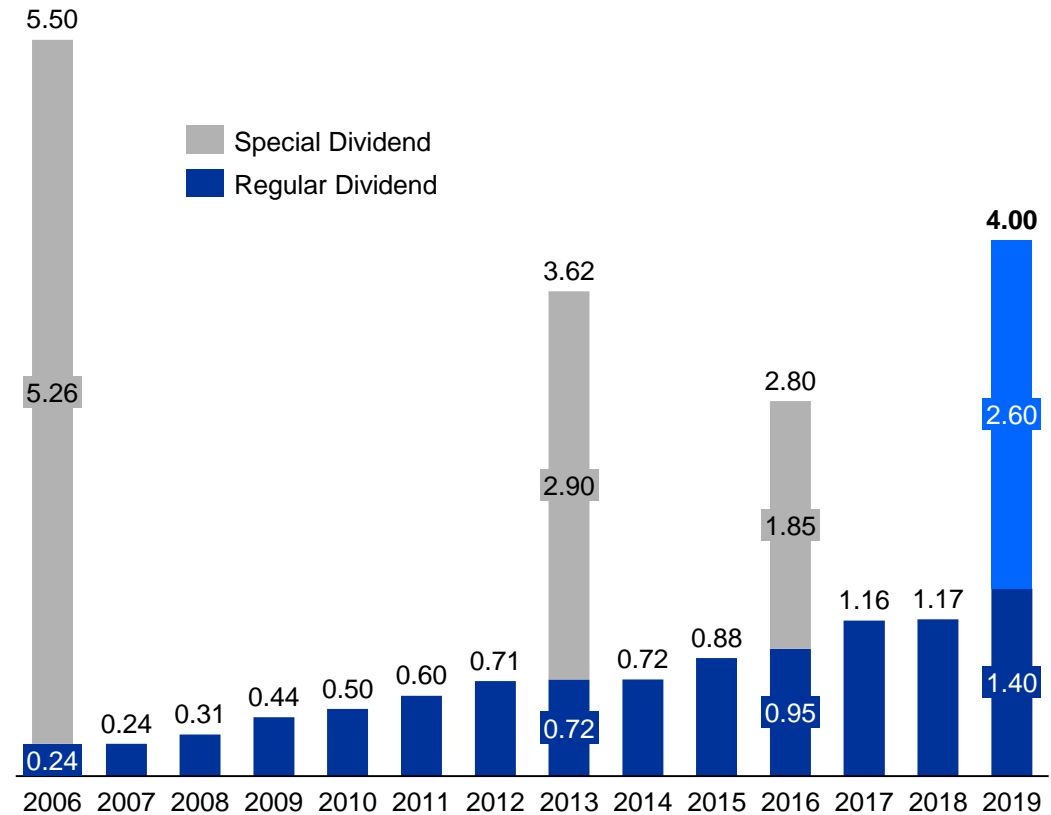
05 The ATOSS Share

Dividend Policy

EPS per 31. December in EUR



Dividend in EUR



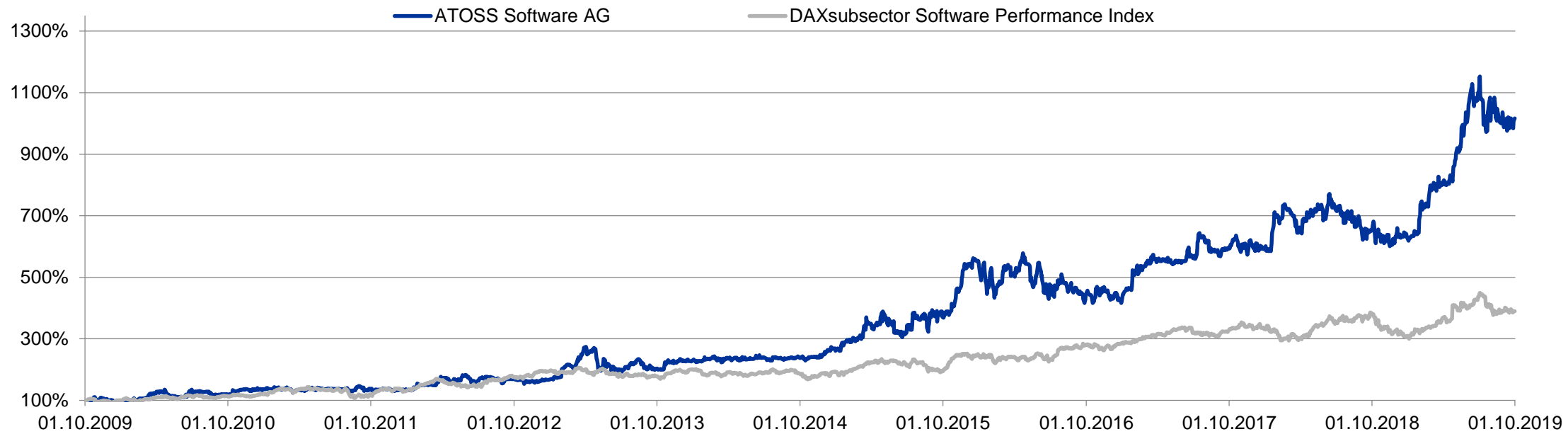
ATOSS stays true to its dividend policy with continuity to the previous year

* In 2006, 2013, 2016 and 2019 with a special dividend



05 The ATOSS Share

Development ATOSS Share 10/2009 – 09/2019



10/01/2009 – 09/30/2019: ATOSS share grows by 916%* while the DAXsubsector Software Performance Index gains 290%.

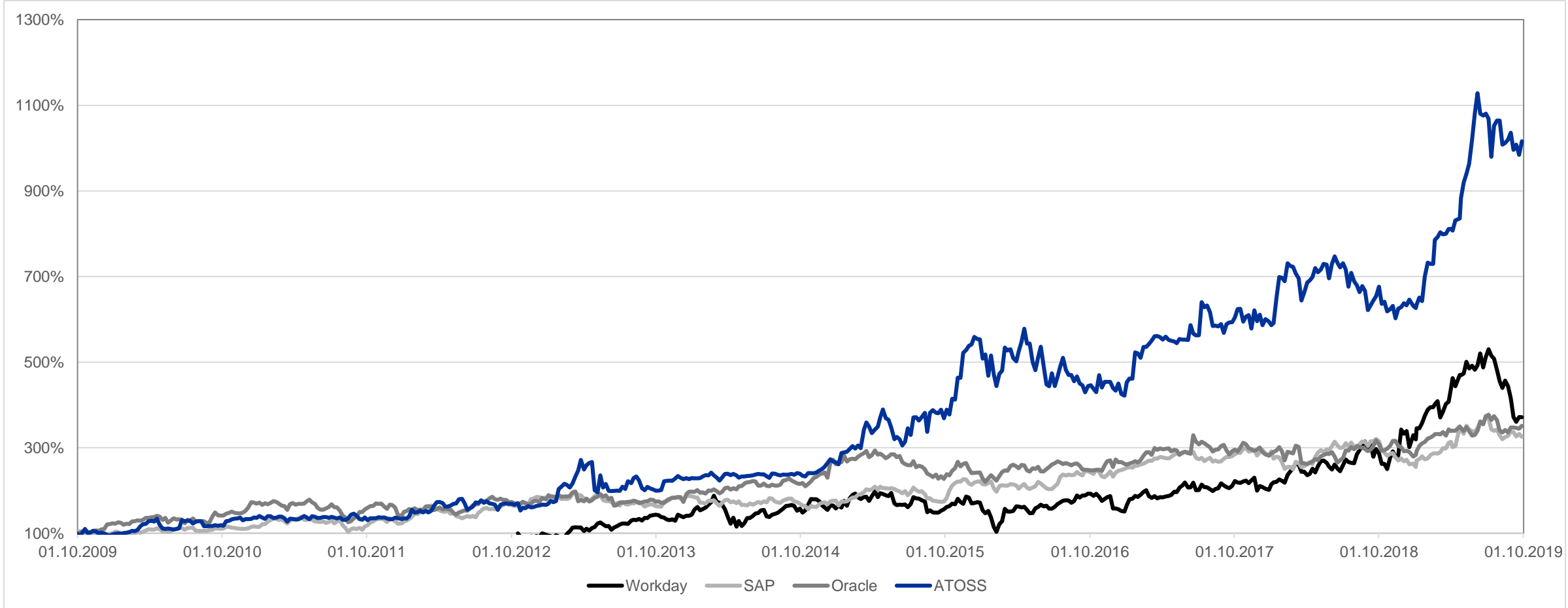
Sustained increase of shareholder assets
The ATOSS share offers additional upside potential

* XETRA Closing price 10/01/2009 and 09/30/2019 – without integration of special dividend



05 The ATOSS Share

ATOSS Performance – Oracle, SAP, Workday



Source: www.comdirect.de (ATOSS Software AG, SAP AG, XETRA; Oracle, Workday: Stock exchange Frankfurt)

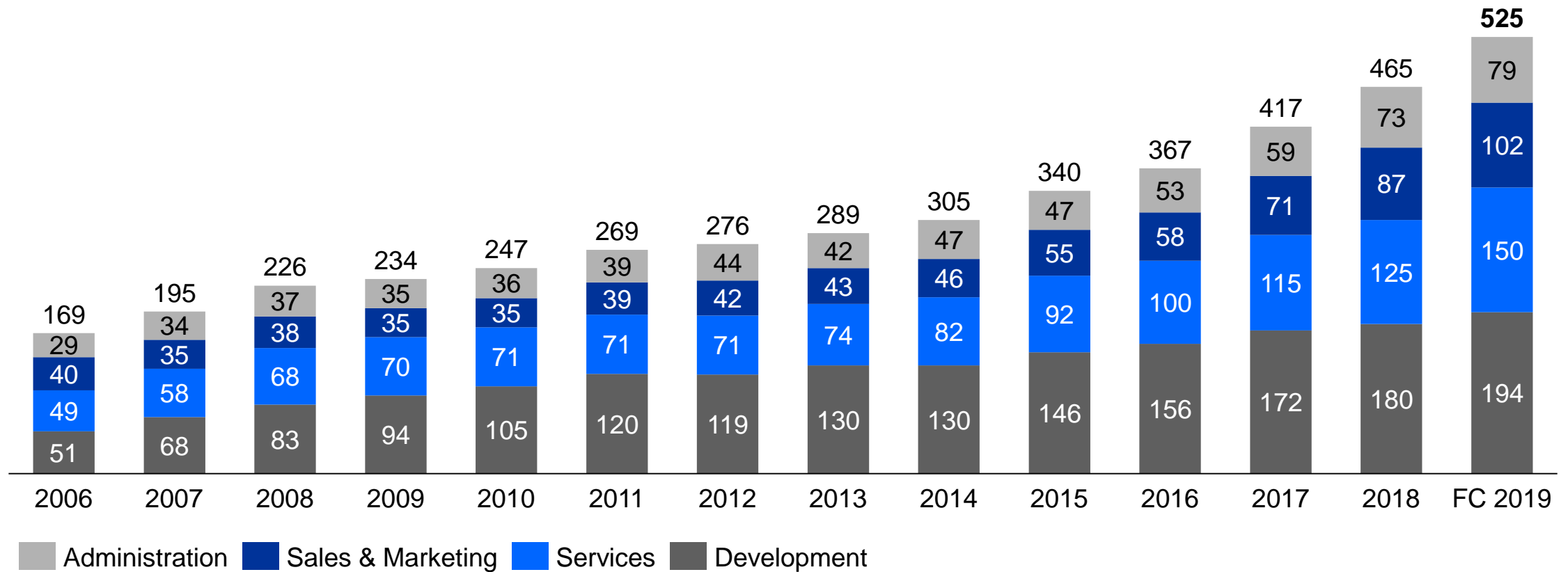




Thank You for Your Attention!

Attachments

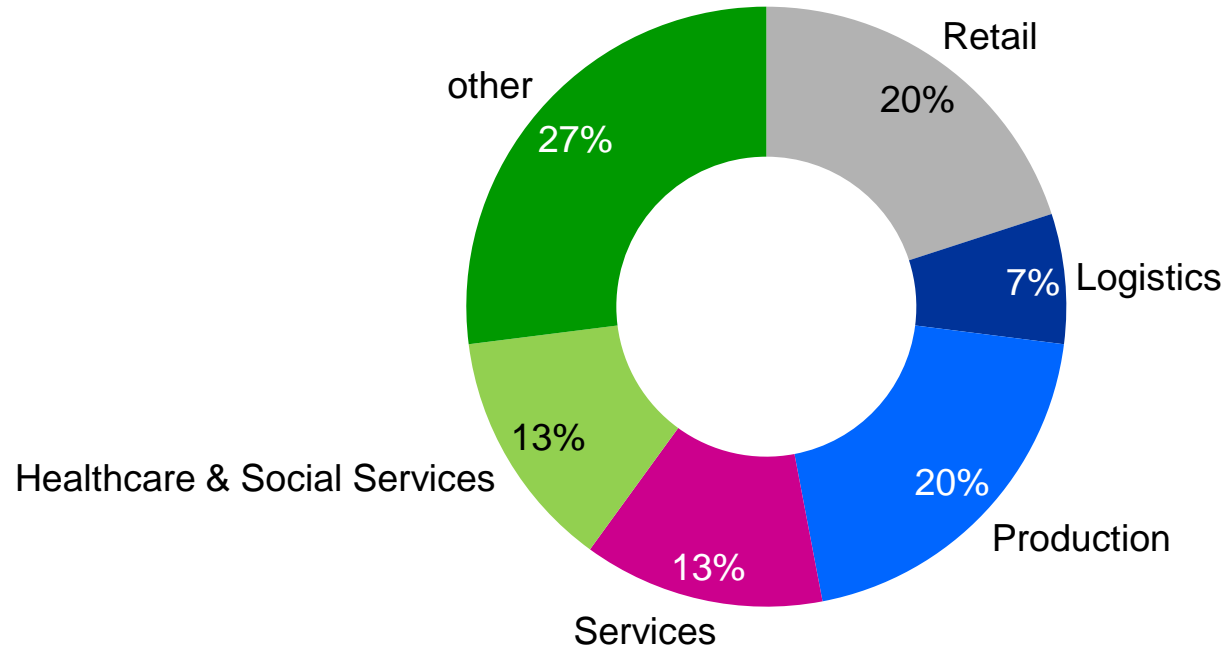
Continuous Expansion of Personnel Capacities



Focused on development and services personnel.

The proportion of those two groups in terms of total personnel has increased by 7% from 2006 to 2018.

Workforce Management Market Sales by Segment

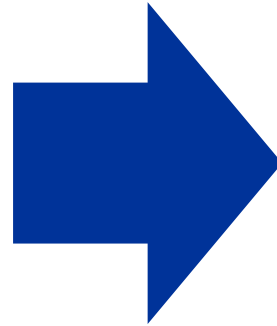


- The three largest customers account for less than 10 percent of company's sales.

Gartner study: Today, there is no single provider that can offer workforce management across all regions and segments

There is no single, homogeneous workforce management (WFM) software market. Markets have evolved by industry, **geography**, organization size [...].

Gartner, Inc. (2014)



- As of today, there is **no provider** that can offer workforce management with unlimited productivity **on a global level**
- International customers have to limit themselves to decentralised, regional solutions.

Need for change

Regulatory scheme in mainland Europe requires different approach than in the US to be successful

T&A in mainland Europe is dominated by sheer endless number of rules & regulations

Differences in regulatory environment between Europe and US lead to very complex and individual legal frameworks in CE due to:

- Strong unions and workers council
- Extremely high individuality of company agreements
- High regional diversity of collective labour agreements
- By design, extensive room for interpretation of rules in Europe

→ tens of thousands of variations of legal requirements

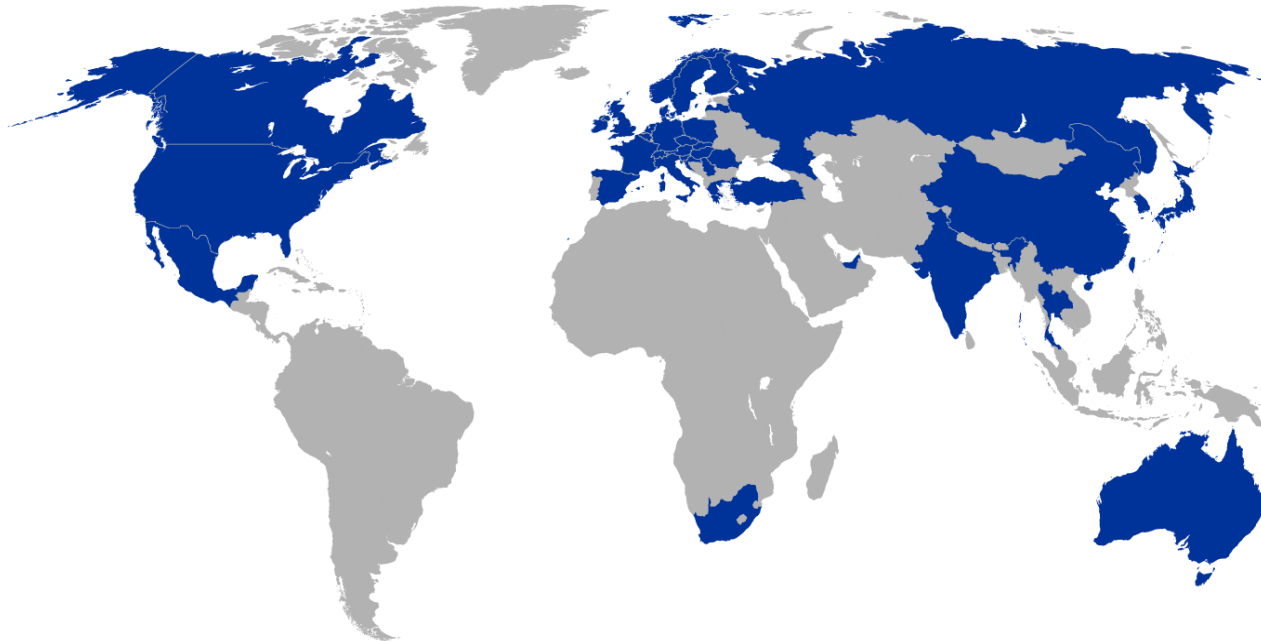
Vendors without powerful rules engine fail in mainland Europe

Compliance with magnitude of requirements can only be accomplished by a **generic, broad and very powerful rules engine** and **NOT** by customer specific programming

→ Vendors who run T&A based on narrow, standardized rule framework and solve individualism through non-upgradable programming, **shipwreck in the face of the diverse European rules and regulations**

ATOSS continuously expands international footprint to further develop service offerings for global customers

ATOSS solutions run in 42 countries worldwide



International setup

- Localized for 42 countries
- 9 standard languages + easy dictionary function for entire solution
- Team of 120 consultants offering support in 6 different languages (EN, DE, FR, ES, NL, PL)
- Central 2nd level support team in DE, EN, NL, FR (as of Q3)

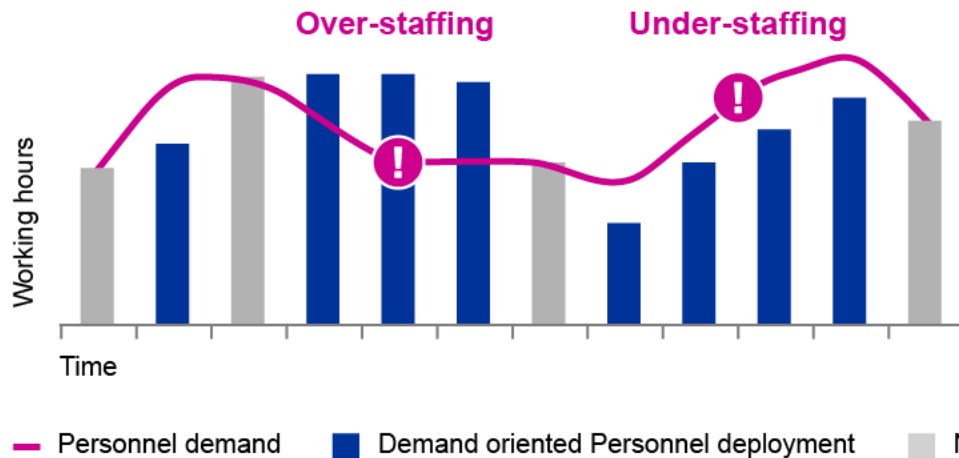
Highly flexible, demand-optimized workforce scheduling

Digital Workforce Management

Current situation

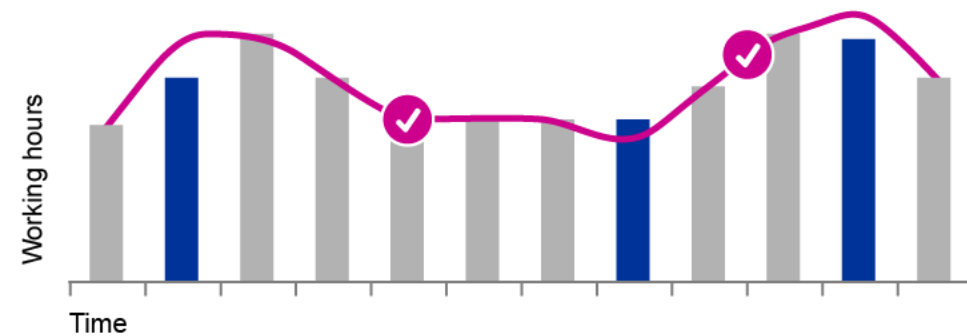
Fluctuation in demand

Little flexibility and long response times



Goal

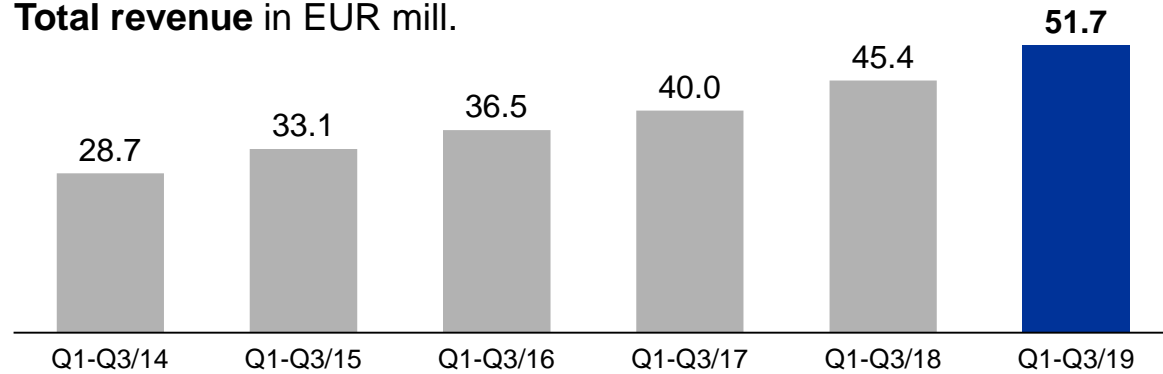
Demand and cost-optimized synchronization of working time and order volume



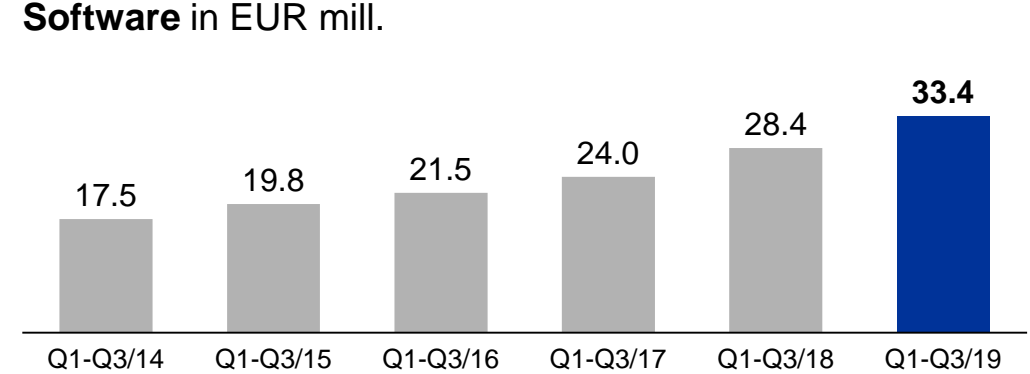
Continuous growth

Key figures in Q1-Q3 2019

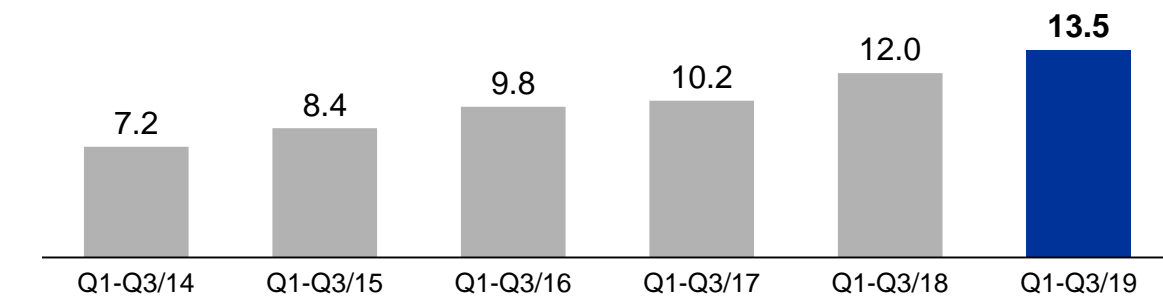
Total revenue in EUR mill.



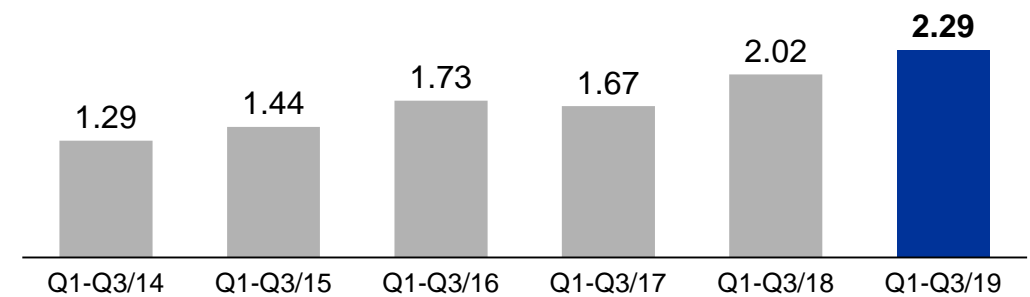
Software in EUR mill.



EBIT in EUR mill.



EPS in EUR



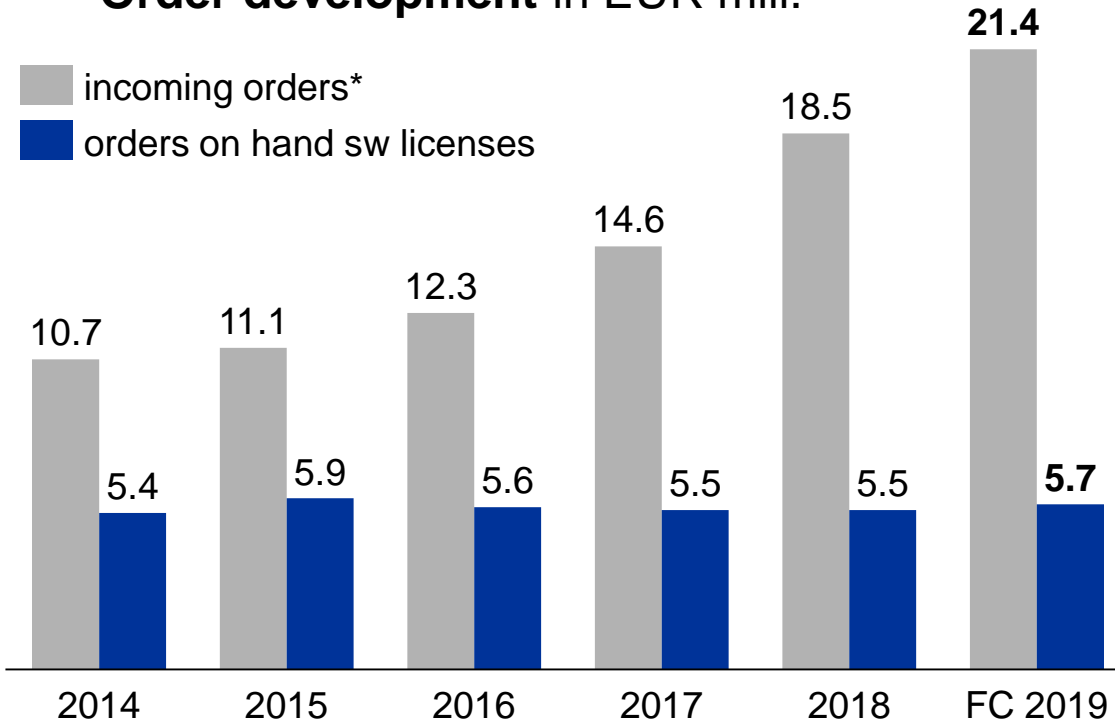
Total sales 14 percent higher, software sales 18 percent higher

Operating profits rose by 12 percent according to expectations as a result of the planned future investments

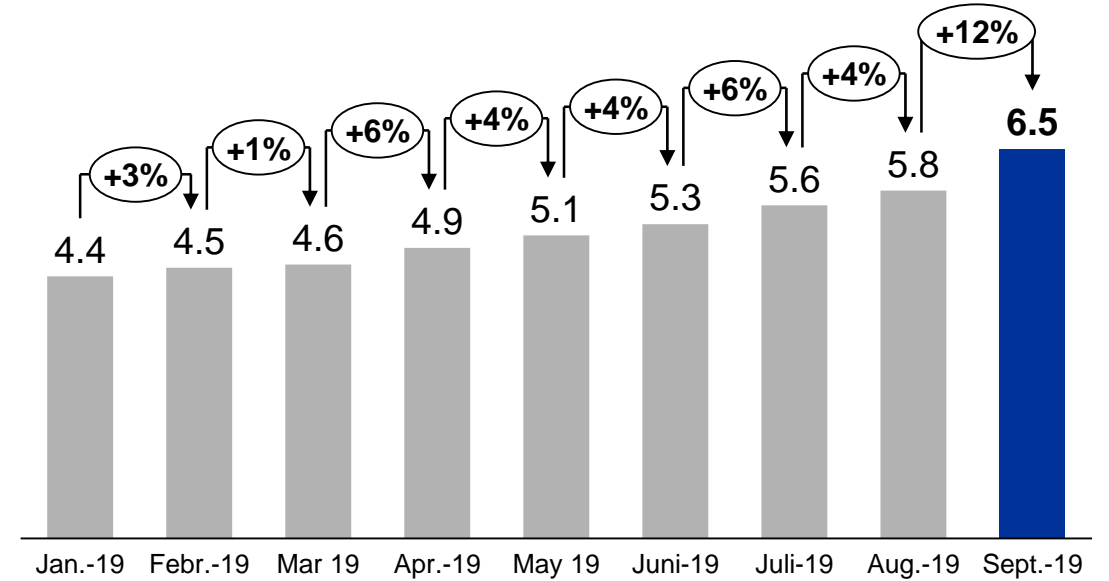
Forecast 2019 with an EBIT margin of 25 to 28 percent unchanged

ATOSS Cloud Transformation

Order development in EUR mill.



Cloud ARR: Monthly development in EUR mill**



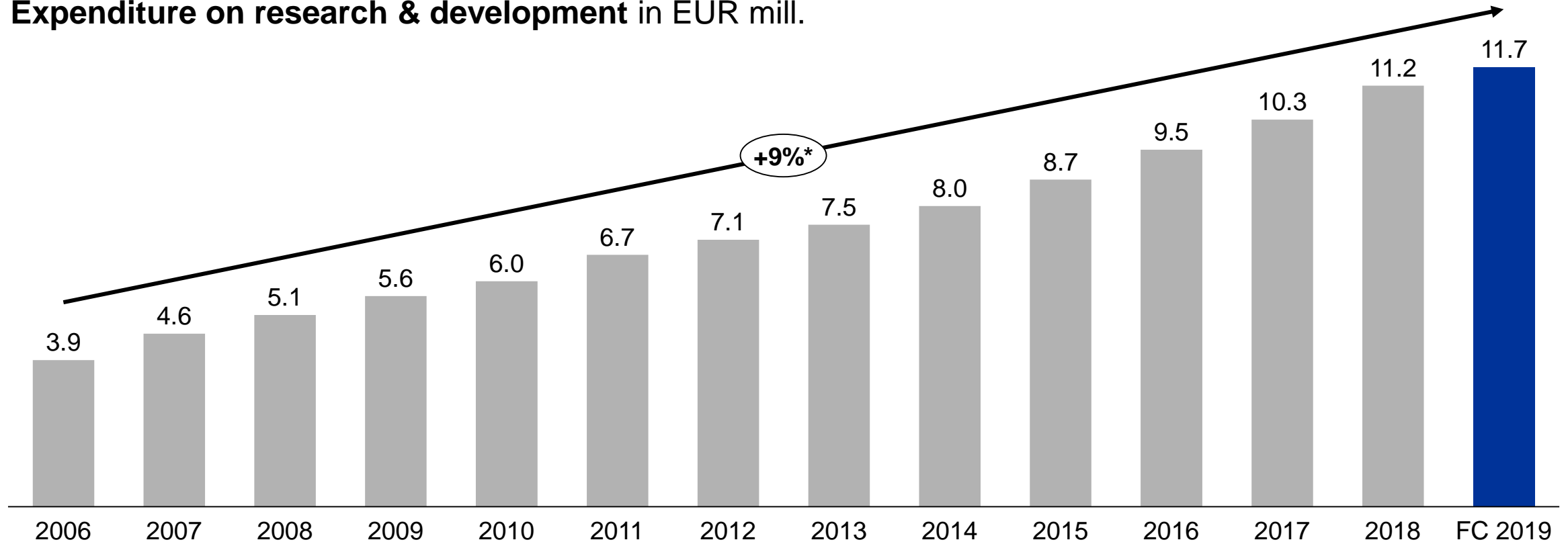
The strong demand for our software licenses and cloud solutions provides an excellent basis for further development of ATOSS

*Software Licenses incl. software components of contracted cloud solutions

** ARR (Annual Recurring Revenue) comprises the turnover generated by the company over the next 12 months on the basis of current monthly cloud usage fees applicable as of the qualifying date

Continuous, ongoing Investments in Research & Development

Expenditure on research & development in EUR mill.



Continuous increase in development expenditures ensuring the future of our products.

ATOSS customer benefit from advanced, leading edge solutions.

*Av. growth rate

Financial Highlights

Development over 13 Record Years

+207%

Total sales

+233%

Software licenses sales

+257%

Consulting sales

2006

–

2018

+177%

Capital investment on R&D

+2,906%

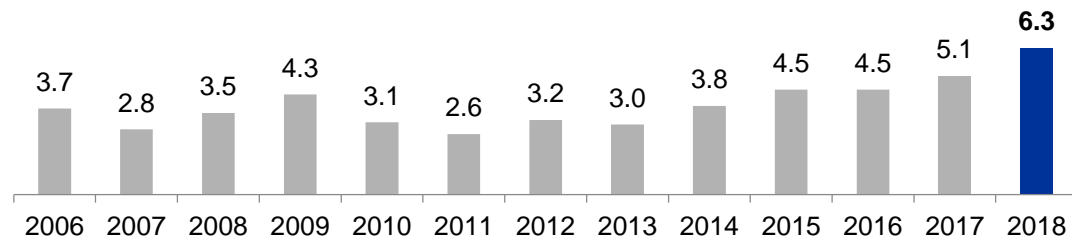
EBIT

+2,242%

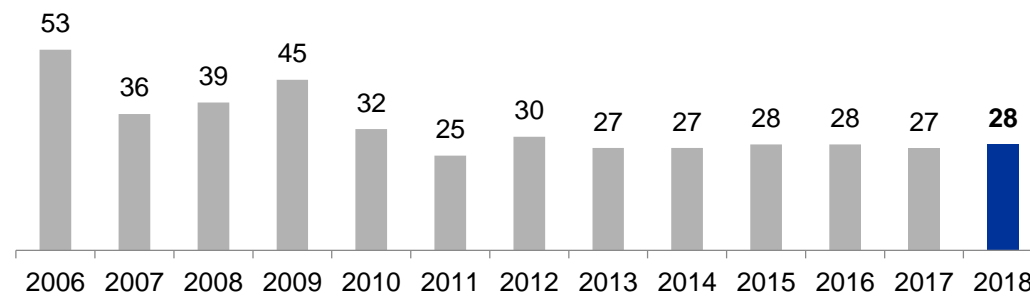
EPS

Benchmark for Customer Satisfaction and Stability

Receivables
in EUR mill.



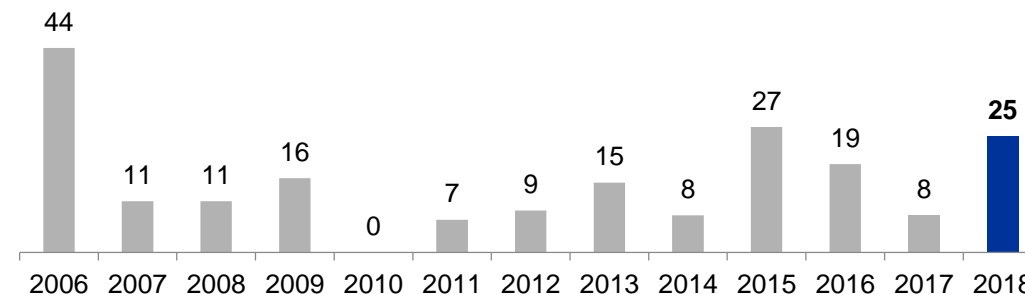
Collection period
in days*



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

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

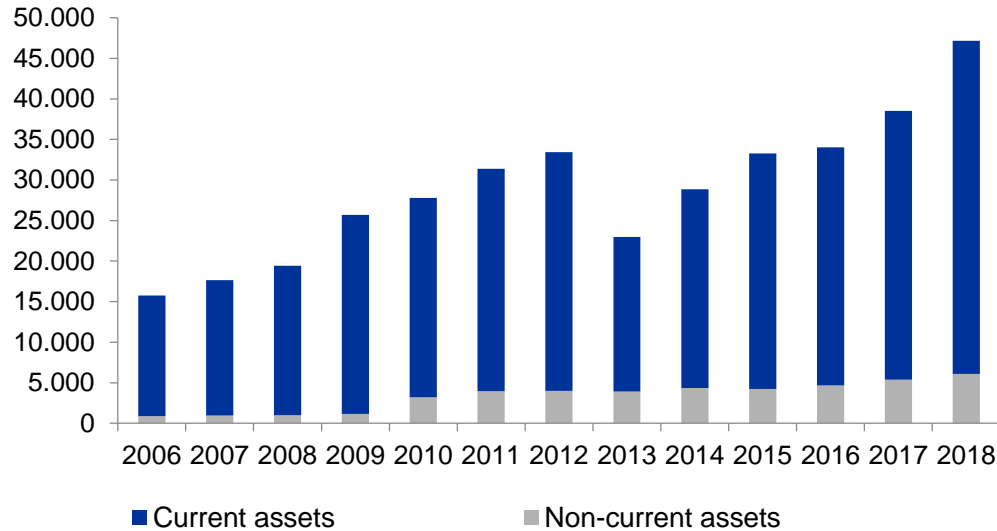
Value adjustments
in kEUR



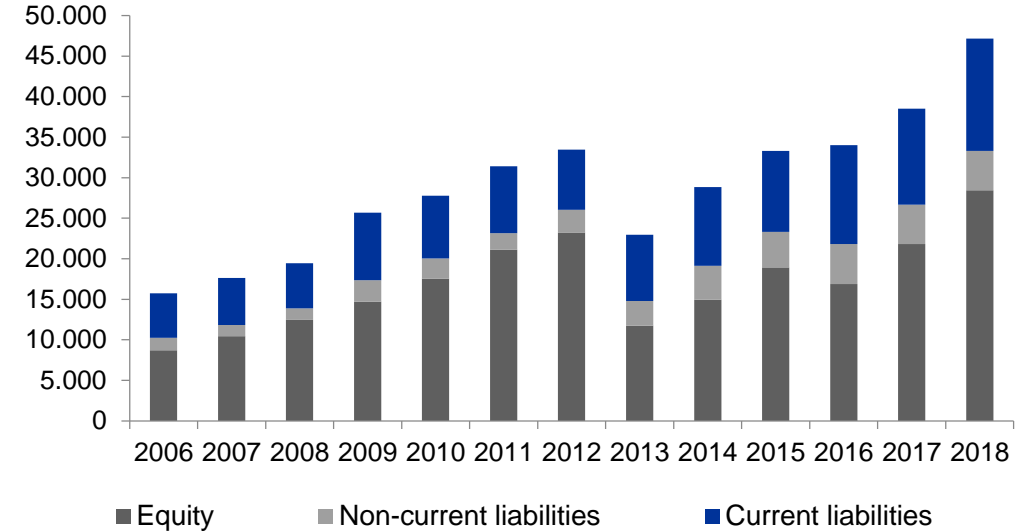
*Gross receivables : Gross sales x 365
As of 12/31/2018

Balance Sheet Structure 2006 – 2018

Assets in kEUR



Equity & Liabilities in kEUR



Sound structure of balance sheet

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

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

ATOSS Full Range Strategy

Crewmeister – Simple & Affordable Workforce Management in the Cloud

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



- Simple
- Affordable
- Mobile
- Online
- No implementation

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

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ATOSS Software AG 2019