

Excellence in Workforce Management

ATOSS Software AG

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
- 06 ATOSS Key Figures Q3I2020

An aerial photograph of Munich, Germany, featuring the iconic statue of the Virgin Mary in the foreground. The statue is a large, blue-green bronze figure with a golden halo and a book in her left hand, standing on a pedestal. The background shows the city's dense urban landscape with various buildings, including a prominent dome, and a hazy horizon under a soft, golden light.

01

Key Investment Highlights & Market

CITY OF MUNICH | Services

ATOSS Annual Report 2019

© Rainer Viertlböck, Der neue Blick auf München

01 ATOSS – Outstanding on key levels

Highlights

>30 years
of experience in the
market

ATOSS is first
mover and
innovator
in the field of
workforce
management

Double-digit
revenue growth
(14% CAGR 2017-2019)



Market leader
for workforce
management in
DACH

42
countries worldwide, thereof 28 in Europe

+60%
CF¹ to EBIT ratio

Top line visibility
as stock corporation



9
Currently available
software languages



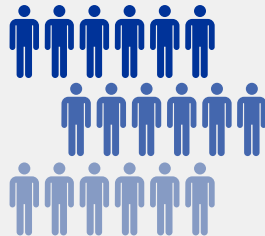
+27%
EBIT margin

500+
employees



8,000+ customers
worldwide from SMB
to blue chips

~3.4million
Employees managed
with ATOSS solutions



Technology &
development leader with
R&D expenditure of
~17% of sales



Recurring revenues
reinforced by increased
share of SaaS



Profound
understanding
of customer needs



¹ Operating cash flow

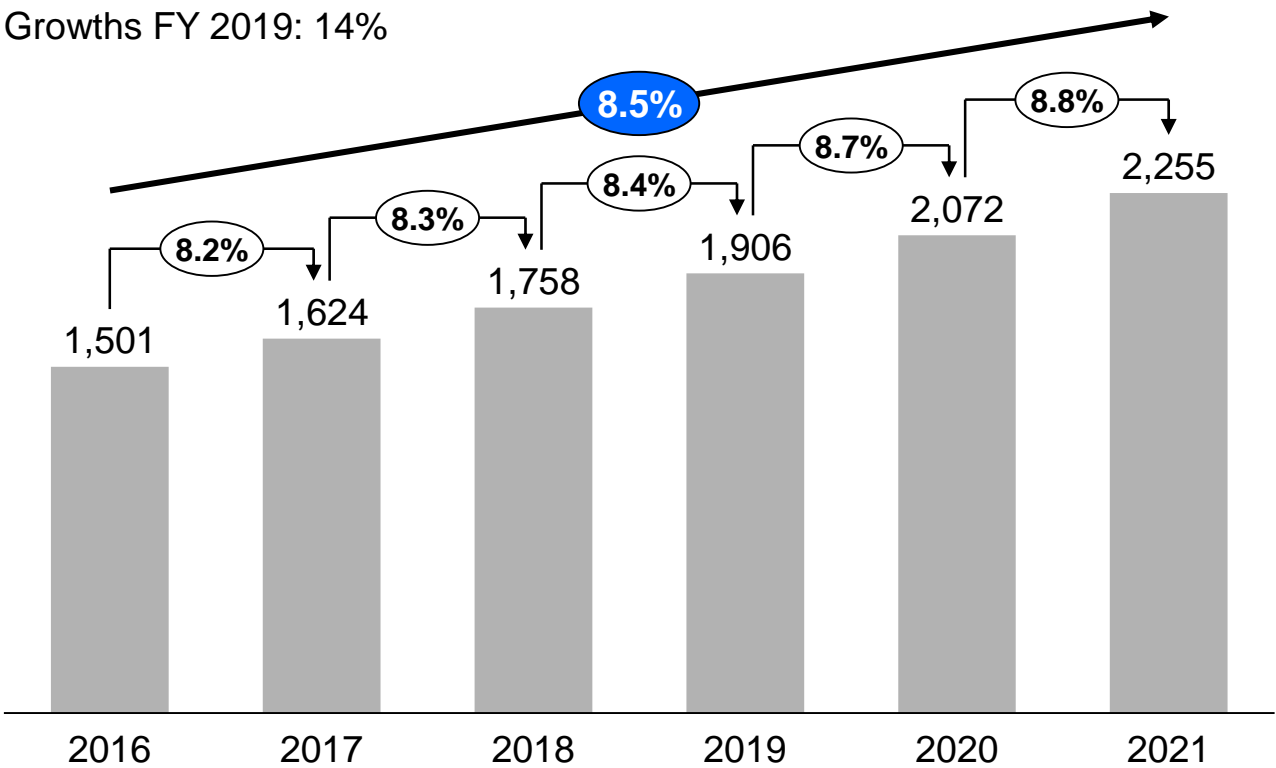
01 Workforce Management Market

Market Overview EMEA

EMEA Workforce Management Software Size (2016-2021) in \$mm



Growths FY 2019: 14%



Source: Technavio, introduced on January 1, 2015

Main growths drivers:

- Increasing HR software spend due to sustained focus on employee satisfaction
- Ongoing globalization of organizations driving demand for data analytics and predictive analytics as well as information sharing across company networks



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





02

Workforce Management @ ATOSS

EBM-PAPST | Manufacturing

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© Philipp Reinhard, 2019

02 Workforce Management in a Nutshell

Efficiency via Highly Flexible Staff Deployment

ATOSS helps companies to have ...

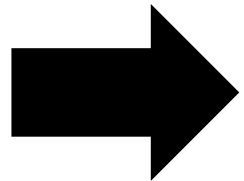
the right employees,

with the right qualifications,

at the right time,

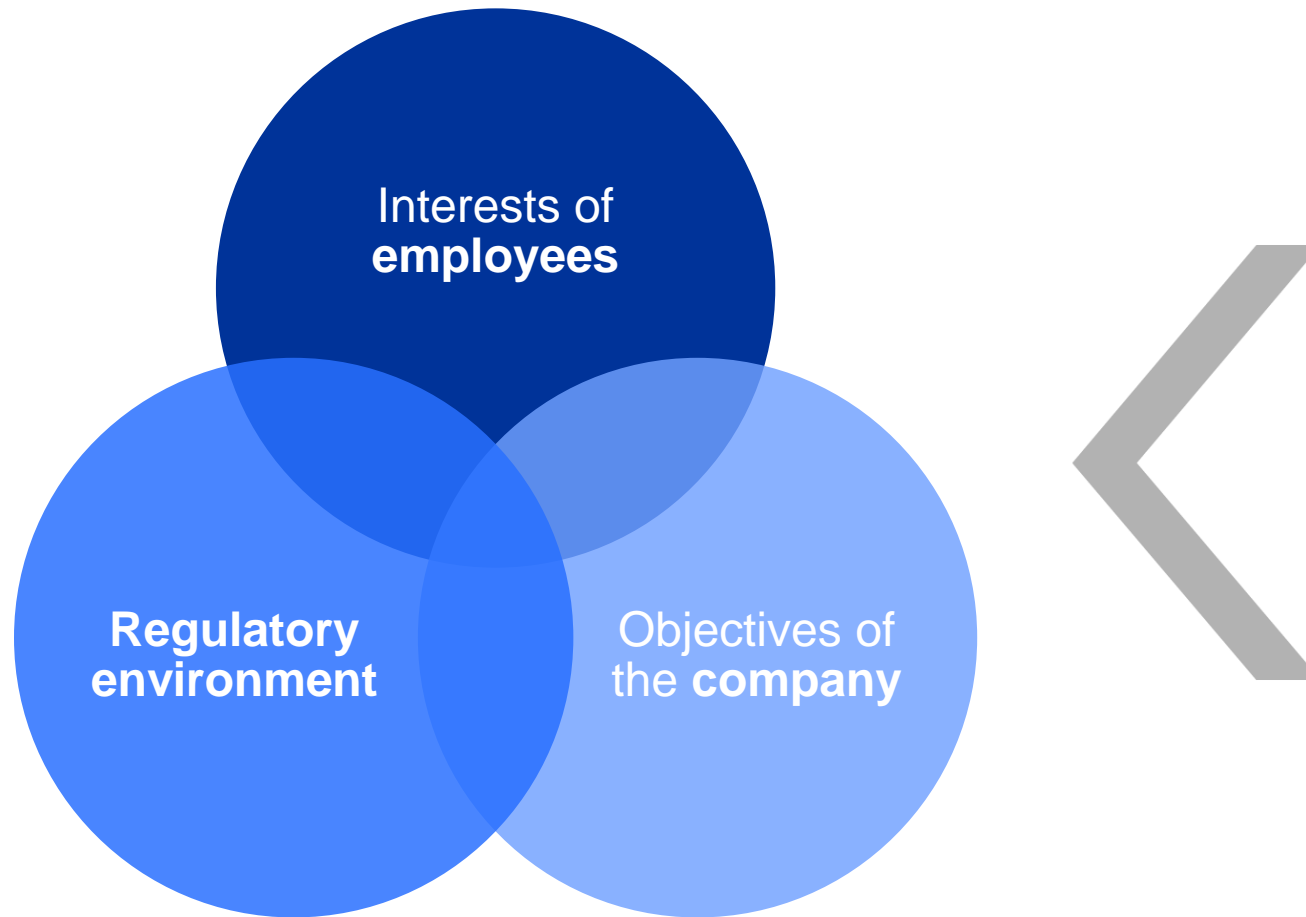
at the right place,

... cost optimised!



02 Managing Complexity

Workforce Management



ATOSS Workforce Management enables

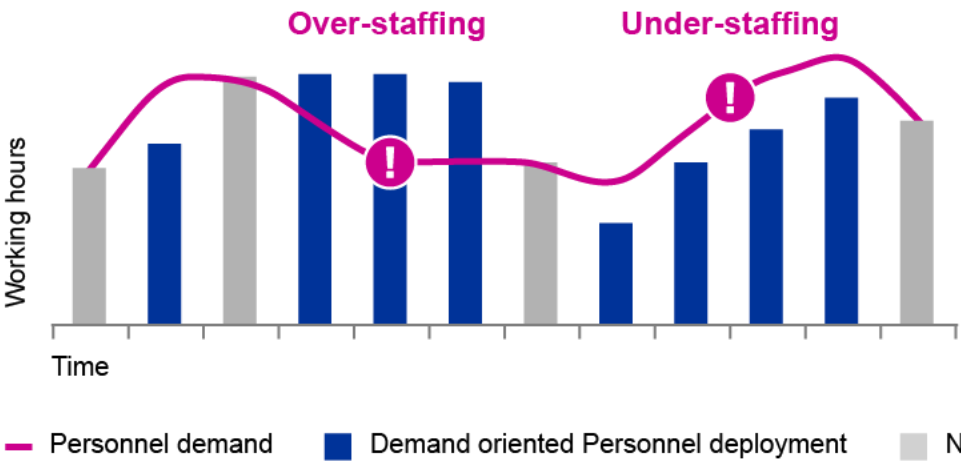
- Aggregation of all relevant interest groups
- Optimal workforce management

02 Highly flexible, demand-optimized workforce scheduling

Digital Workforce Management

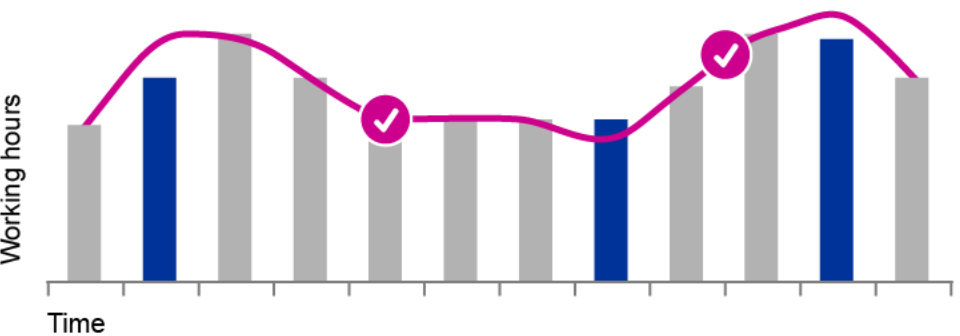
Current situation

Fluctuation in demand
Little flexibility and long response times



Goal

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



02 Challenges for companies in the era of the coronavirus

Five hurdles in opening the economy

1	Health Protection
2	Staff shortages
3	Disrupted logistics and cracks in the supply chains
4	Lack of orders and slow approval procedures
5	Financial bottlenecks



Source: Handelsblatt | 20.04.2020

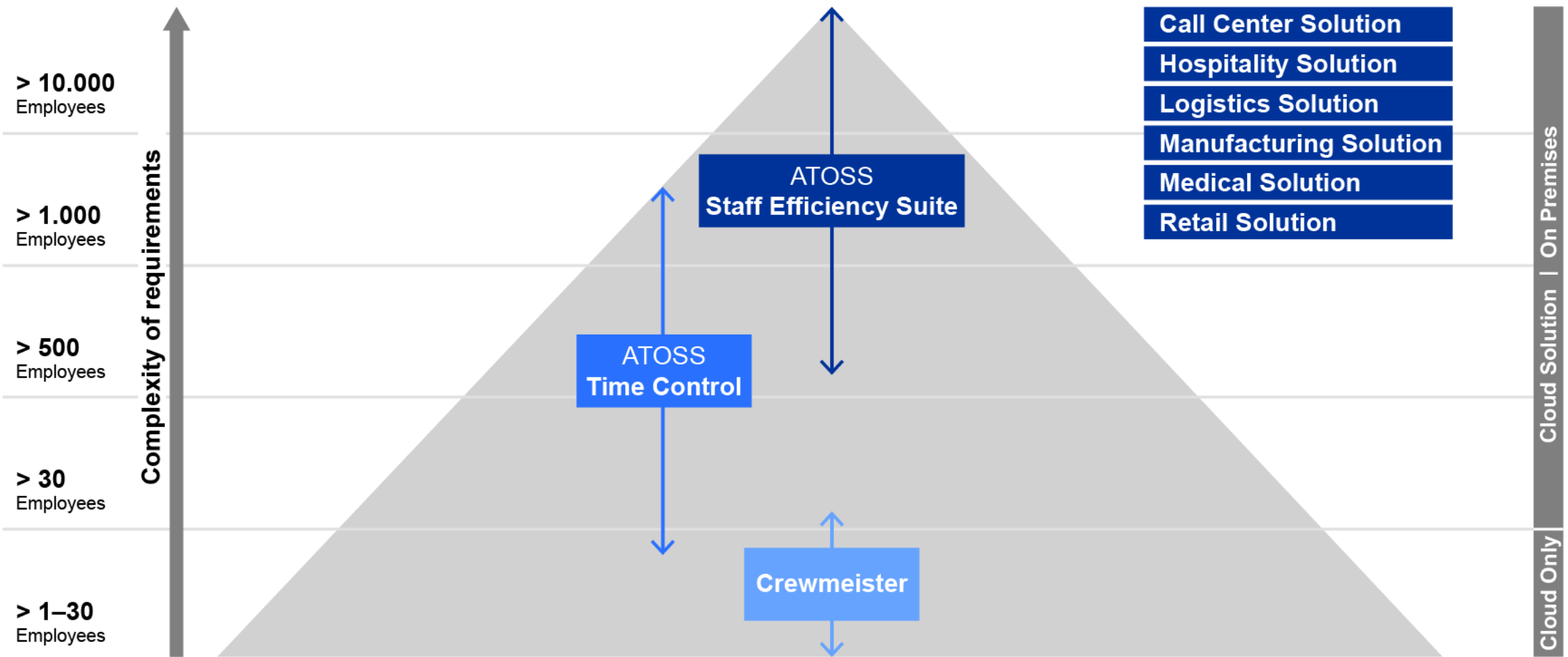
03 Go to Market Strategy

LACOSTE | Retail
ATOSS Annual Report 2019

© BLENDE11 FOTOGRAFEN

03 ATOSS Product Portfolio

As full-range provider, we offer solutions for every requirement



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

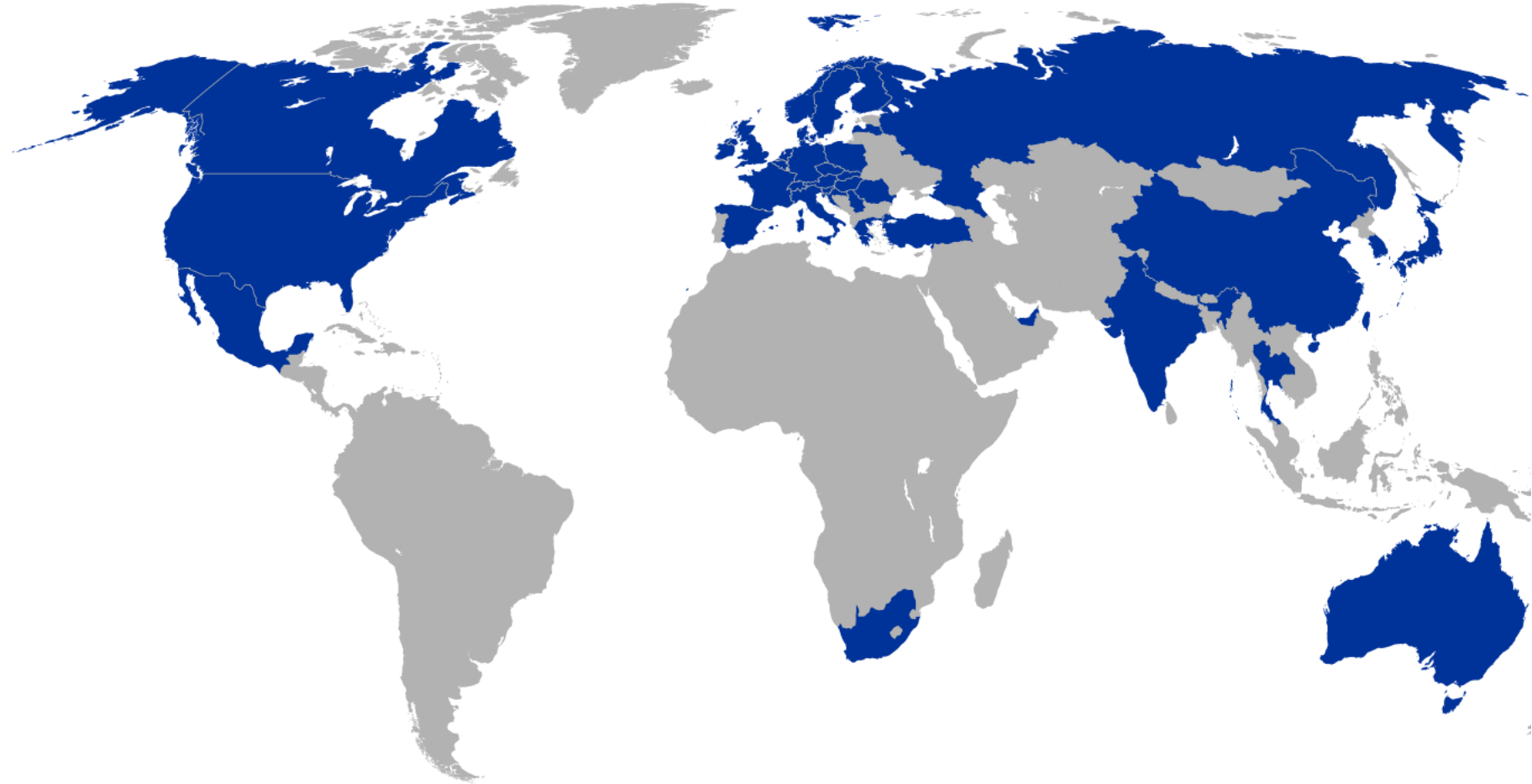
International Revenue Share increases from 15% to 25% by 2025

**ATOSS Solutions
currently in 42 countries
(9 standard languages +
easy dictionary function
for entire solution)**

ATOSS Strategy

- **Expand regional Sales & Service Hubs**
- **Set Up International Strategic Partners (Hyperscaler, Solution Partner)**

- ## ATOSS Strategy
- **Expand regional Sales & Service Hubs**
 - **Set Up International Strategic Partners (Hyperscaler, Solution Partner)**



03 ATOSS Full Range Strategy

Crewmeister continues successful development



Highlights

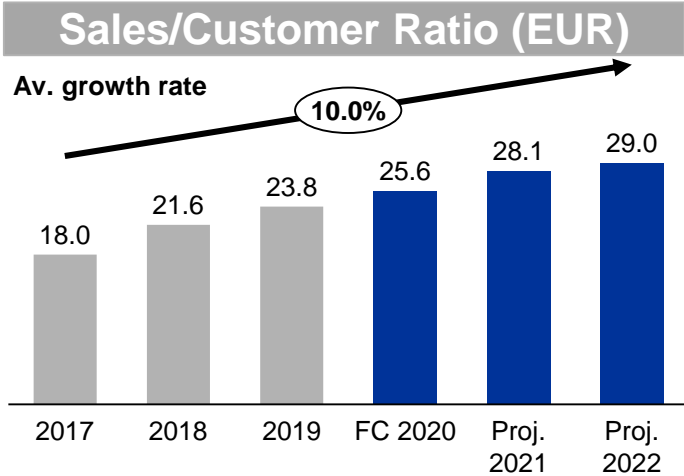
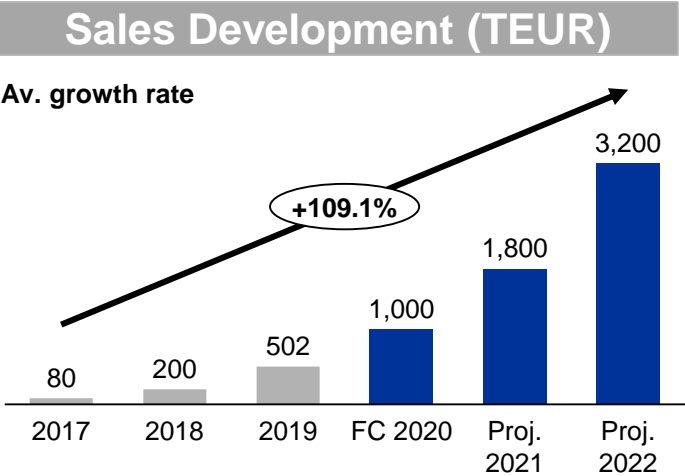
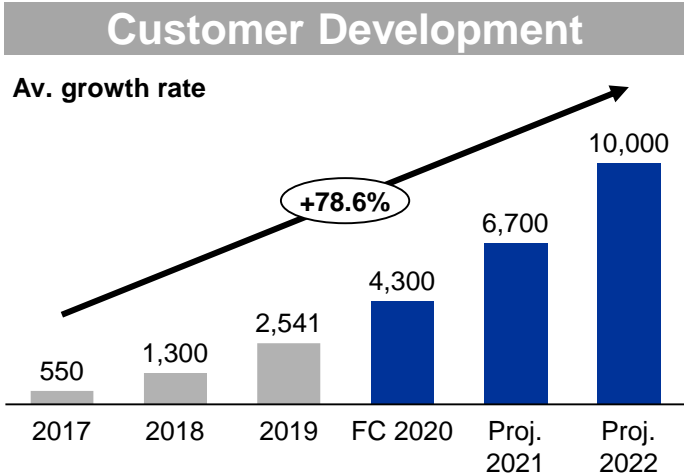
- Customers more than quadrupled in two years
- New product features developed
- High customer satisfaction

Key metrics

- Av. Customer Acquisition costs (CAC*): 300 EUR
- Av. Customer Lifetime Value (CLTV**): 1.150 EUR
- CLTV/CAC-Ratio: 3.83
- Av. Monthly Churnrate***: 1.6%
- Cloud Gross Margin: +70%

Outlook

- Continued growth of more than 100% p.a. expected
- Ongoing increase in sales per customer expected (new product features)
- Impact Covid 19:
 - Increase in Churn
 - More agility in customer acquisition



* **CAC** (Customer acquisition cost) (09/2020): 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) (09/2020): estimate of all the future gross profits to be accumulated from a relationship with a given customers
*** **Churnrate**: Ratio, in the current year/month, of customer terminations (number) and the total number of customers (number) with an existing contract at the end of the year/month





04

ATOSS KPI's and Cloud Transformation

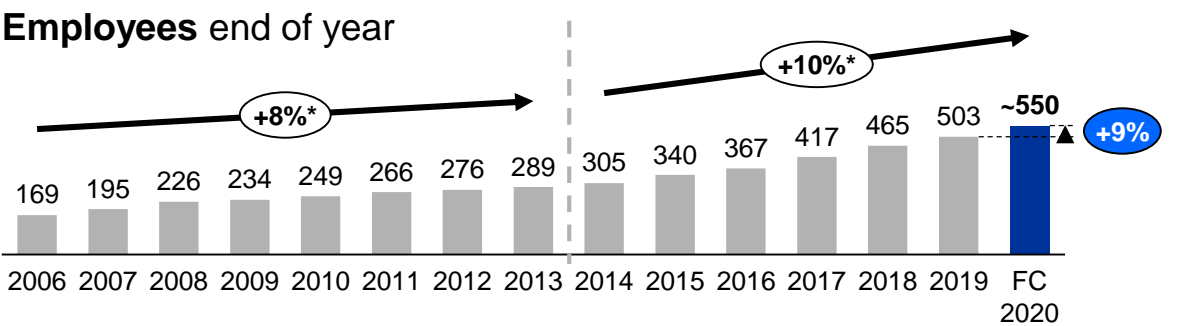
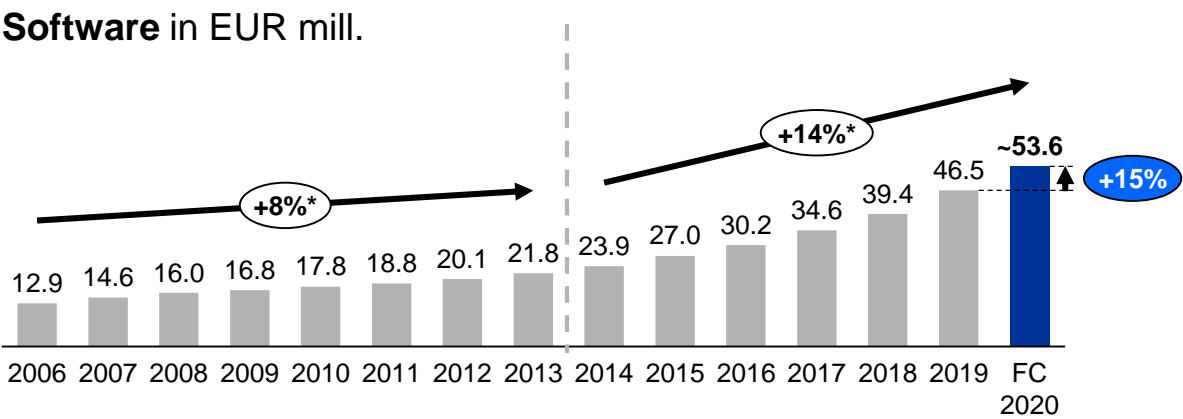
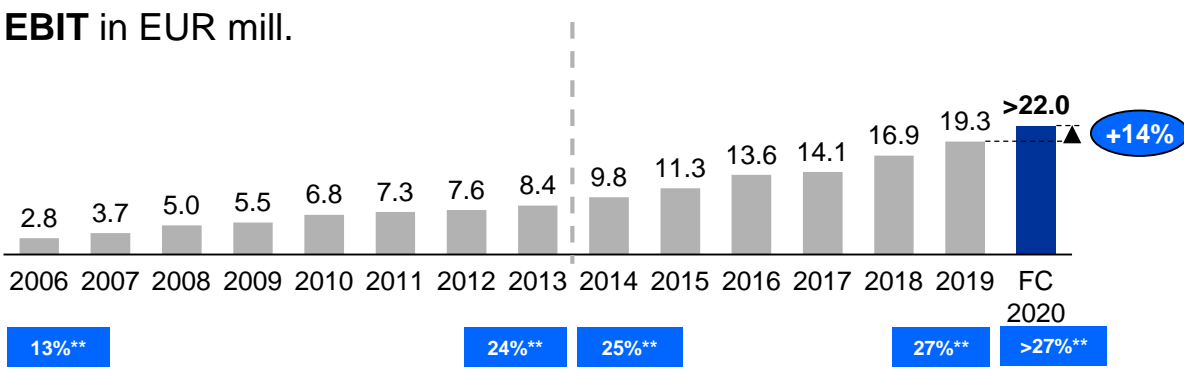
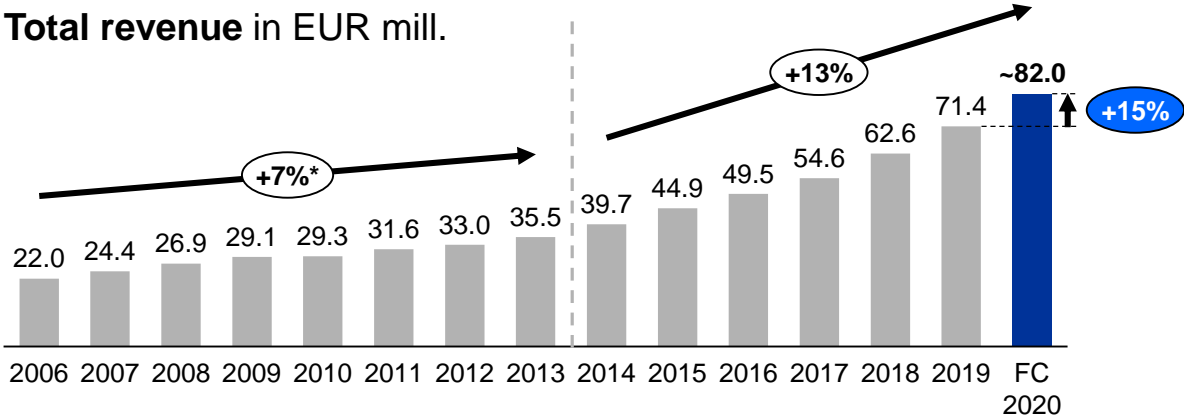
DB SCHENKER | Logistics

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© DB AG / MAX LAUTENSCHLAEGER

04 ATOSS – 15th Record Year anticipated

Running like Clockwork



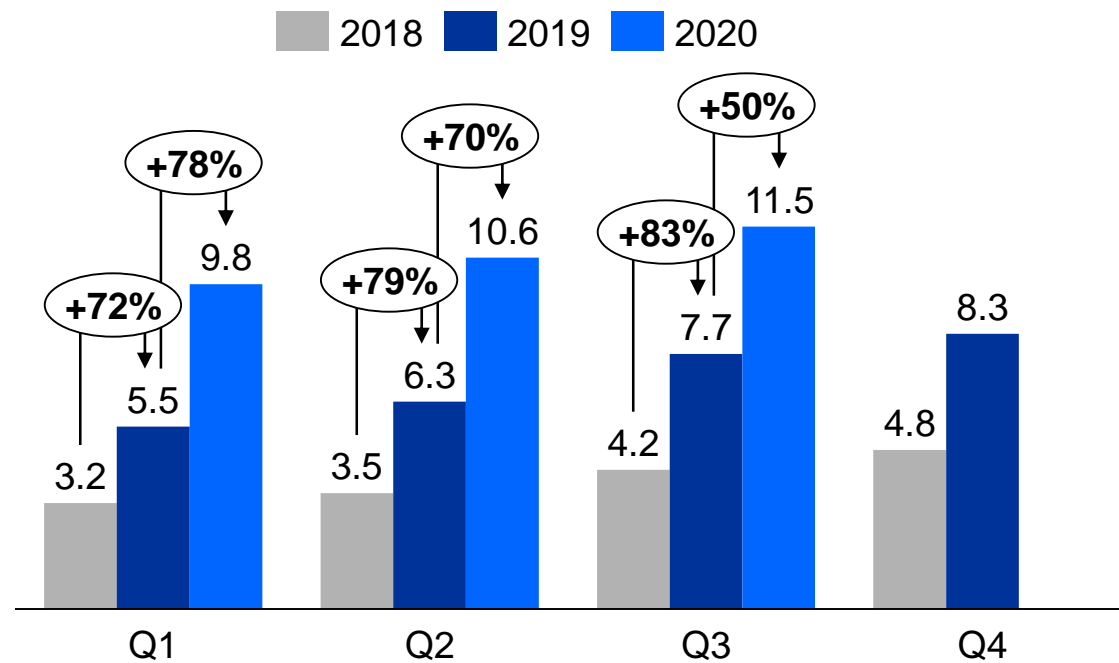
- Stable sales and continued positive earnings development
- Long-term security for our customers
- Consistent ongoing investments in portfolio and technology

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

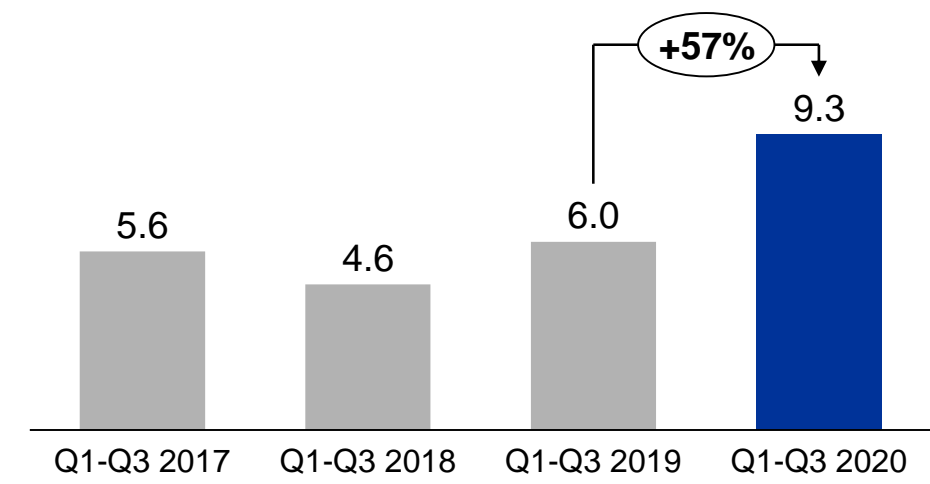


04 ATOSS Order Situation

Cloud ARR*: Quarterly development in EUR mill.



Orders on hand sw licenses in EUR mill.



- The strong demand for our cloud solutions and software licenses and provides an excellent basis for further development of ATOSS
- Average cloud contract duration – 42 months

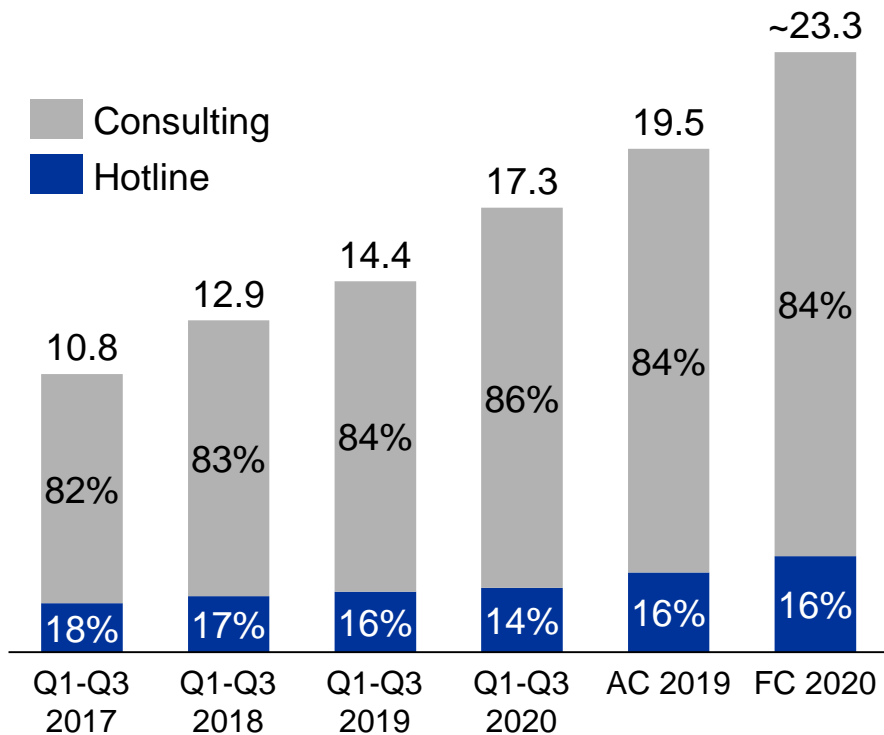
* ARR (Annual Recurring Revenue) comprises the turnover generated by the company over the next 12 months on the basis of current monthly cloud usage fees applicable as of the qualifying date incl. Crewmeister



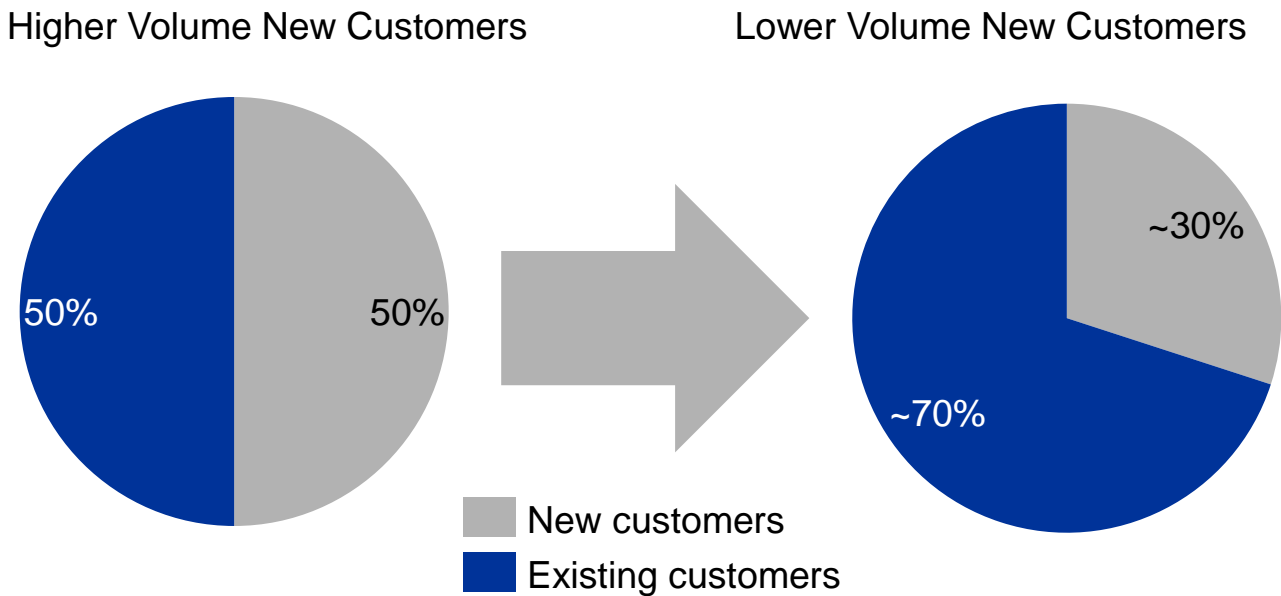
04 Capacity Utilization

Customer Services and Support

Consulting revenue in EUR mill.



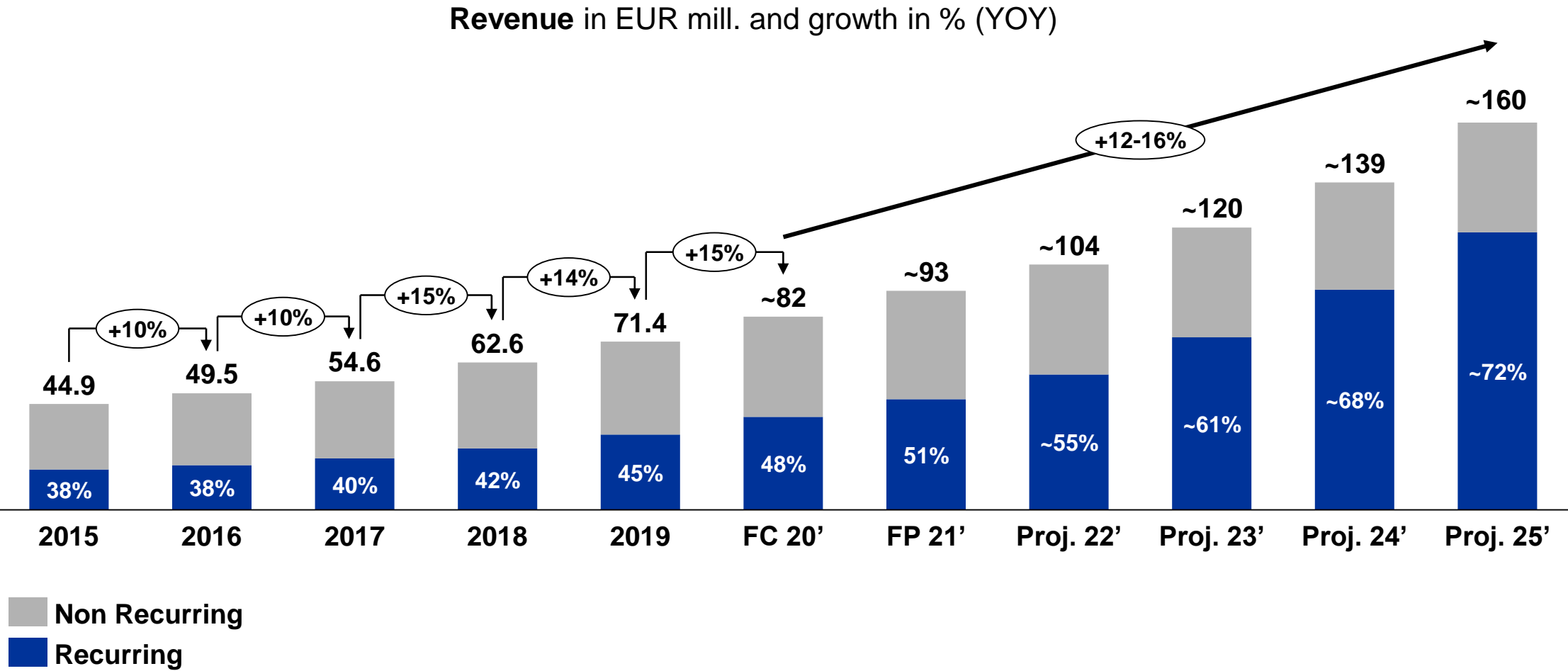
Scenario: Agile Utilization of Consulting Capacity in %



- Strong order development and shift to existing customers ensure high utilization of ATOSS Consulting Capacity in 2020
- Hotline services as another source of recurring revenues

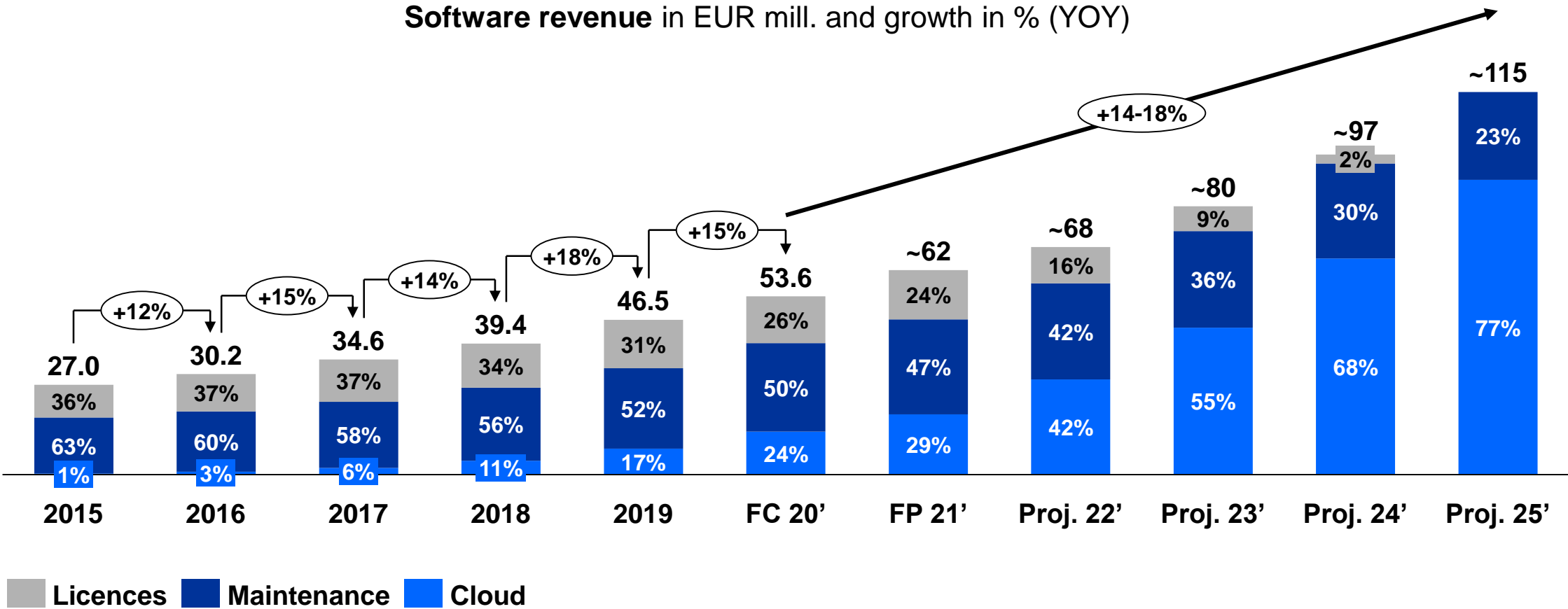
04 ATOSS Cloud Transformation

Growth Leading the Way for Increased Recurring Revenue (Model Projectory)



04 ATOSS Cloud Transformation (accelerated Model as of 2021)

Growth Leading the Way for Increased Recurring Revenue (Model Projectory)



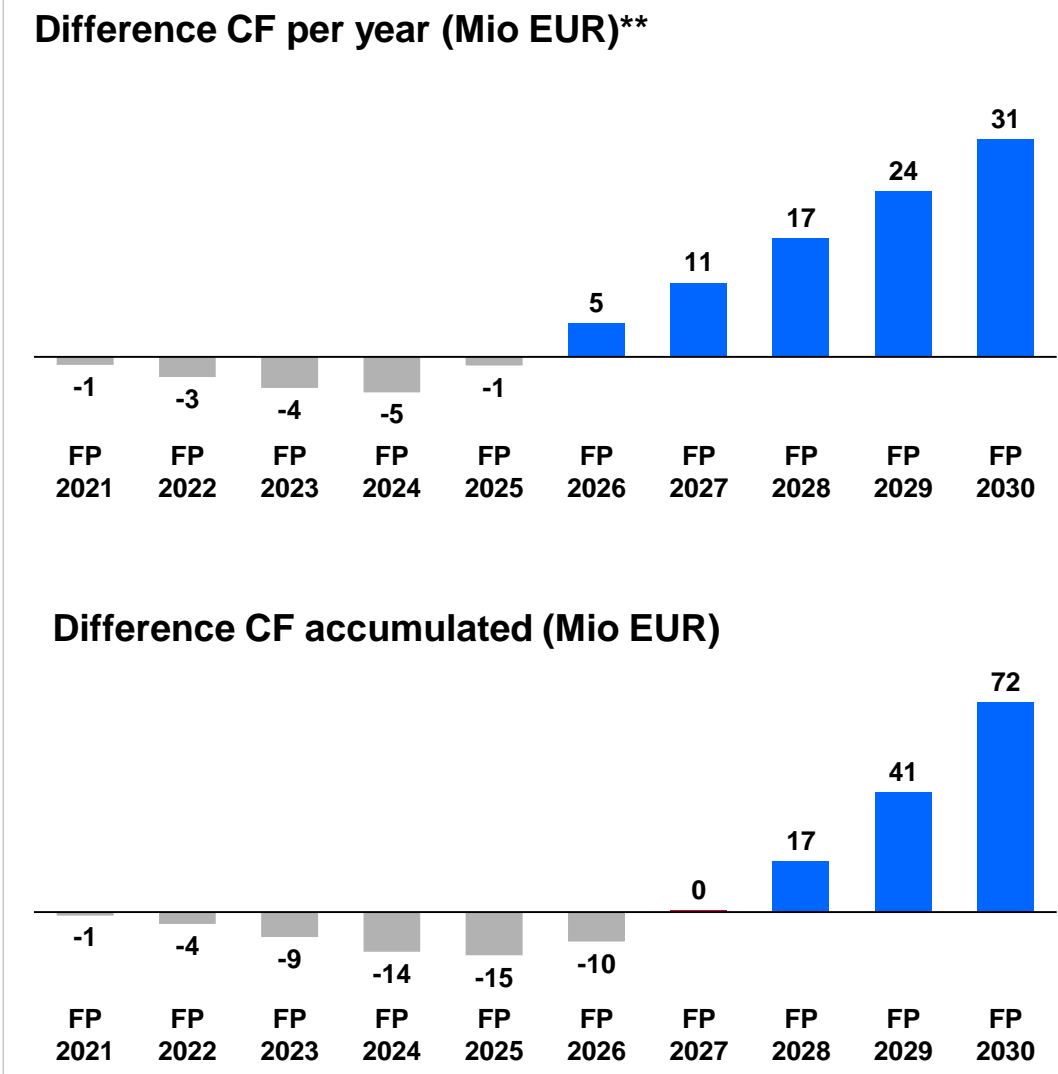
04 Results of Accelerated Cloud Transformation: Software Sales*

Current base model vs. Accelerated Cloud Transformation model

- Success in Cloud Transformation since 2015 sets the case for low Cash flow impact during accelerated cloud transformation.
- Significant positive effect on future Cash flow opens margin and/or future investment opportunities
- Assumption:
 - Effects for **Cash flow** will be similar to effects in sales
 - Investments in product rolled over at cost to sales ratio of 18% for R&D from 2021 onwards (2020e: 17%)

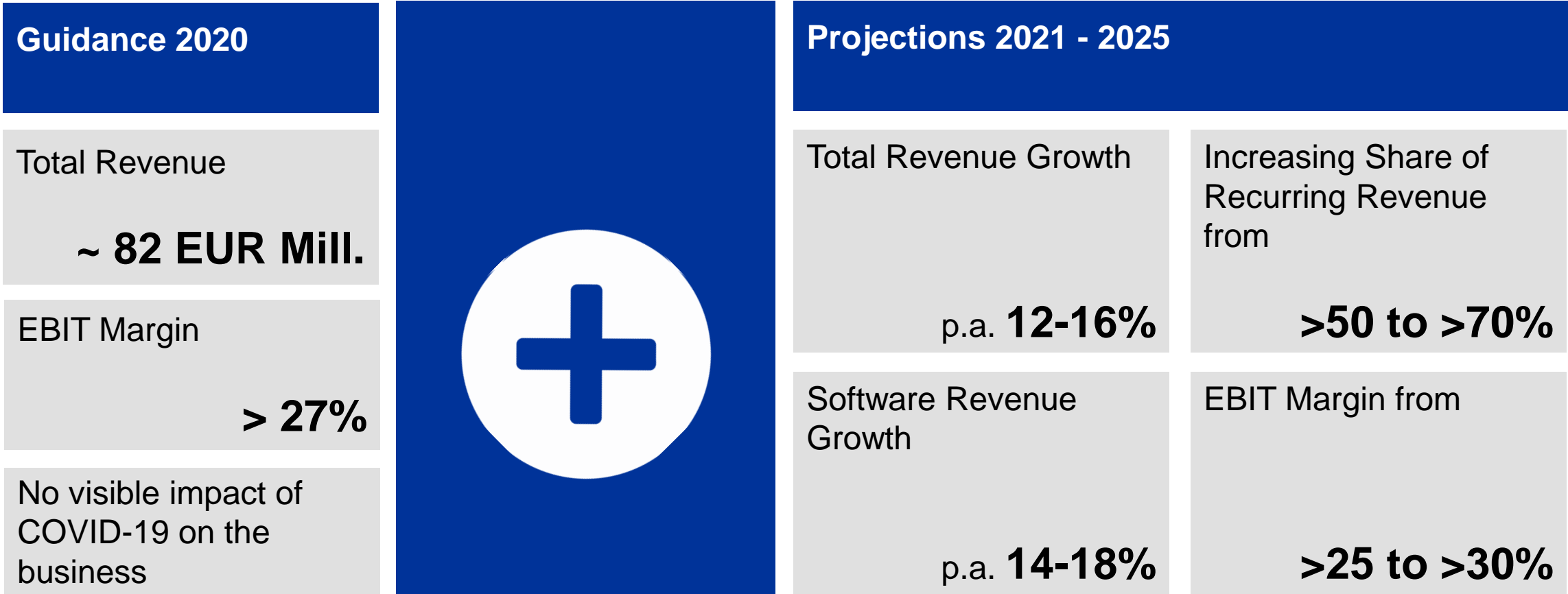
* Software Licences, Maintenance and Cloud incl. Aloud

** without considering TVM (Time Value Money)



04 ATOSS – Growth Projections 2020 – 2025

Strong Growth and Margins while building Recurring Revenue



05 The ATOSS Share

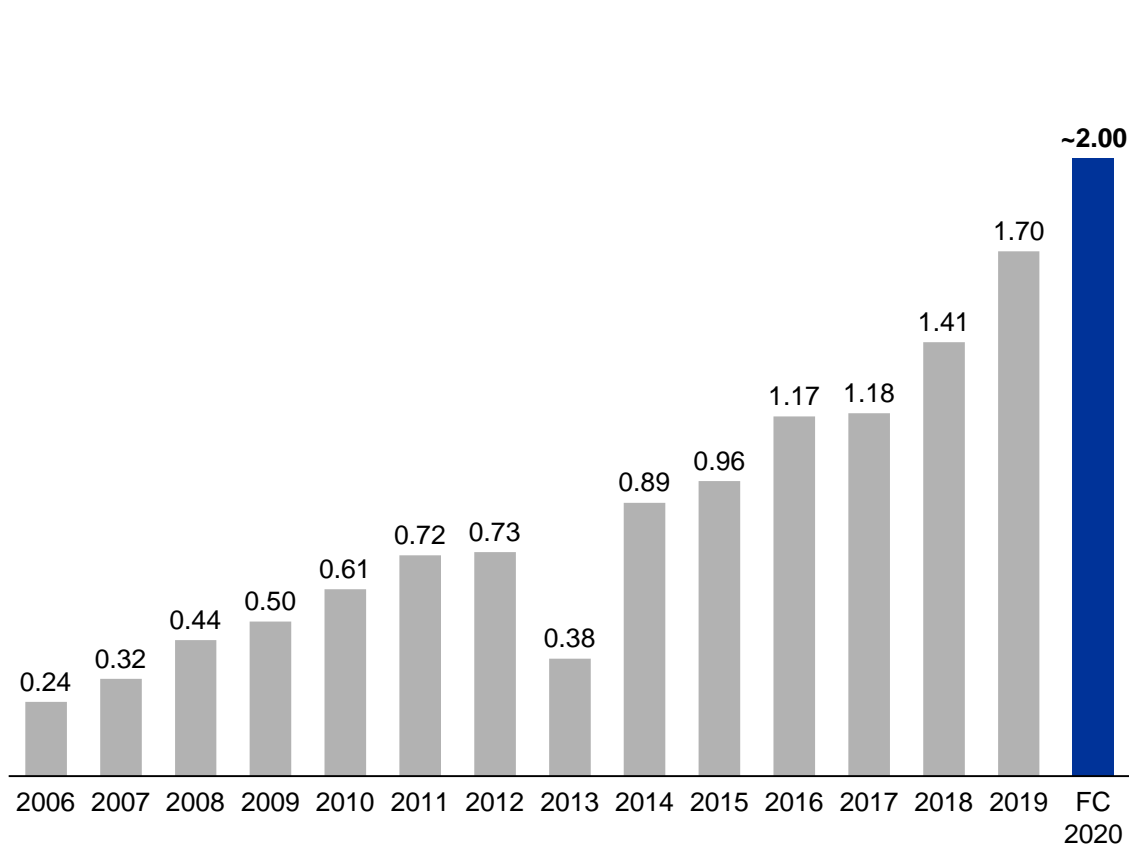
MEDGATE | Healthcare & social services
ATOSS Annual Report 2019

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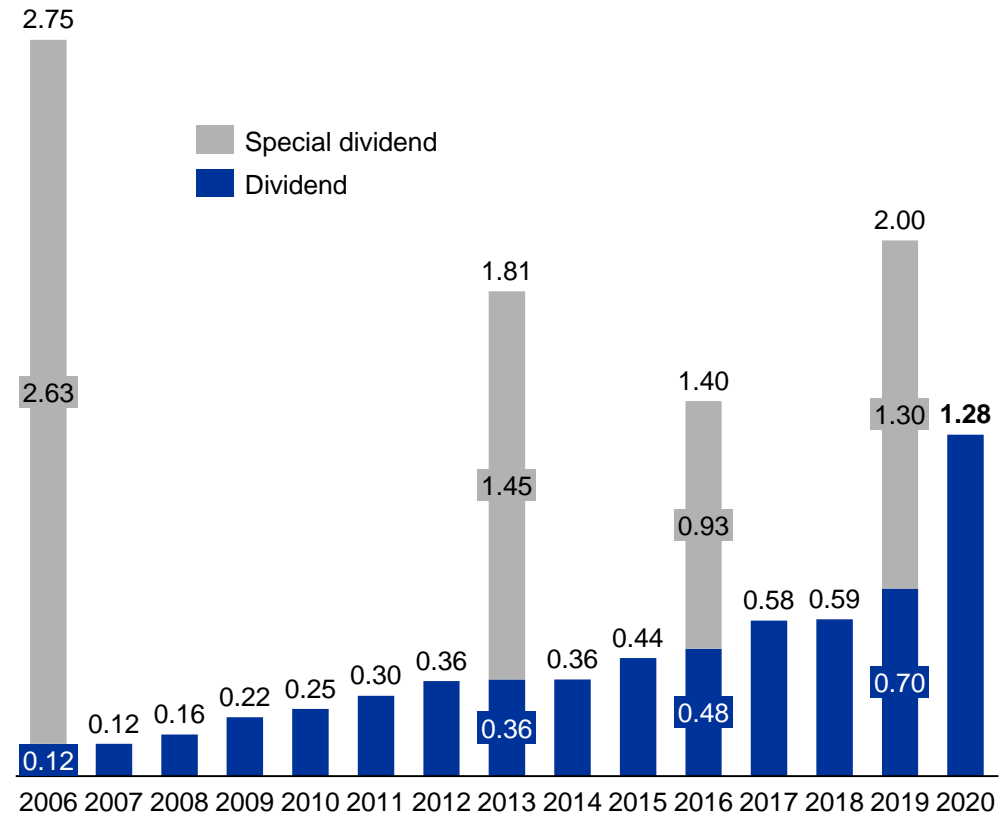
05 The ATOSS Share

Dividend Policy

EPS* per 31. December in EUR



Dividend* in EUR



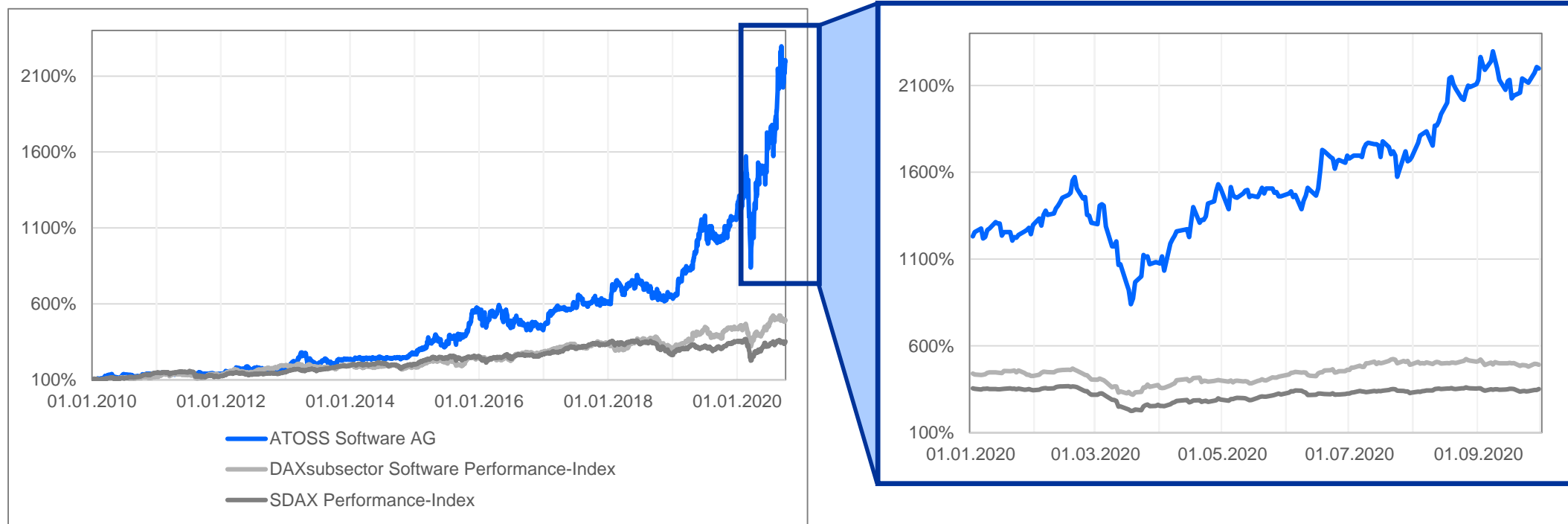
ATOSS stays true to its dividend policy with continuity to the previous year

* The previous year's figures have been adjusted due to stock split in 2020



05 The ATOSS Share

Development ATOSS Share 01/2010 – 09/30/2020



01/01/2010 – 09/30/2020: ATOSS share grows by 2.098%* while the DAXsubsector Software Performance Index gains 391% and the SDAX Performance Index 252%

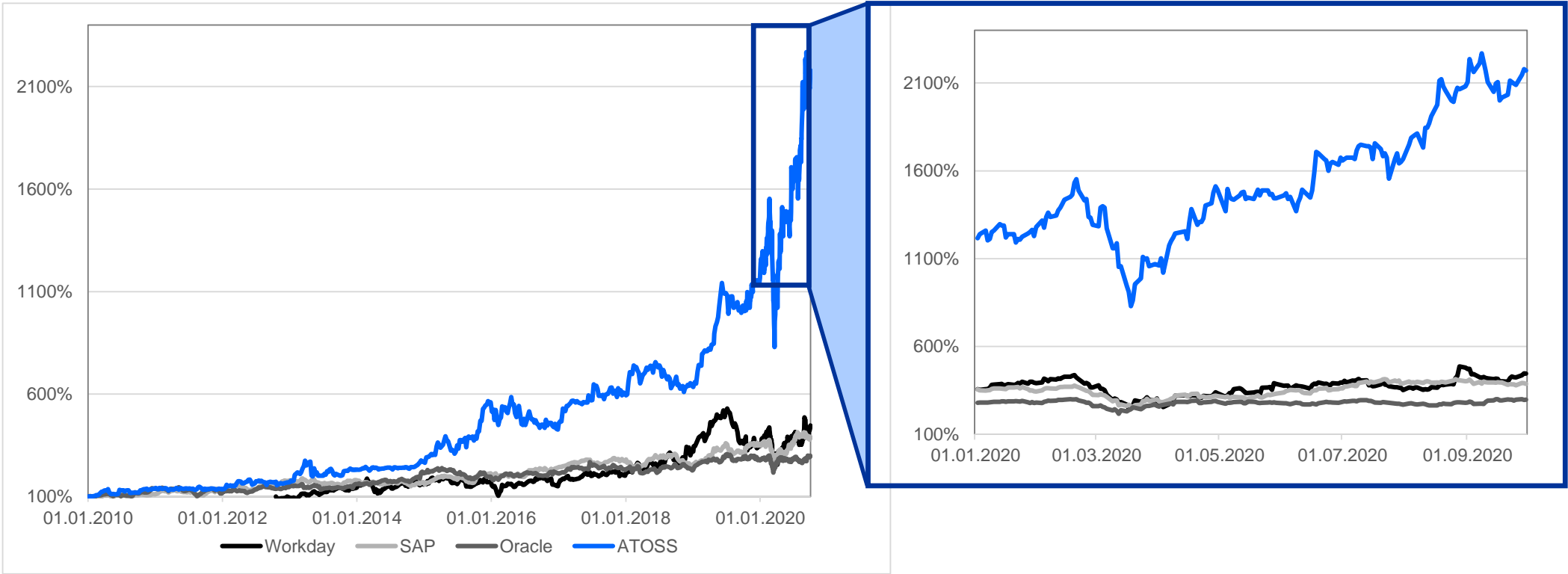
Sustained increase of shareholder assets

The ATOSS share offers additional upside potential

* XETRA Closing price 01/01/2010 and 09/30/2020 – without integration of special dividend

05 The ATOSS Share

ATOSS Performance – Oracle, SAP, Workday 01/2010 – 09/30/2020



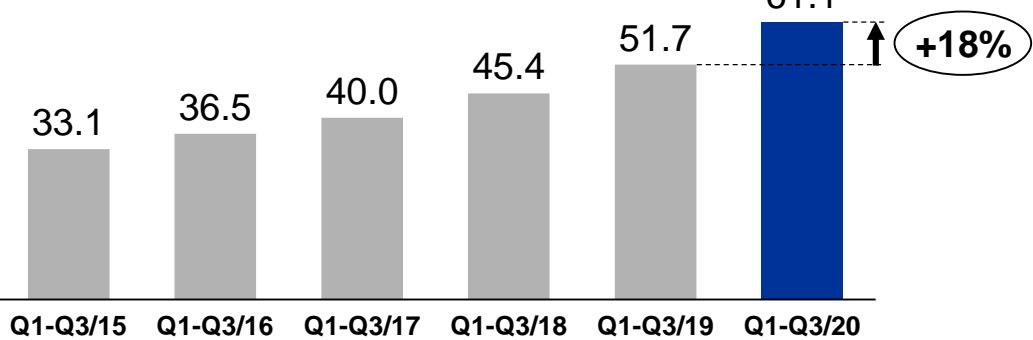
Source: www.comdirect.de (ATOSS Software AG, SAP AG, XETRA; Oracle, Workday: Stock exchange Frankfurt)

06 ATOSS Key Figures

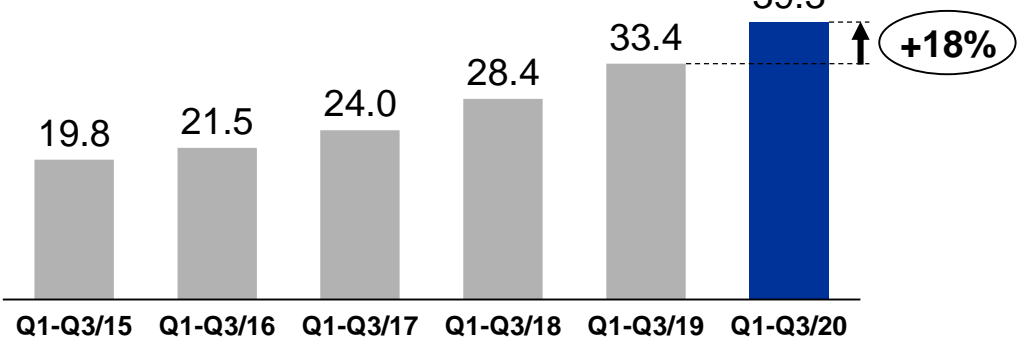


06 Continuous Growth in Q1-Q3 2020

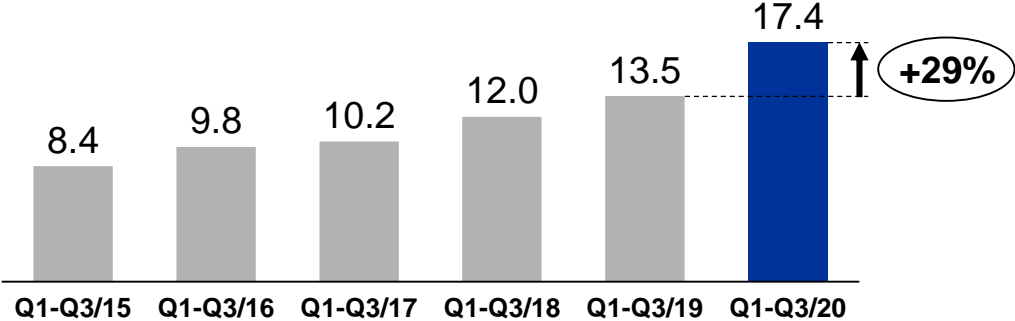
Total Revenue in EUR mill.



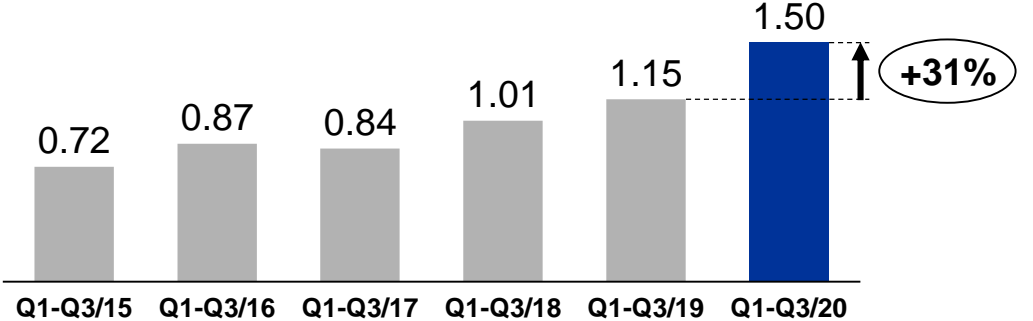
Software in EUR mill.



EBIT in EUR mill.



EPS* in EUR



- Stable sales and continued positive earnings development in the first 3 quarters of 2020
- Strong EBIT Margin of 28 Prozent

* The previous year's figures have been adjusted due to stock split in 2020



Thank You for Your Attention!

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