

ATOSS

ATOSS Software AG – Excellence in Workforce Management

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01 Company presentation

02 Go To Market Strategy

03 ATOSS: KPI's

AGENDA



Branch Logistics
ATOSS Customer LUFTHANSA

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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,

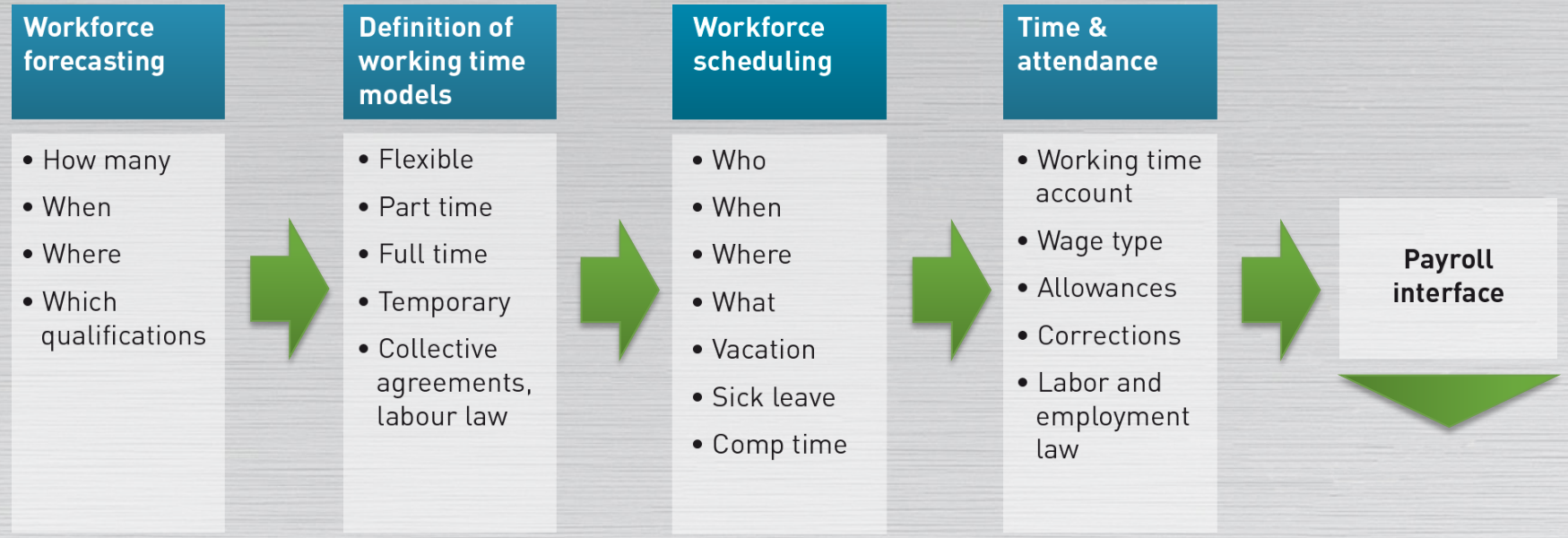
at the right time,

at the right place,

... cost optimised!

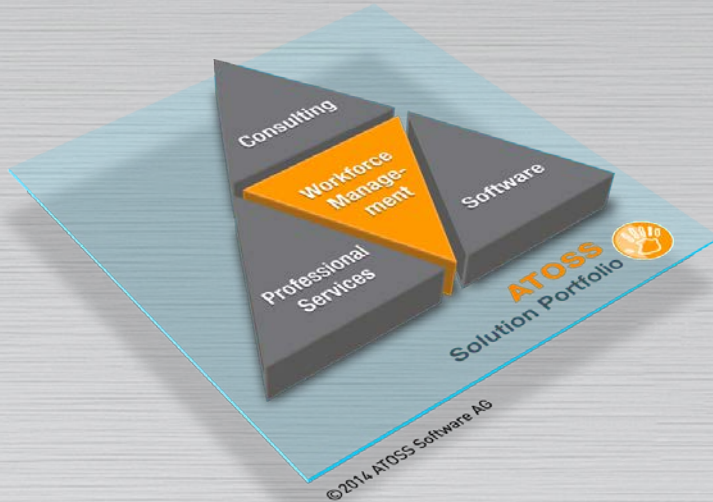
01 Holistic, comprehensive Workforce Management

Process steps

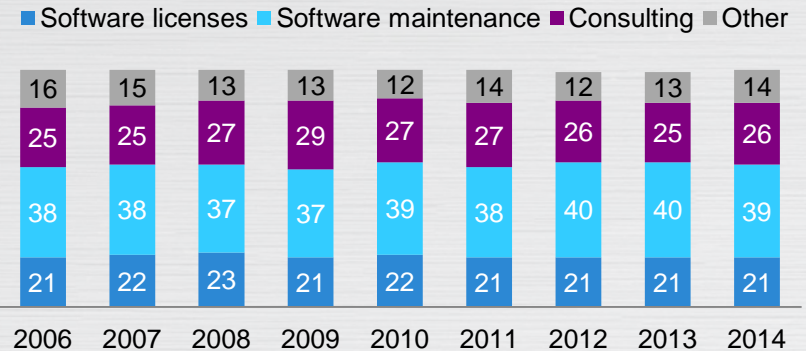


 **ATOSS** ATOSS Staff Efficiency Suite  Connector SAP HCM 

01 ATOSS – very stable business model



ATOSS revenue streams in %



- 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

A close-up photograph of a person's foot wearing a grey, mesh-textured sneaker with white laces. The foot is stepping on a large, dark, metallic gear. The background is a blurred industrial setting with blue lighting. The entire image has a blue color cast.

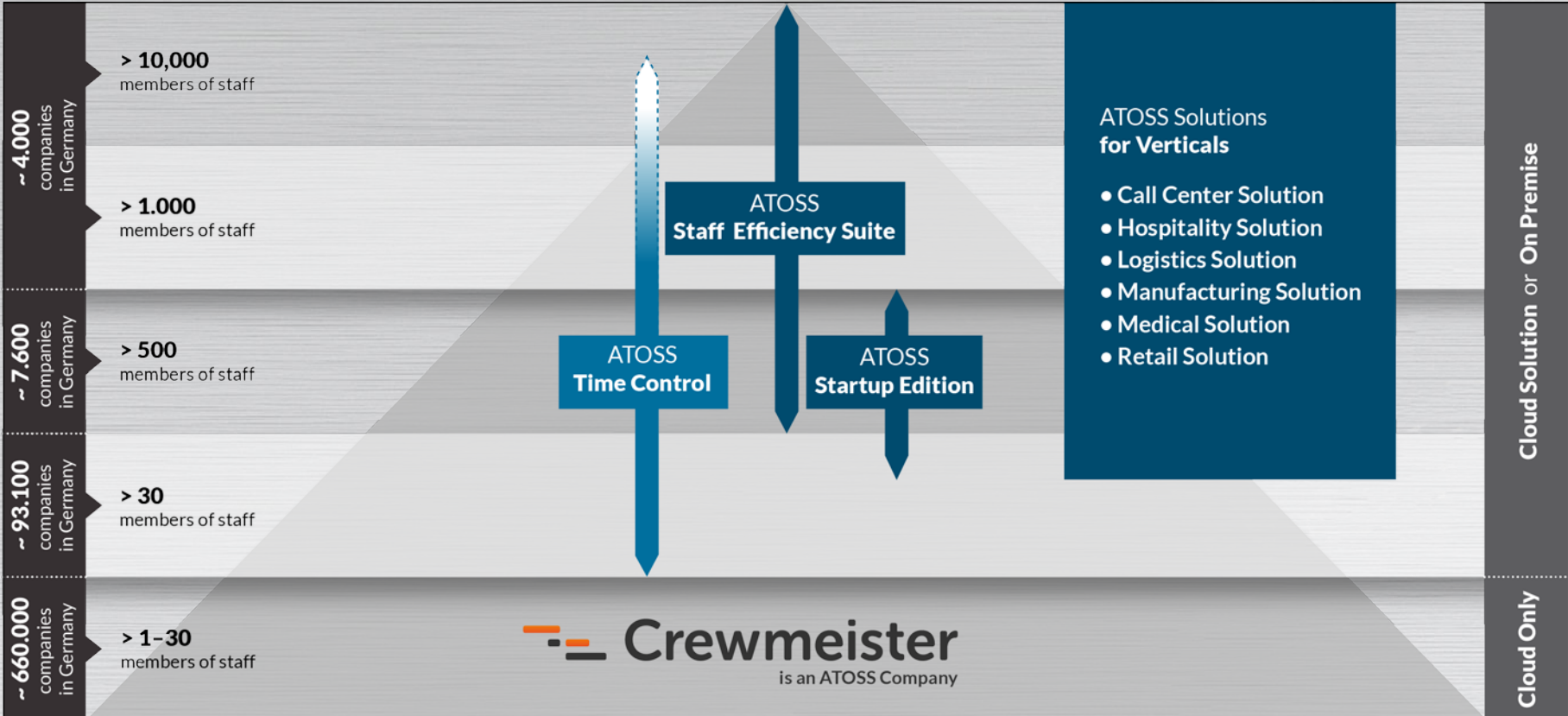
Branch Production
ATOSS Customer W.L. GORE & ASSOCIATES

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02 Go To Market Strategy

02 ATOSS full range strategy

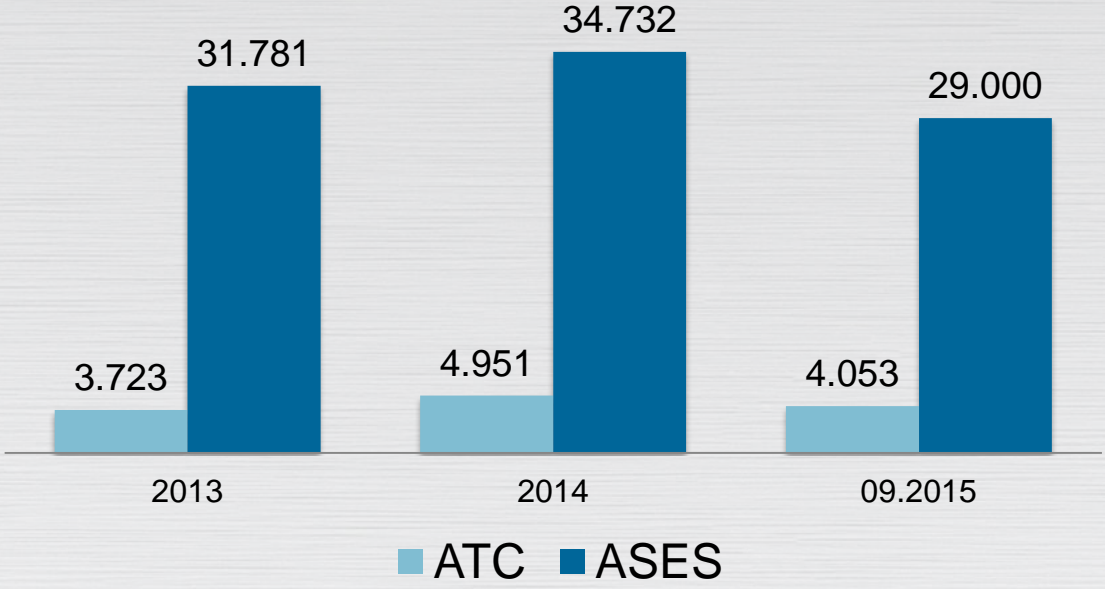
Growth effects based on ATOSS full range strategy



02 ATOSS full range strategy

Continued growth in two key product lines

Revenues ASES and ATC in kEUR



Yearly growth rates per product:

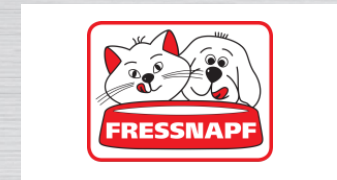
	ATC	ASES
2013	39%	5%
2014	33%	9%
09.2015	50%	11%



02 ATOSS full range strategy

ATOSS Cloud Solution - Hosting and Managed Services

- Since July 2014 ATOSS Workforce Management is available as a cloud solution
- Innovative and sustainable supplement to the existing portfolio
- Well-known reference customers demonstrate our position as best-in-class provider
- Total order intake since product launch: EUR 1.9 million
- Expected revenues 2015: > kEUR 400



02 ATOSS full range strategy

Success in verticals in series

Medical

- Launch in 2002
- Status: high acceptance in the hospital sector
- 14 percent of total sales**

Retail

- Launch in 2005
- Status: vertical with strongest market demand for workforce scheduling
- 25 percent of total sales**

Production

- Launch in 2011
- Status: increasing demand for workforce scheduling
- 25 percent of total sales**

Logistics

- Launch in 2011:
- Status: increased demand for workforce scheduling with broad range of logistic companies
- 5 percent of total sales**

02 ATOSS growth strategy

Internationalization

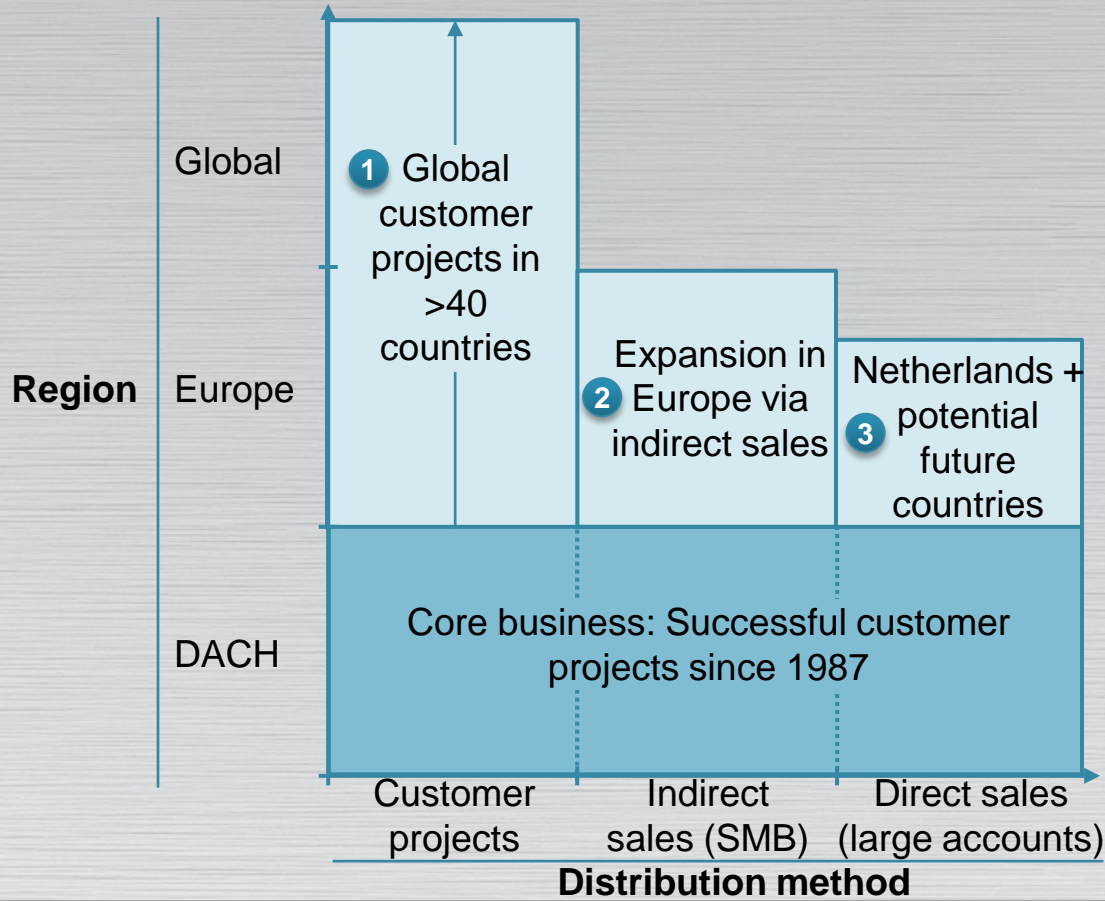


- In operation worldwide in 40 countries
- Represented in 27 countries in Europe
- Multilingual solution, currently available in 8 languages*

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

02 ATOSS growth strategy

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



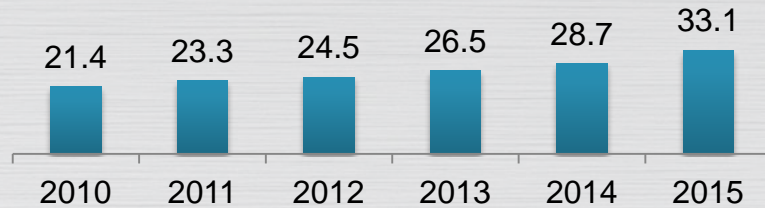


Branch Retail
ATOSS Customer BREUNINGER

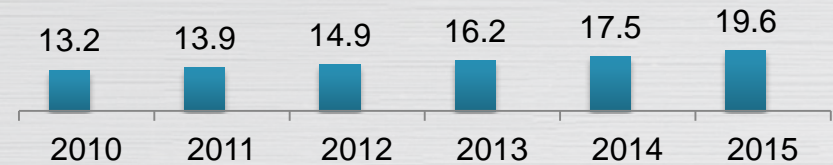
03 ATOSS KPI's

03 Continuous growth in Q1-Q3 2015

Total revenue Q1-Q3 in EUR million



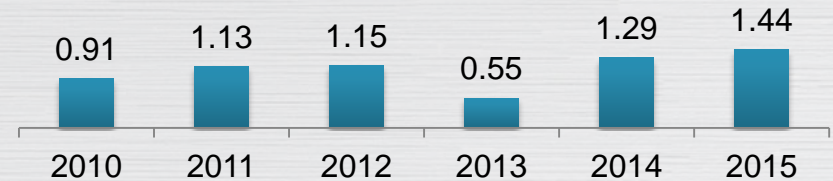
Software Q1-Q3 in EUR million



EBIT Q1-Q3 in EUR million

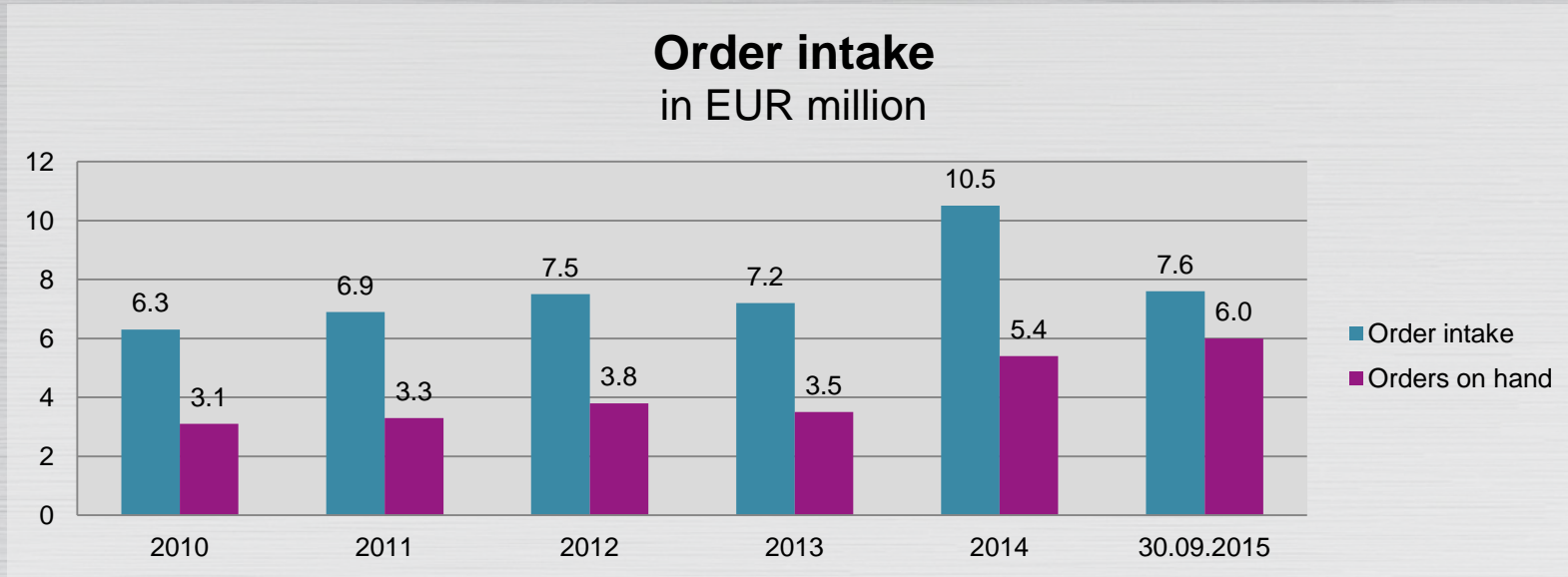


EPS Q1-Q3 in EUR



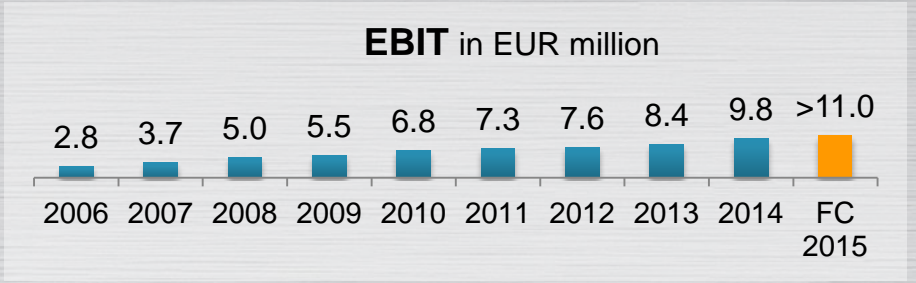
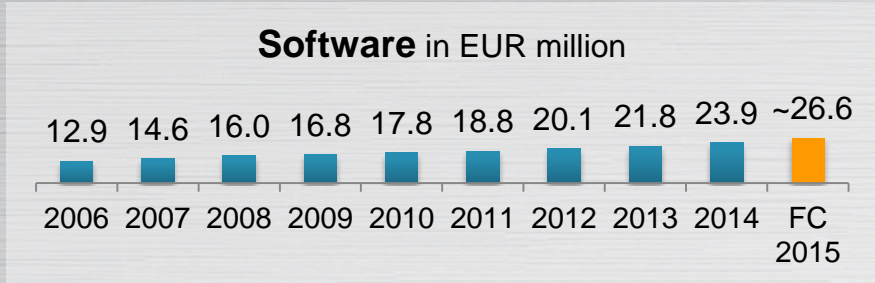
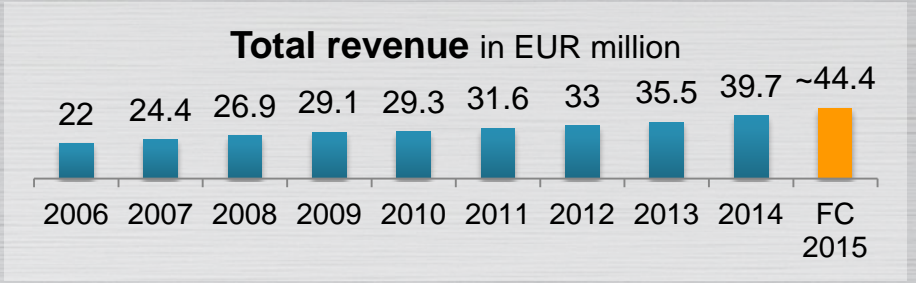
- Continuous growth: +15 percent in total revenues
+12 percent in software revenues
+18 percent in EBIT
- Strong profitability: EBIT Margin 26 percent

03 Excellent basis for further success



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

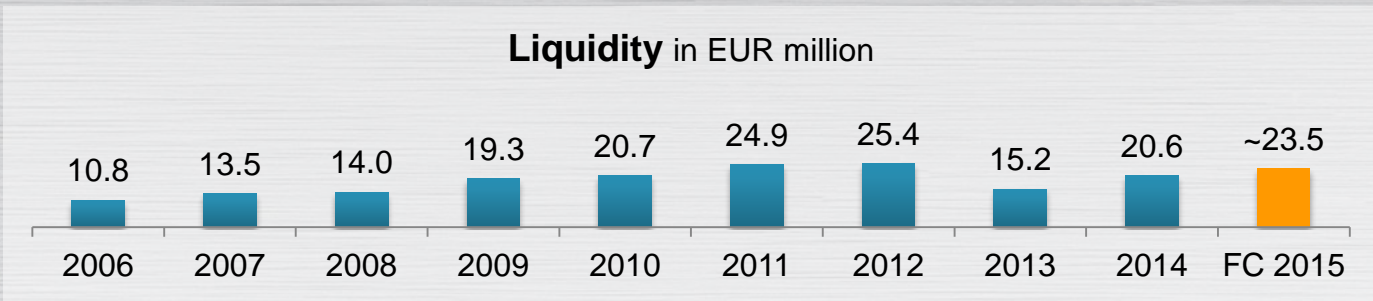
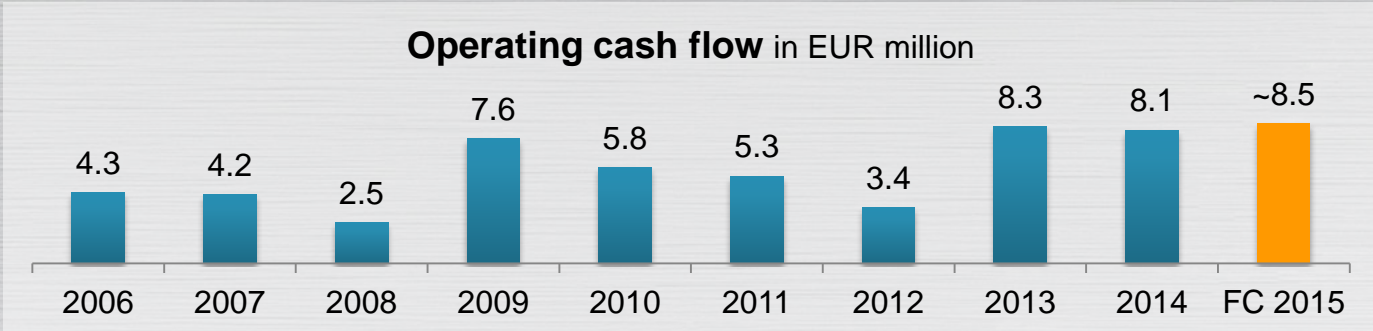
03 ATOSS – tenth record year expected



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



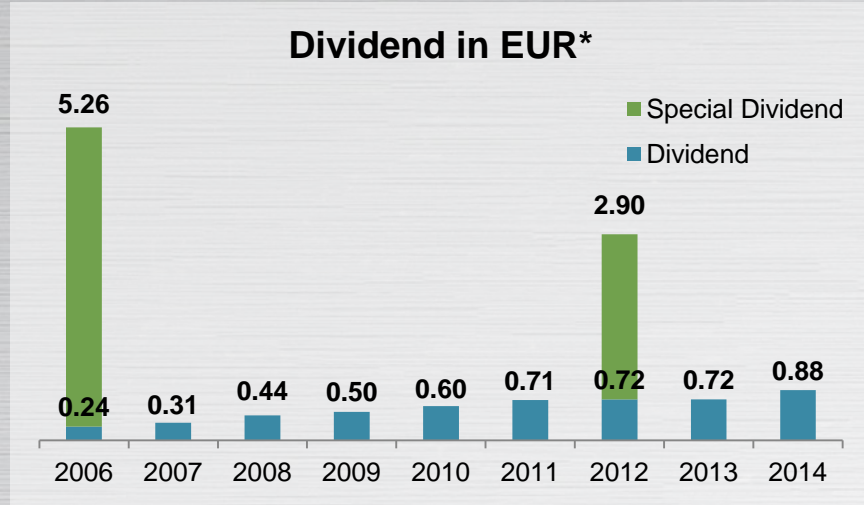
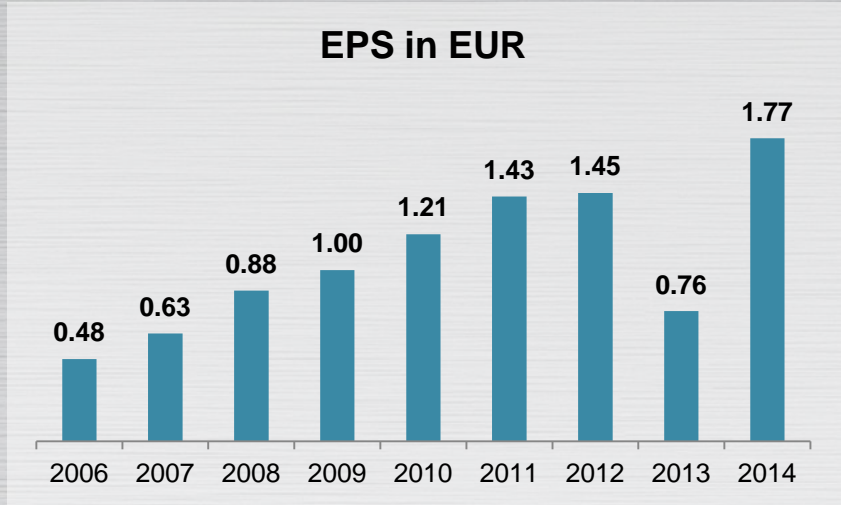
03 Financial strength creates independence and security for the future



- Continuing positive development in Q1-Q3 2015 (30.09.2015: EUR 27.0 million) taking the dividend payments of EUR 3.5 million at the end of April 2015 into account (dividend EUR 0.88/share)

03 The ATOSS share

Dividend policy



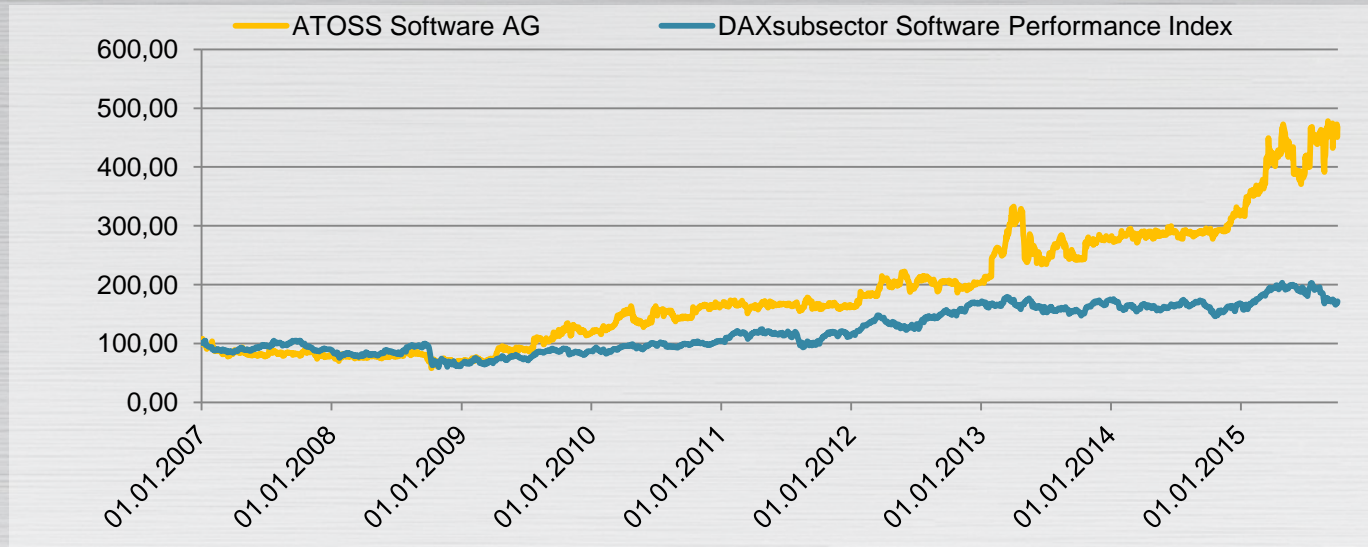
- ATOSS stays true to its dividend policy with continuity to the previous year
- EPS for 2014: EUR 1.77
- Dividend 2014: EUR 0.88

* In 2006 and 2012 with a special dividend



03 The ATOSS share

Development ATOSS share 2007 – September 30, 2015



- 01.01.2007 – 30.09.2015: ATOSS share shows growth rate of 368 percent*, DAXsubsector Software Performance Index plus 72 percent
- Sustained increase of shareholder assets
- ATOSS share offers additional potential

* XETRA Closing price 2006 and September 30, 2015 – without integration of special dividend

ATOSS

Thank you for your attention!

ATOSS

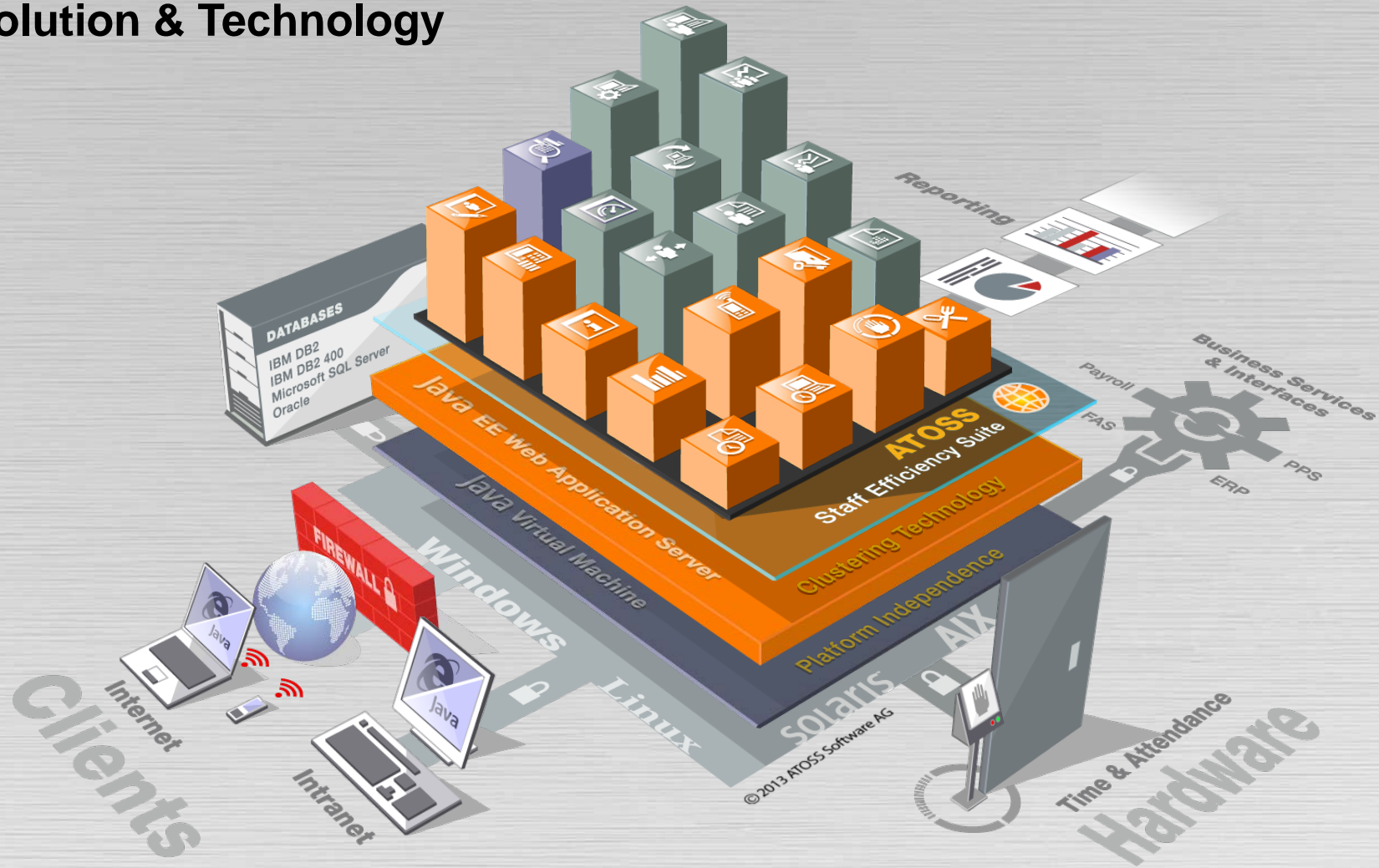
Attachments

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



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

BIG PLUS:

Development over nine record years: 2006 – 2014

+94% Total sales

+113% Software licenses sales

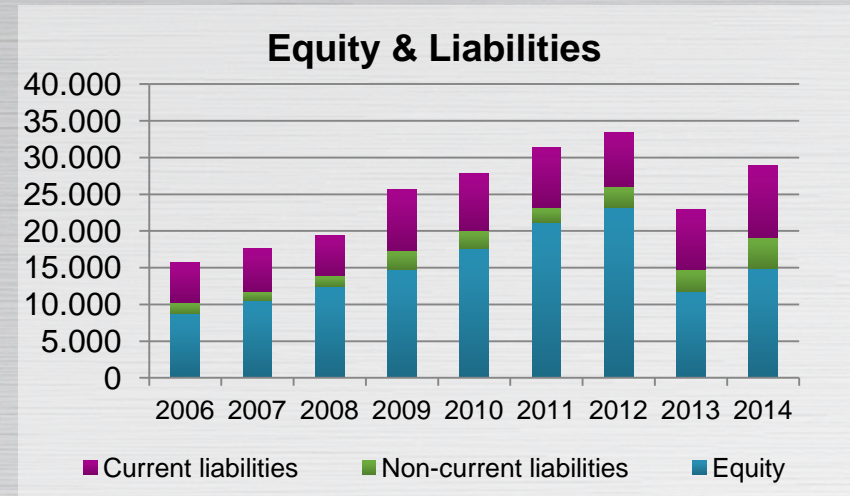
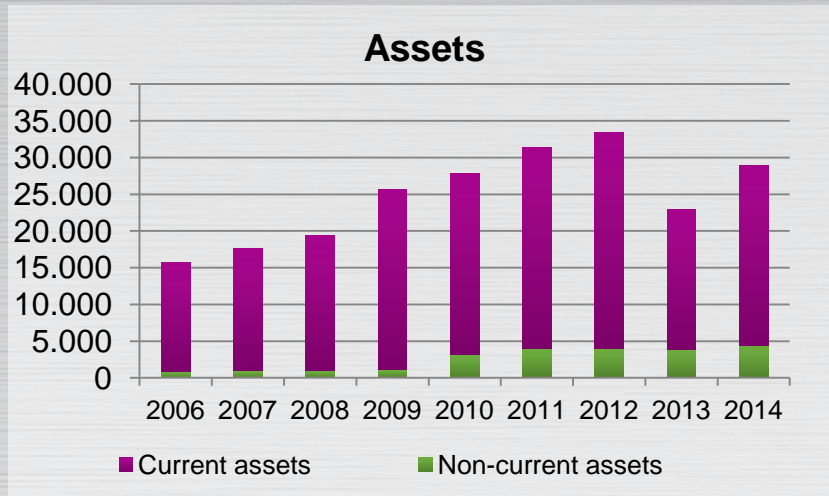
+104% Consulting sales

+96% Capital Investment on R&D

+1,639% EBIT

+1,375 EPS

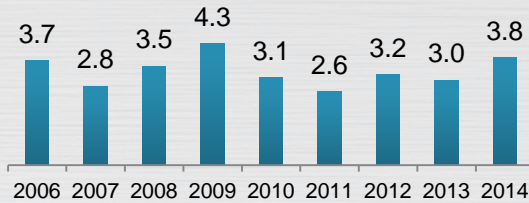
Balance sheet structure 2006 – 2014



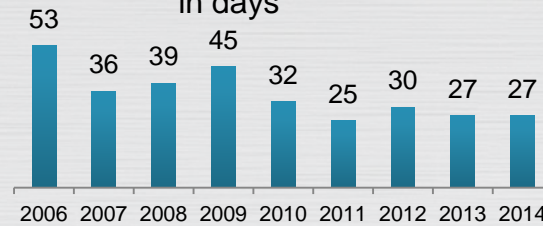
- Sound structure of balance sheet
- Assets: constant solid ratio between current and non-current assets
- Equity & liabilities: High equity ratio (2014: 52 percent, despite dividend payment of EUR 2.9 million)

Benchmark for customer satisfaction and stability

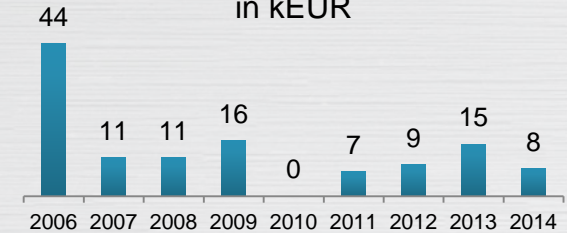
Receivables
in EUR million



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