

The background of the slide features a dark, textured surface with several handprints. Some are solid grey, while others are outlined in a bright yellow. The word "ATOSS" is printed in a large, bold, grey sans-serif font in the upper right corner.

# ATOSS

## **ATOSS Software AG – Excellence in Workforce Management**

Christof Leiber, Member of the Board, ATOSS Software AG

**ATOSS** 

**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,

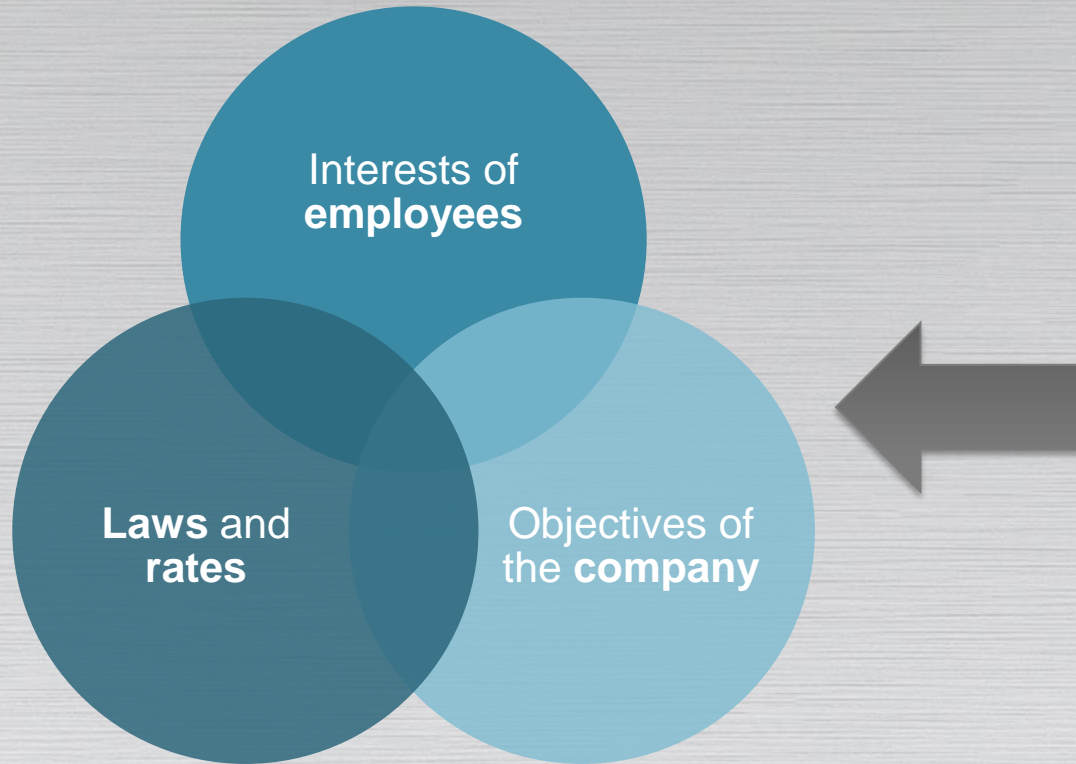
at the right place,

**... cost optimised!**



# 01 Managing complexity

## Workforce Management



### ATOSS Workforce Management enables:

- Aggregation of all relevant interest groups
- Optimal workforce management

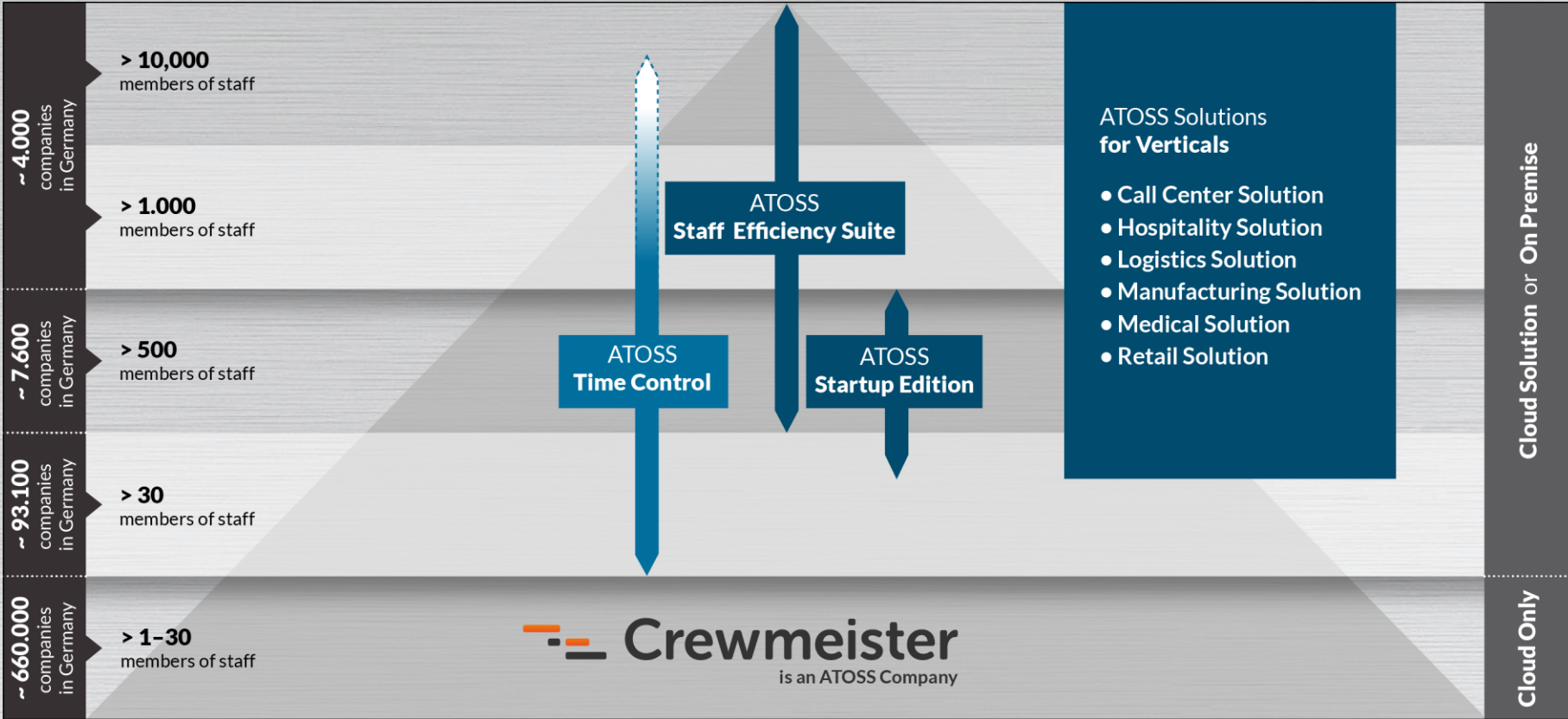


Branch Production  
ATOSS Customer FRONIUS INTERNATIONAL

## 02 Go To Market Strategy

# 02 ATOSS full range strategy

## Growth effects based on ATOSS full range strategy

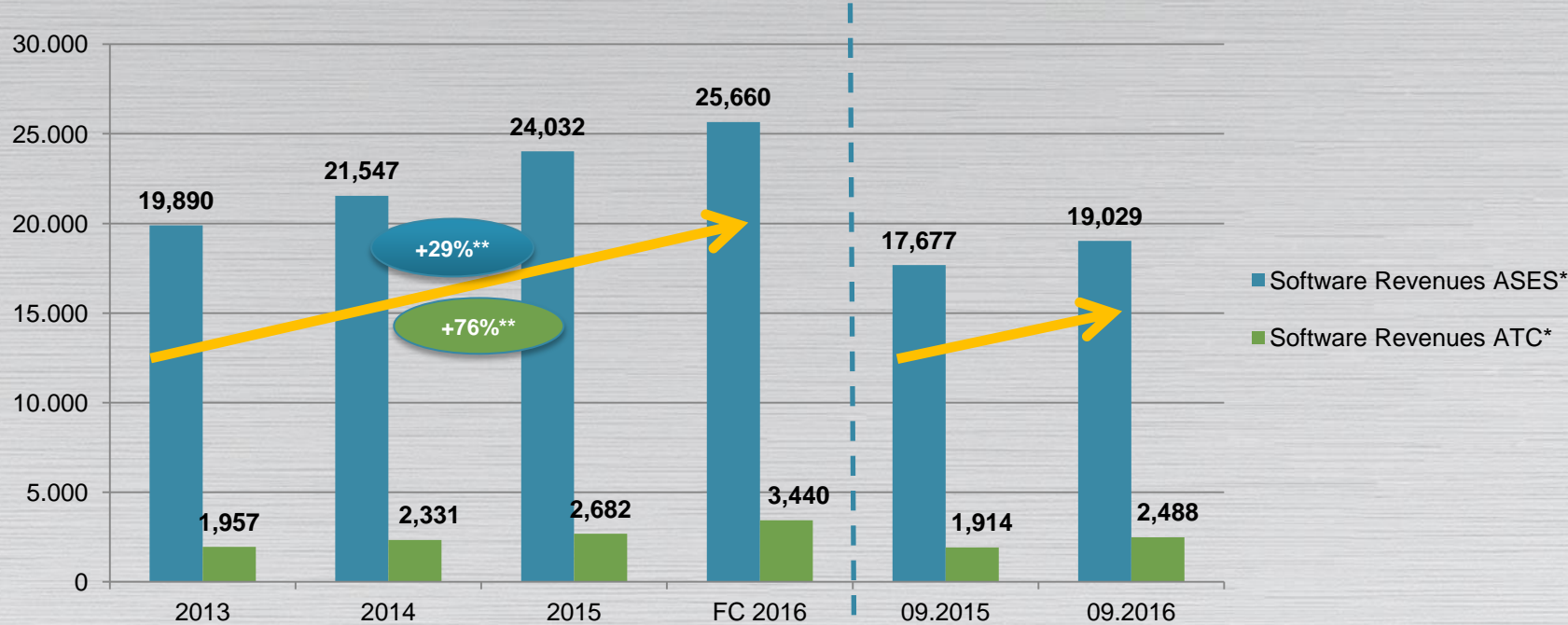




# 02 ATOSS full range strategy

## Continued growth in two key product lines

Software revenues\* ASES and ATC in kEUR



\* Software licenses and maintenance

\*\*Growth rate since 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
- Total order intake since product launch (06/2014): EUR 4.8 million
- Total orders on hand: EUR 3.9 million (30.09.2015: EUR 1.6 million)
- Expected revenues 2016: > kEUR 800 (revenues 2015: kEUR 326)



# 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	
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	

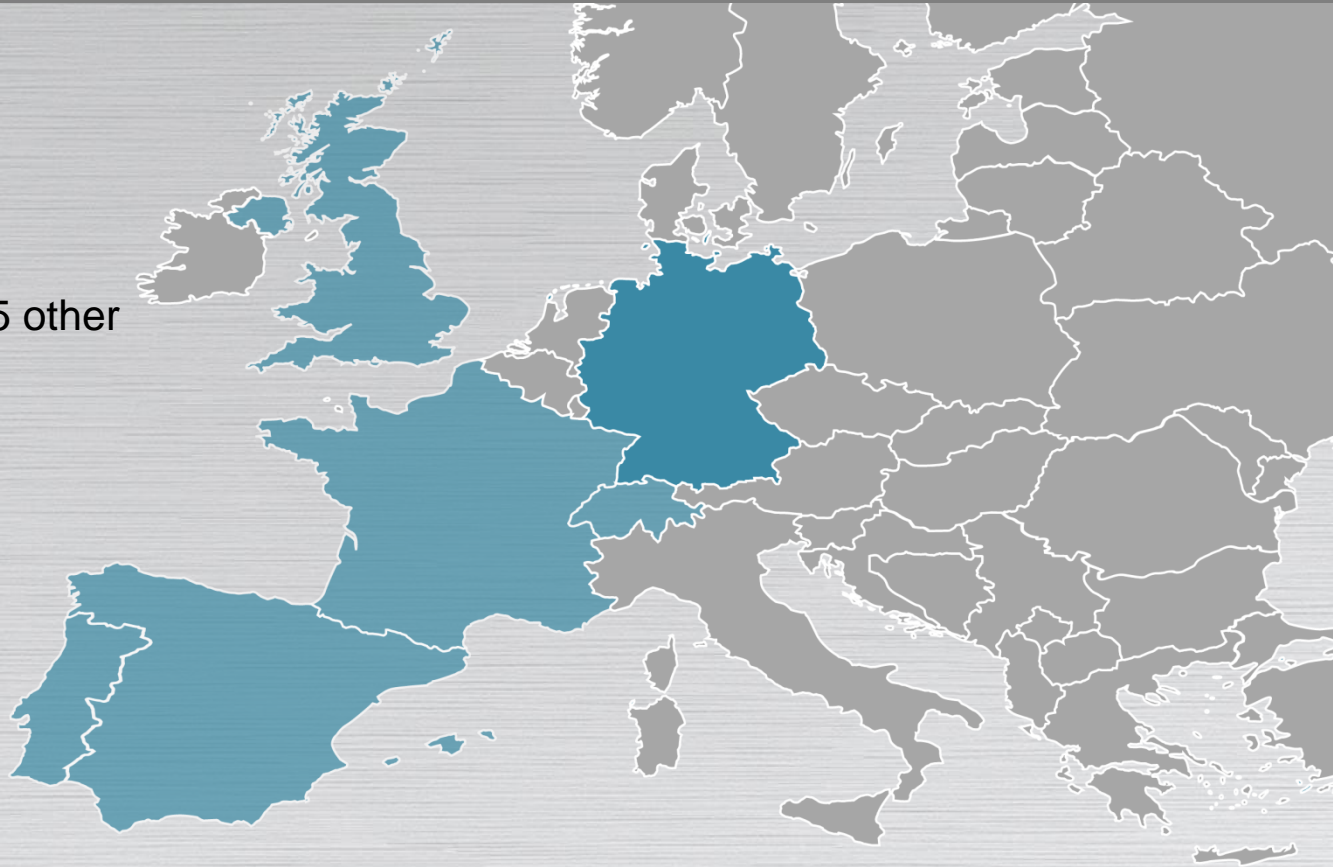
\* companies > 1.000 employees

## 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



**HOYER**

**apetito**



**Utrecht**



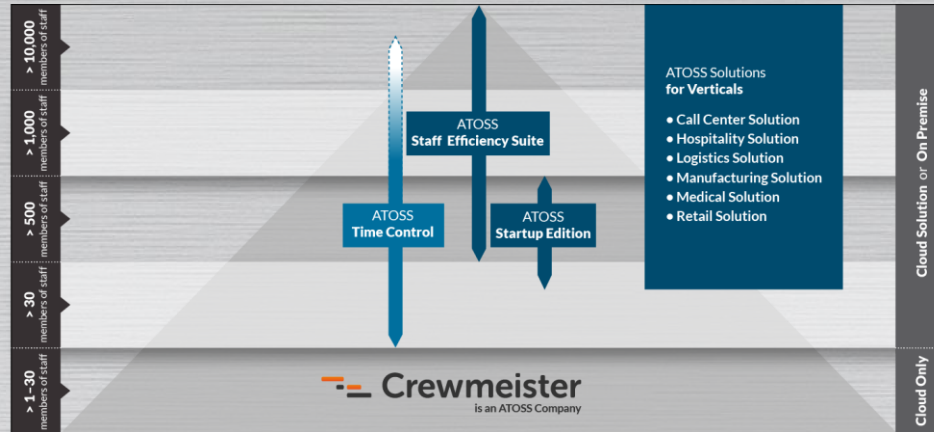


Branch Retail  
ATOSS Customer LACOSTE

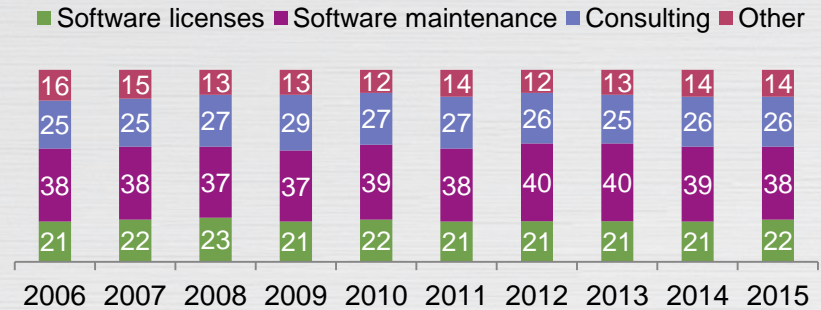
## 03 ATOSS KPI's

© Lacoste

## 03 ATOSS – very stable business model



### ATOSS revenue streams in %



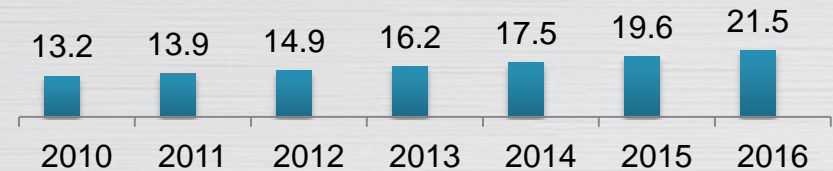
- Comprehensive offering - time & attendance management and workforce scheduling
- Comprehensive solutions - consulting, software, implementation from one single source
- Percentage of revenue from new software licenses as future growth driver remains constant over the years
- Proof of future-oriented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

## 03 Continuous growth in Q1-Q3 2016

**Total revenues Q1-Q3** in EUR million



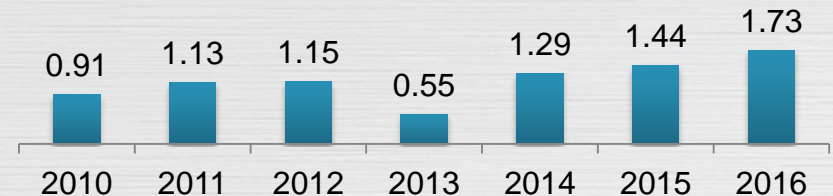
**Software Q1-Q3** in EUR million



**EBIT Q1-Q3** in EUR million



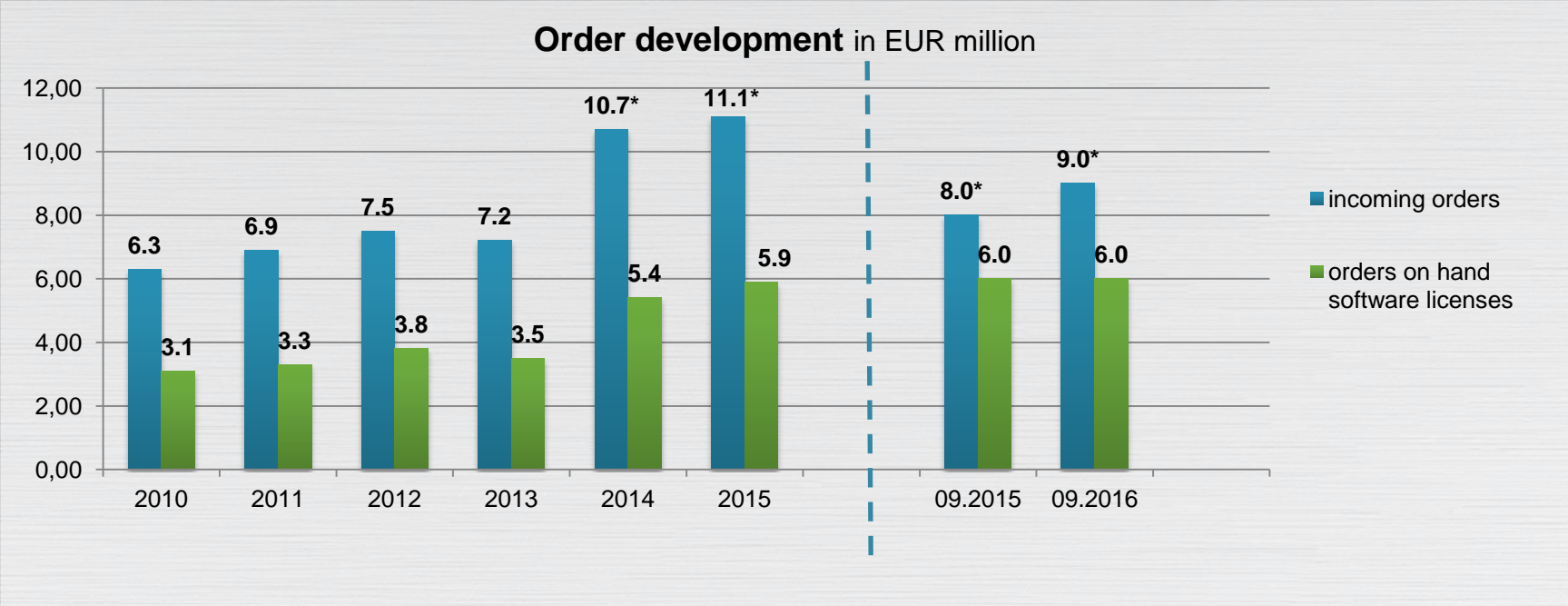
**EPS Q1-Q3** in EUR



- Continuous growth: +11 percent in total revenues  
+10 percent in software revenues  
+16 percent in EBIT
- Strong profitability: EBIT Margin 27 percent



### 03 Excellent basis for further success



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

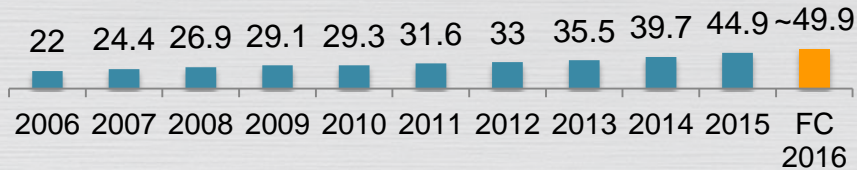
■ The strong demand for our software licenses provides an excellent basis for further development of ATOSS



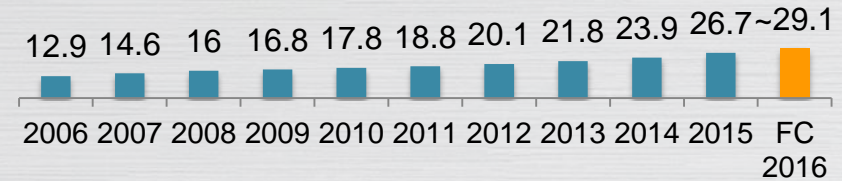
## 03 ATOSS – eleventh record year anticipated

### Running like clockwork

**Total revenue** in EUR million



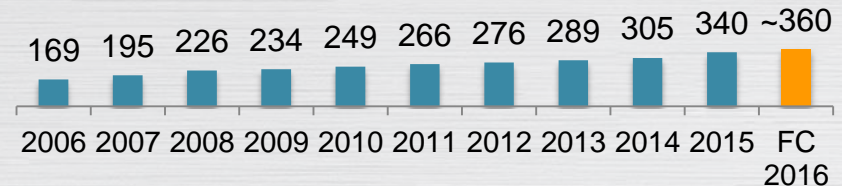
**Software** in EUR million



**EBIT** in EUR million

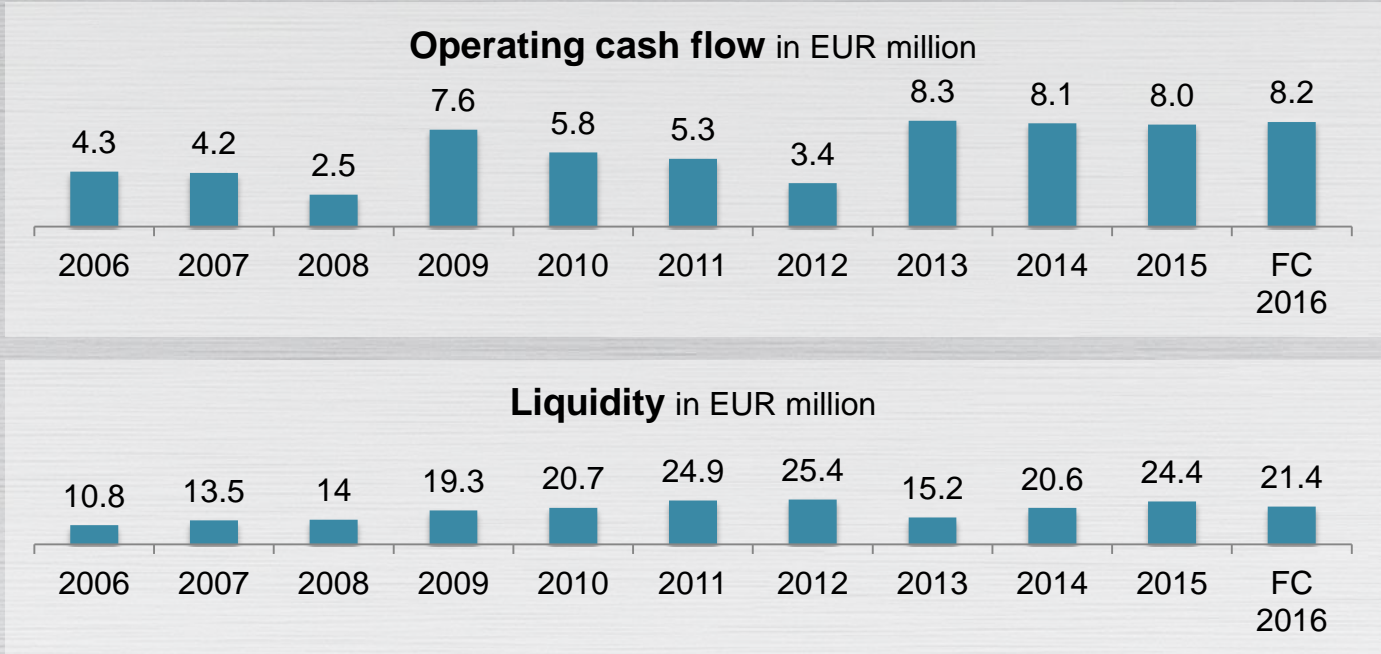


**Employees** end of year



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

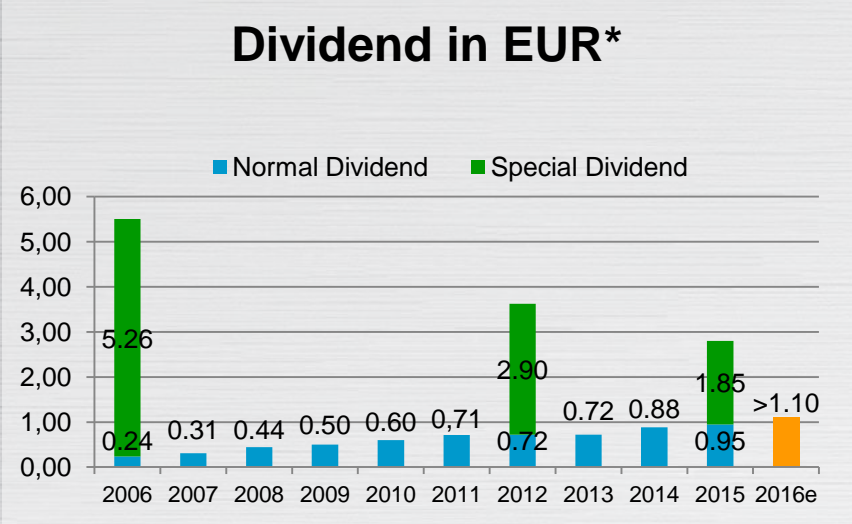
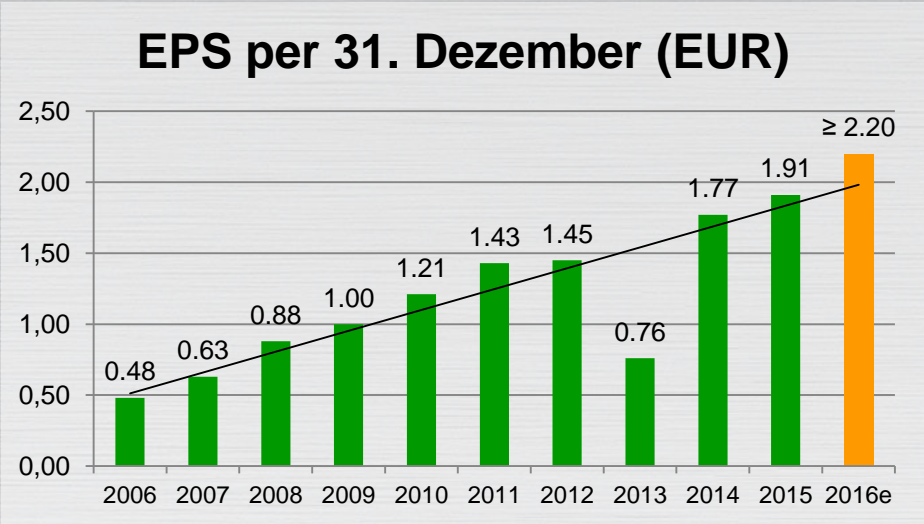
### 03 Financial strength creates independence and security for the future



- Continuing positive development in Q1-Q3 2016 (30.09.2016: EUR 25.2 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



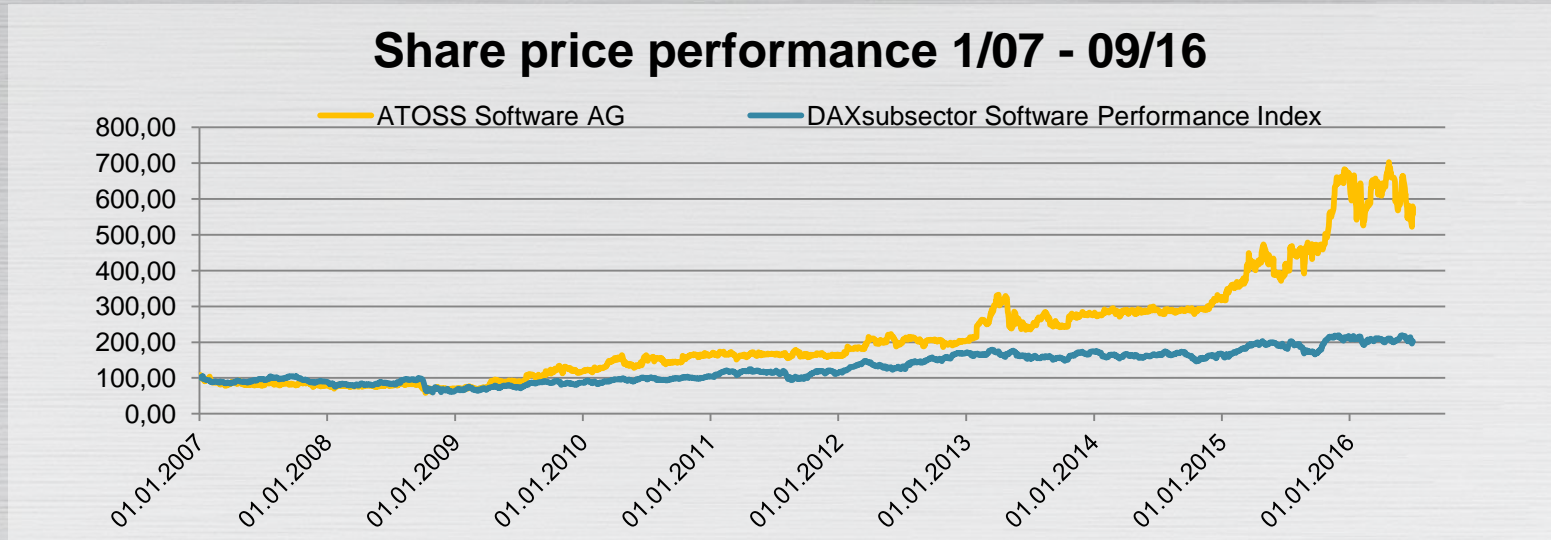
- ATOSS stays true to its dividend policy with continuity to the previous year
- EPS for 2015: EUR 1.91
- Dividend 2015: normal dividend EUR 0.95, special dividend EUR 1.85

\* In 2006, 2012 and 2015 with a special dividend



## 03 The ATOSS share

### Development ATOSS share 2007 – September 30, 2016



- 01.01.2007 – 30.09.2016: ATOSS share shows growth rate of 439 percent\*, DAXsubsector Software Performance Index plus 143 percent
- Sustained increase of shareholder assets
- ATOSS share offers additional potential

\* XETRA Closing price 2006 and September 30, 2016 – without integration of special dividend



# ATOSS

The background of the slide features a dark, textured pattern of grey handprints. Overlaid on this is a large, stylized yellow outline of a right hand, palm facing forward, with fingers slightly spread.

**Thank you for your attention!**

# ATOSS



## Attachments

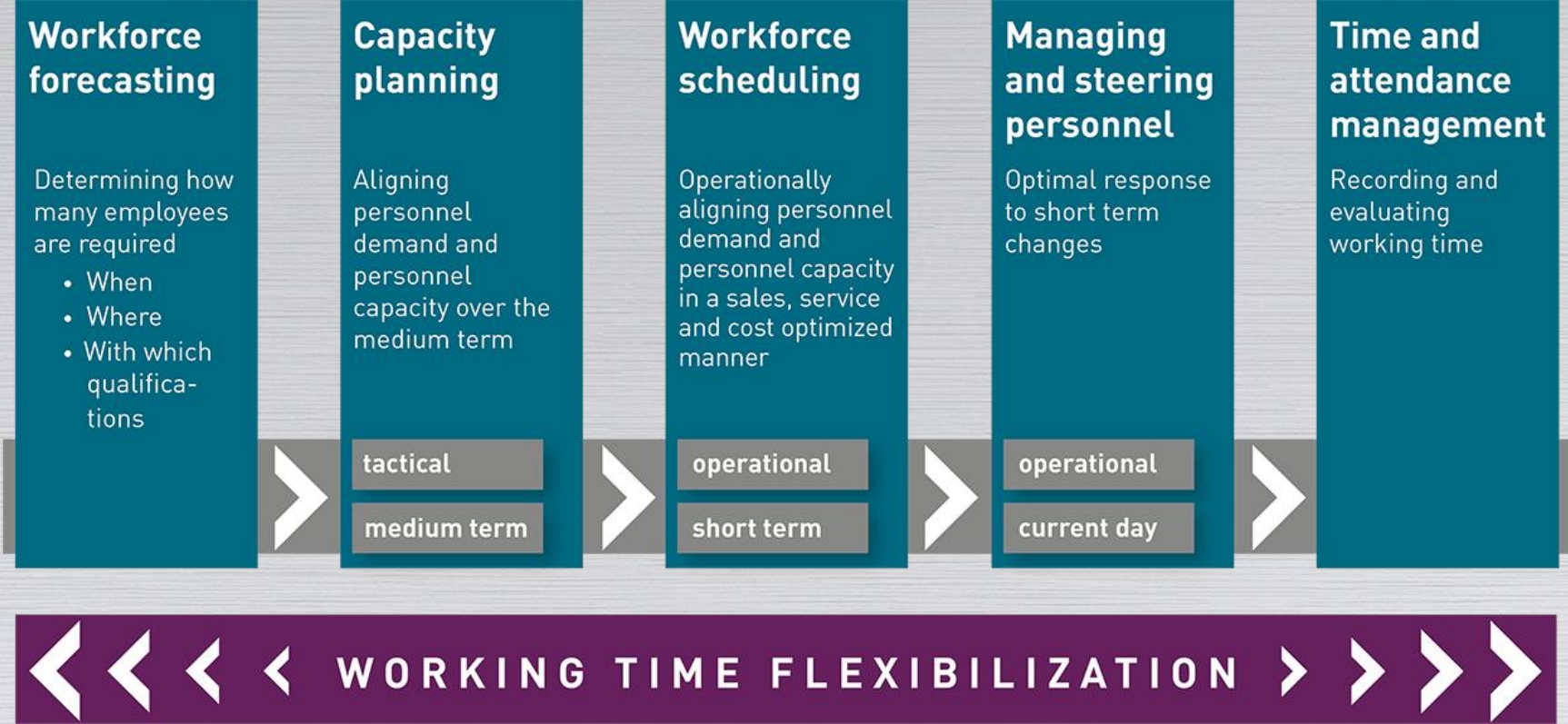
# ATOSS – facts and figures

- 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



# 03 Comprehensive Workforce Management

## 5 steps for success



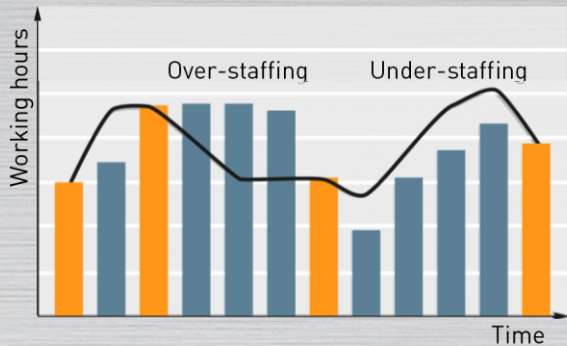


# 03 Demand-optimized workforce scheduling

## Current situation and Goals

How does a workforce management system enable a flexible, demand and cost-optimized personnel deployment?

CURRENT SITUATION

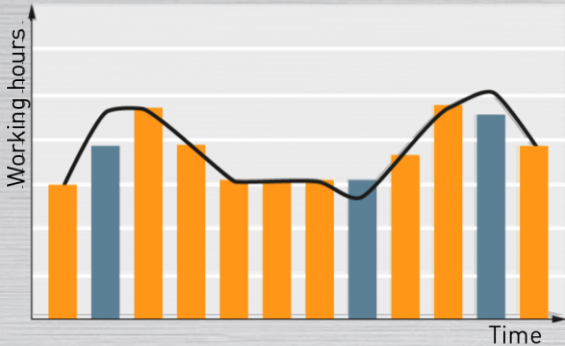


— Personnel demand

■ Demand oriented  
personnel deployment

■ Non-demand oriented  
personnel deployment

TARGET SITUATION



### Current situation:

- Fluctuation in demand
- Little flexibility and long response times



### Goal:

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

# Effects implemented by Workforce Management

**-15%** Personnel costs at same number of employees

**-82%** Overtime

**-70%** Planning efforts

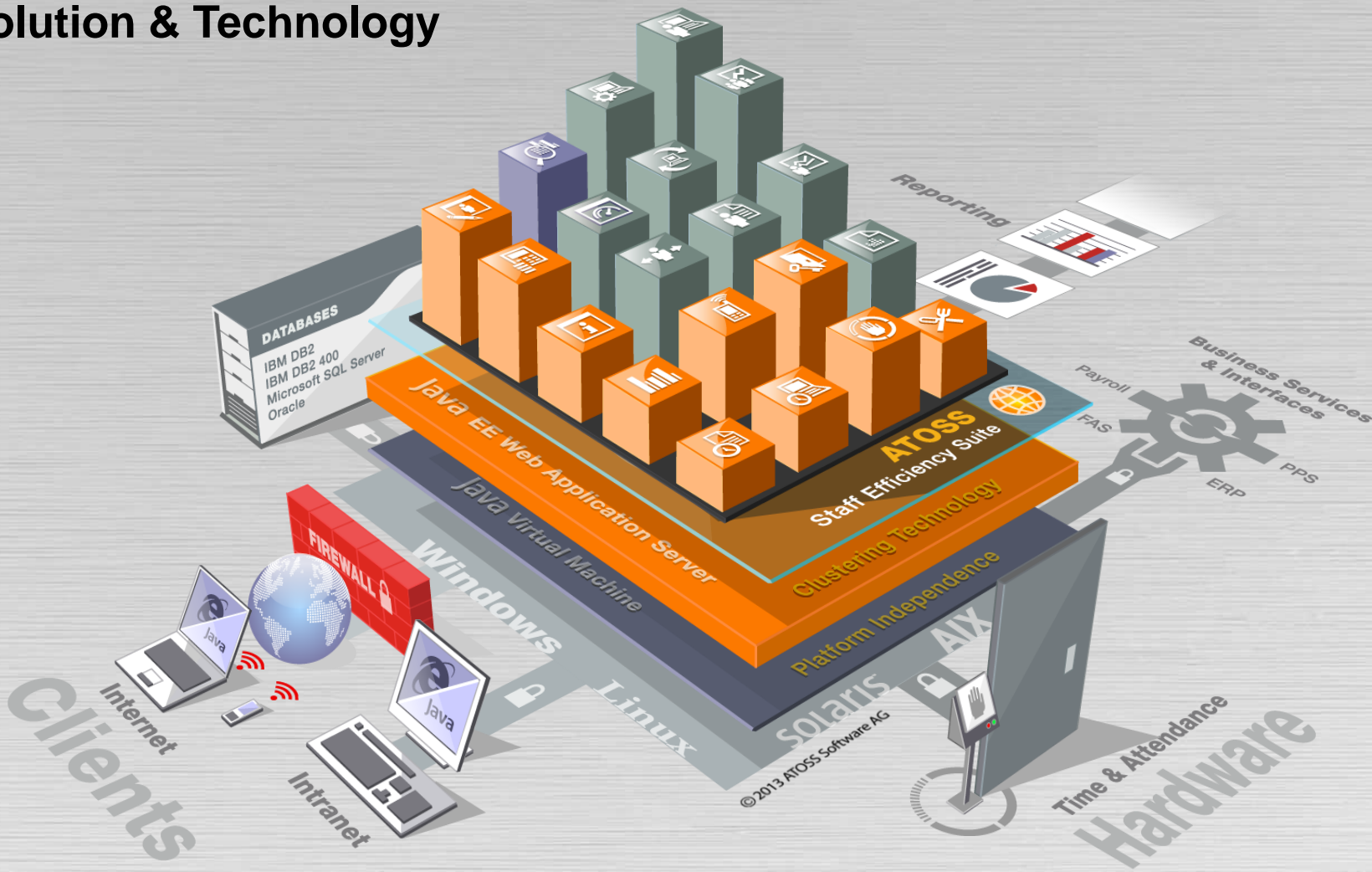
**-60%** Provisions for vacation

**-22%** Accounting of provisions

**+5%** Conversion rate

**+11%** Revenues

# Solution & Technology





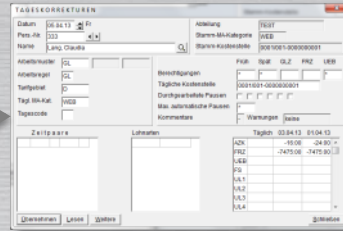
# Technical advancement and reliability

## Technology leaps and developments

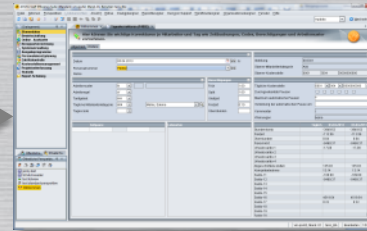
**IBM system i**



**Windows**



**Java**



**HTML**



**1989**

**1996**

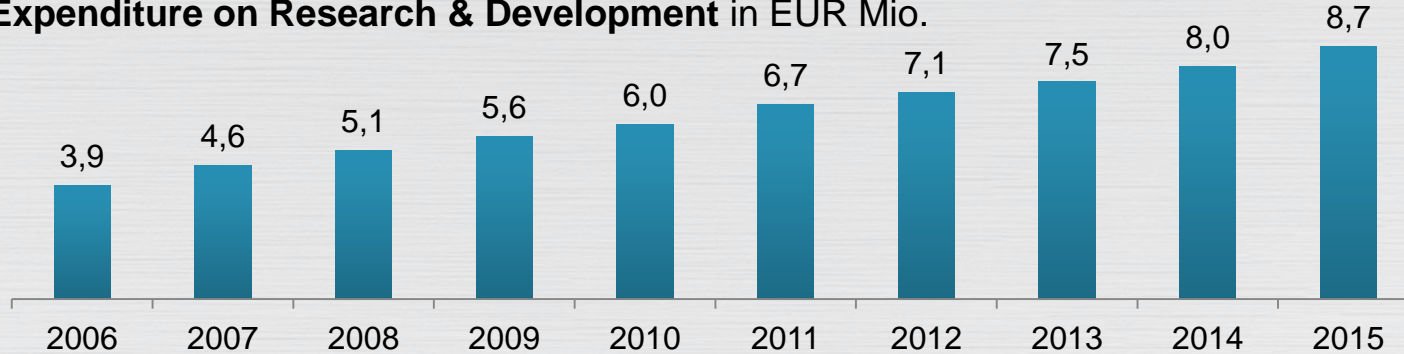
**2005**

**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 2015**

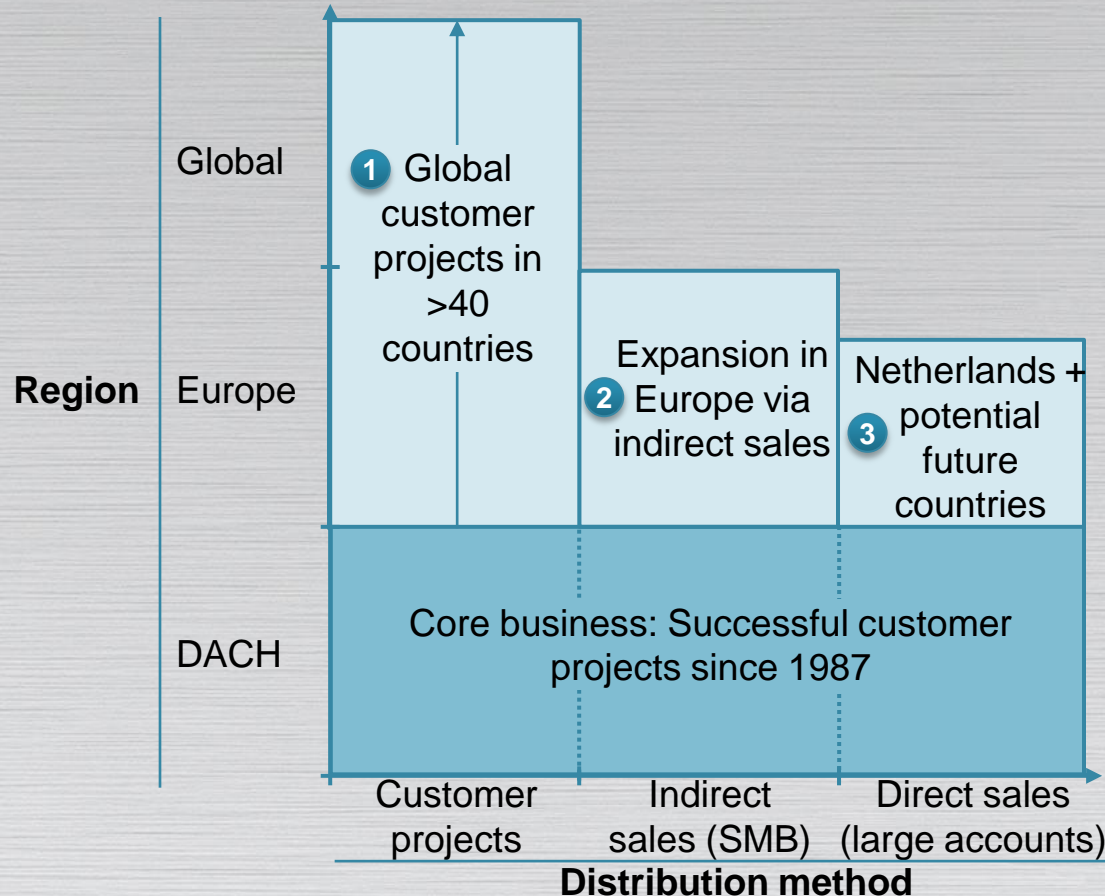
**Increase by  
123% since  
2006**

- 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, 2015

# 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



## BIG PLUS:

Development over ten record years: 2006 – 2015

**+120%** Total sales

**+146%** Software licenses sales

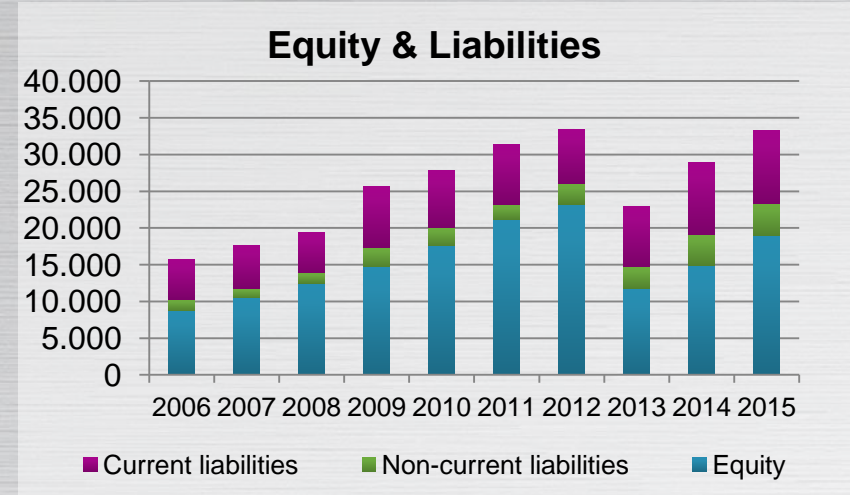
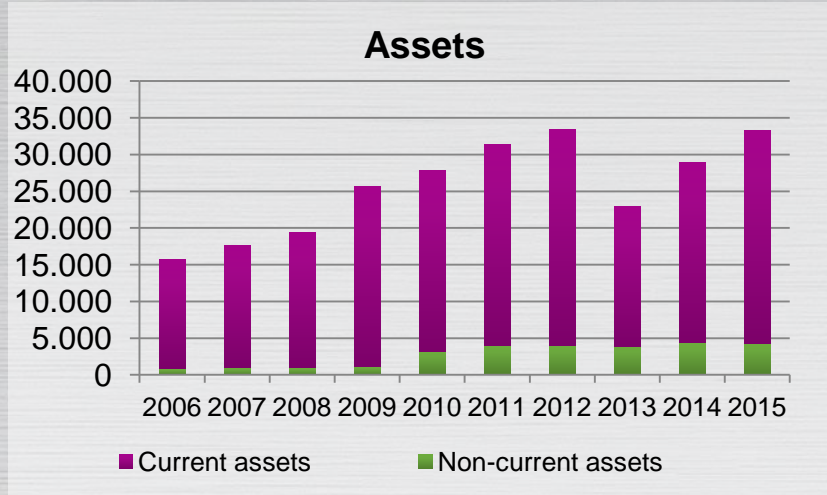
**+140%** Consulting sales

**+115%** Capital Investment on R&D

**+1,916%** EBIT

**+1,492** EPS

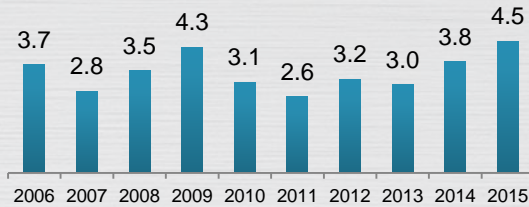
# Balance sheet structure 2006 – 2015



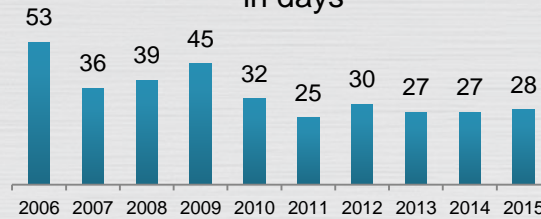
- Sound structure of balance sheet
- Assets: constant solid ratio between current and non-current assets
- Equity & liabilities: High equity ratio (2015: 57 percent, despite dividend payment of EUR 3.5 million)

# 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