

Excellence in Workforce Management

ATOSS Software AG

Agenda

- 01** Key Investment Highlights
- 02** Market for Workforce Management
- 03** Business Model
- 04** Financials & KPI's
- 05** Growth Strategy

A construction worker wearing a green helmet, safety goggles, and a yellow and black safety harness is working on a large, curved metal structure. He is wearing blue gloves and is focused on his task. The background shows a complex network of metal beams and white fabric-like material.

Key Investment Highlights

WISAG | Services

ATOSS – Leading in the field of Workforce Management

Highlights at a glance

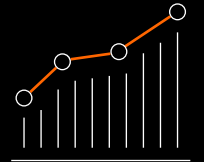
>30 years

market
experience

Top line visibility as stock
corporation

630+
employees

SDAX
07/2021



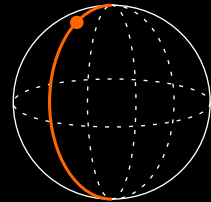
**ATOSS is first
mover and
innovator
in the field of
workforce
management**

Market leader
for workforce
management in
DACH

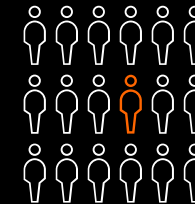
11
currently available
software languages

~ 12,000
customers worldwide
from SMB to blue chips

Technology &
development leader

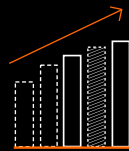


50+
countries worldwide,
including 31 in Europe



Recurring revenues
reinforced by increased
share of SaaS

Double-digit
revenue growth
(16% CAGR 2017–2021)



+60%
CF to EBIT ratio

25% to 30%
EBIT margin

4 million
employees managed with
ATOSS solutions

Profound
understanding
of customer needs

A large industrial kiln with a circular opening at the end, filled with glowing spheres. The interior is dark, and the spheres are arranged in a dense, circular pattern, creating a tunnel-like effect. The light from the opening illuminates the spheres and the surrounding structure.

Market for Workforce Management

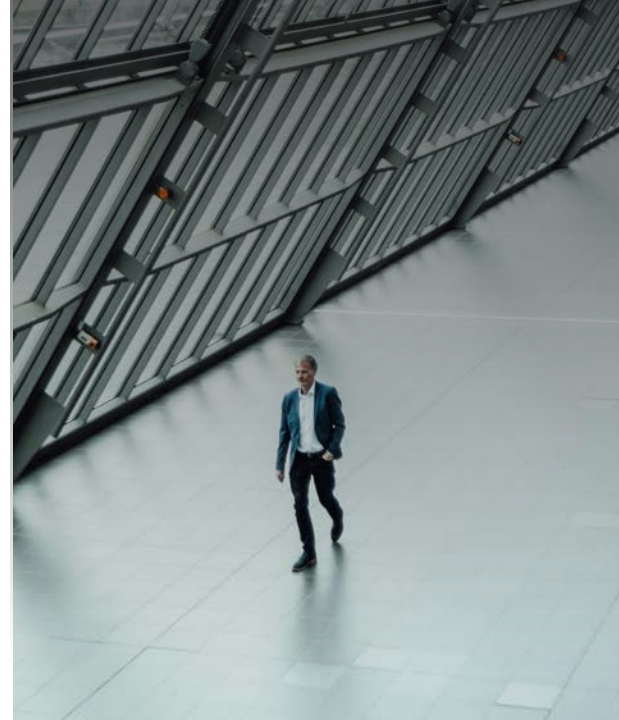
HeidelbergCement | Manufacturing

Workforce Management Market

Main Drivers

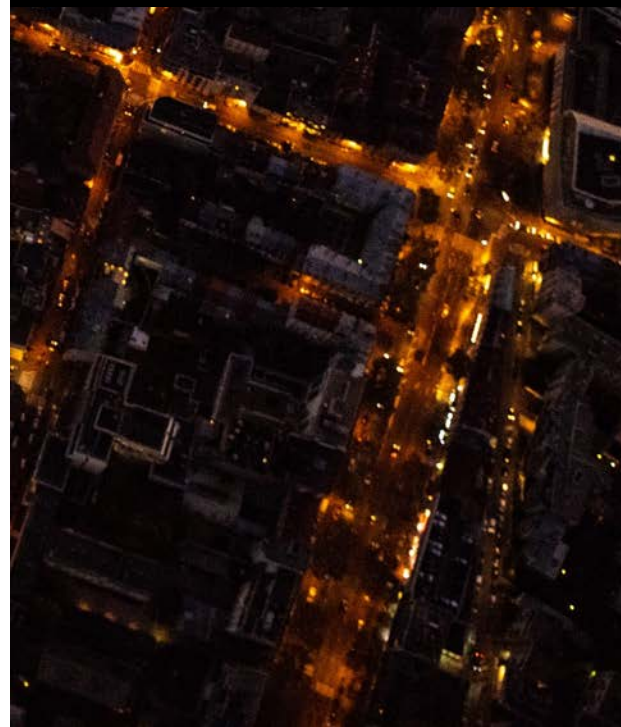


Increasingly complex
regulatory
environment



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

Digitalization of
labor world



Scarcity of resources
and **skilled stuff**

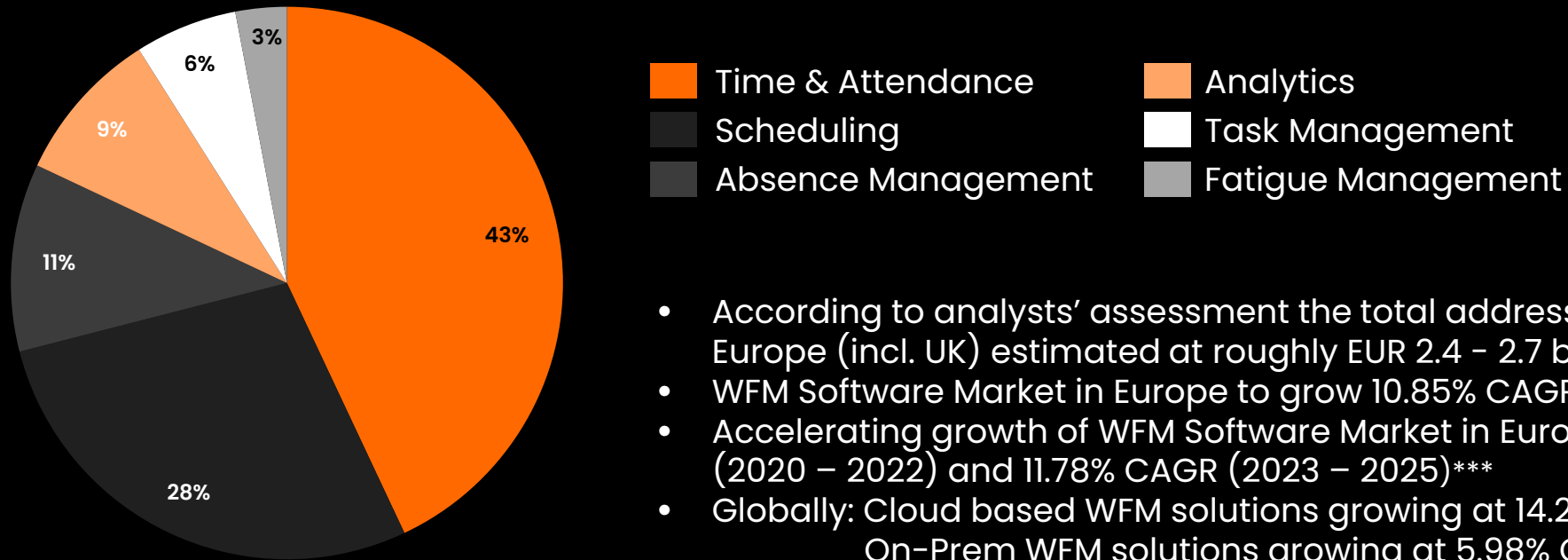


ATOSS 

Workforce Management Market

Main Drivers

WFM Software Categories*



- According to analysts' assessment the total addressable WFM-Market in Europe (incl. UK) estimated at roughly EUR 2.4 – 2.7 bn.**
- WFM Software Market in Europe to grow 10.85% CAGR (2020 – 2025)***
- Accelerating growth of WFM Software Market in Europe with 9.99% CAGR (2020 – 2022) and 11.78% CAGR (2023 – 2025)***
- Globally: Cloud based WFM solutions growing at 14.29% CAGR (2020 – 2025); On-Prem WFM solutions growing at 5.98% CAGR (2020 – 2025)***

* Source: Statista, ** Hauck Aufhäuser, Berenberg, *** Technavio



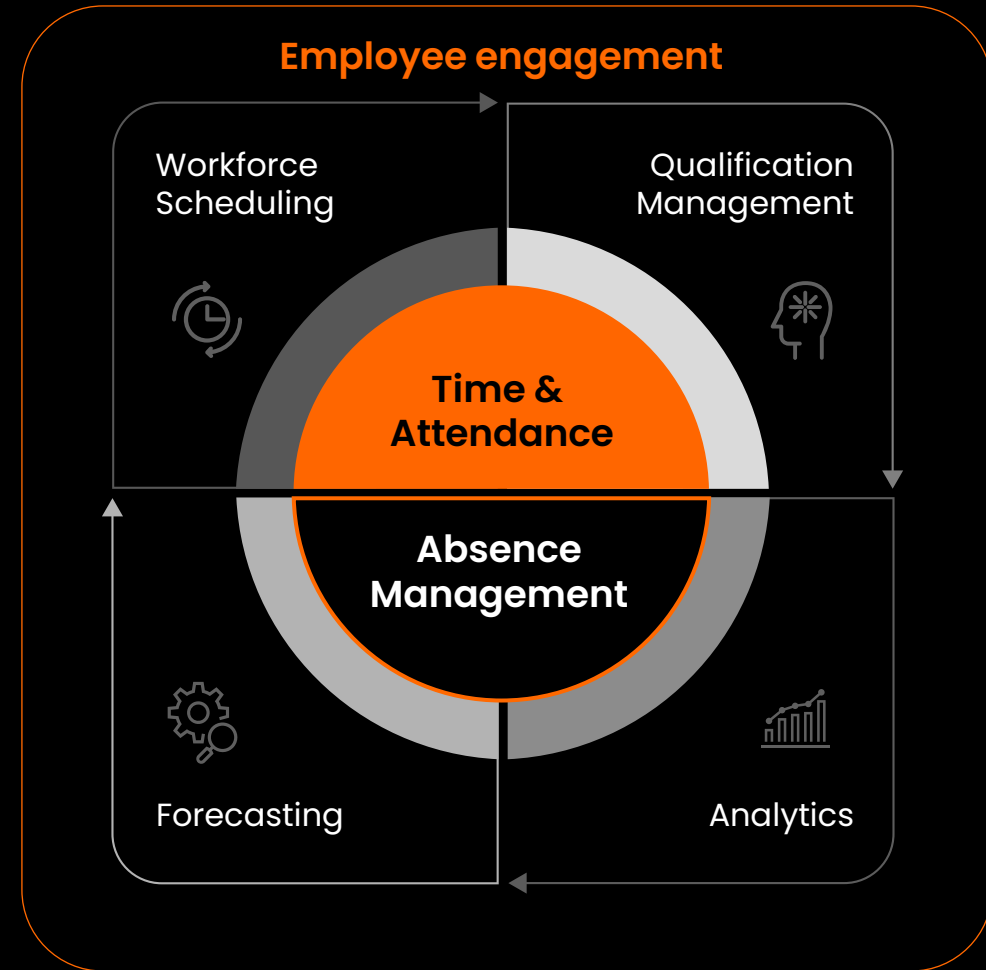
Business Model

Paracelsus-Kliniken | Healthcare & Services

Workforce Management in a Nutshell

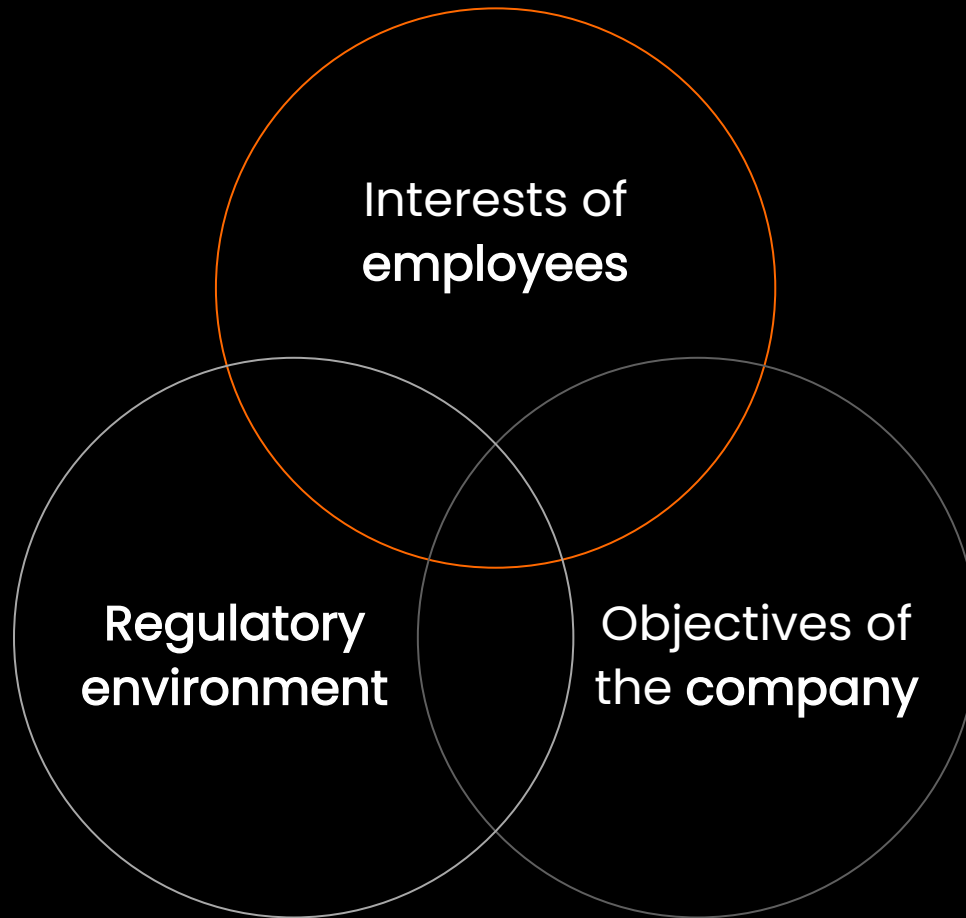
Efficiency via Highly Flexible Staff Deployment

ATOSS helps companies to have ...
...the right employee
...with the right qualification
...at the right place
...at the right time
...at the right cost
...at full compliance



Managing complexity

Workforce Management



Key benefits

-15%

Personnel costs with the same number of staff

-82%

Overtime

+11%

Revenue

Highly flexible, demand-optimized workforce scheduling

Digital Workforce Management

Current situation

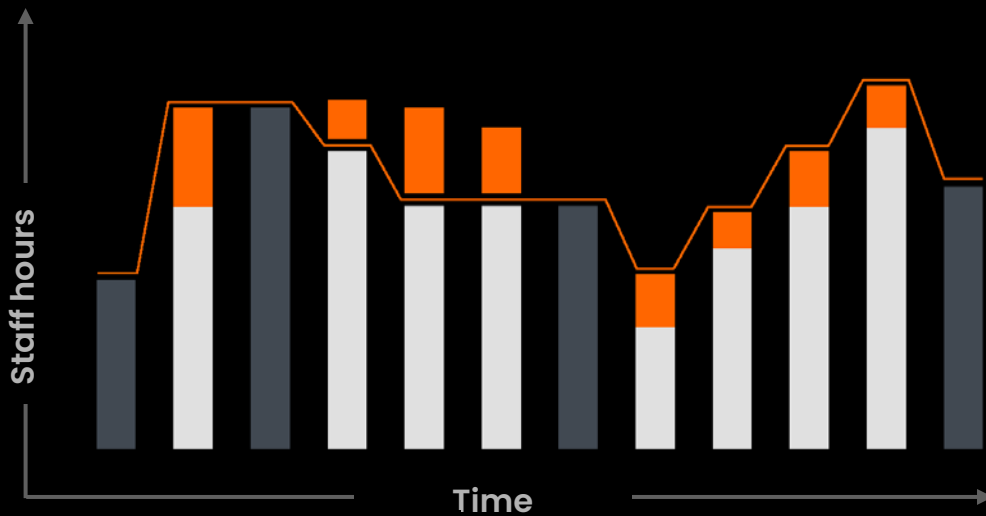
Fluctuation in demand

Little flexibility and long response times

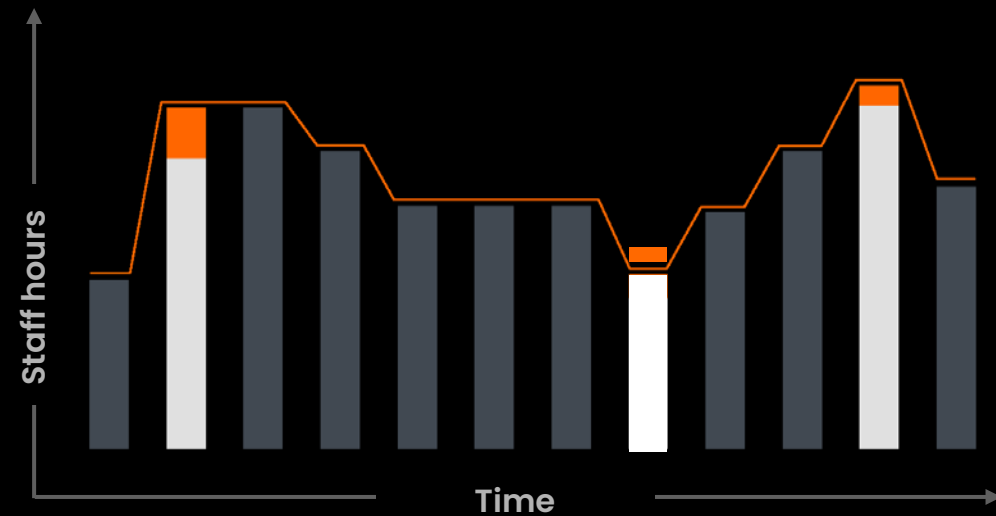
Goal

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

OPTIMIZATION POTENTIAL



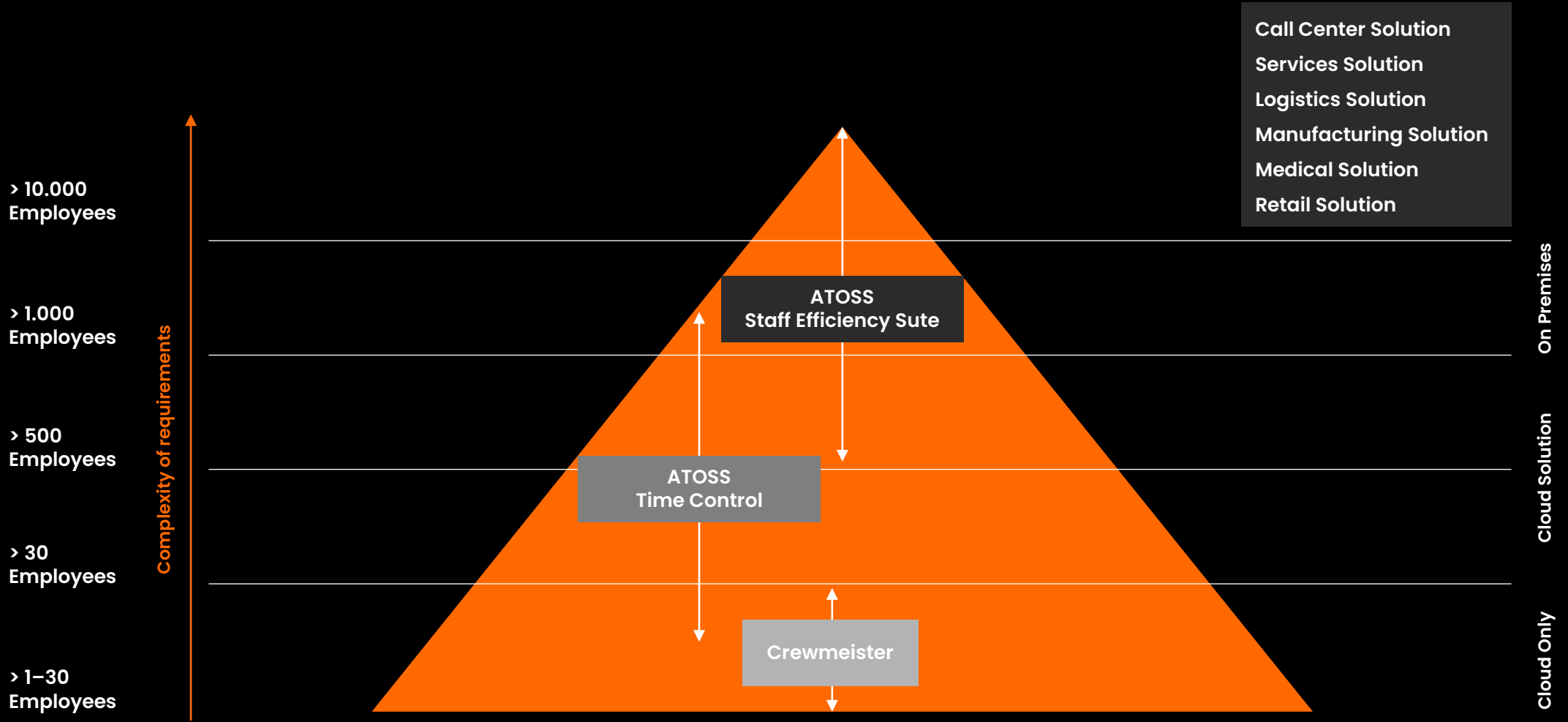
AFTER OPTIMIZATION



■ surplus/shortfall ■ non-demand-optimized ■ demand-optimized

ATOSS Product Portfolio

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





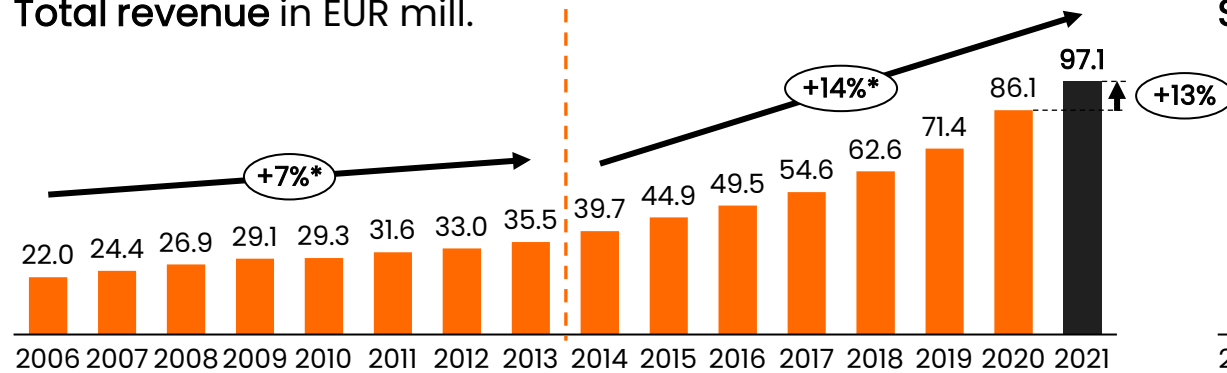
Financials & KPI's

HEINZ-GLAS | Manufacturing

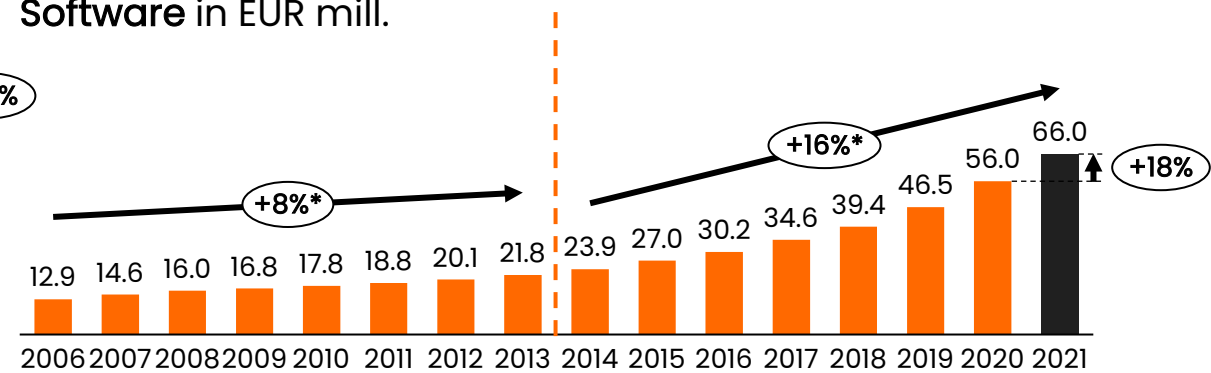
ATOSS – 16th Record Year in Succession

Running like Clockwork

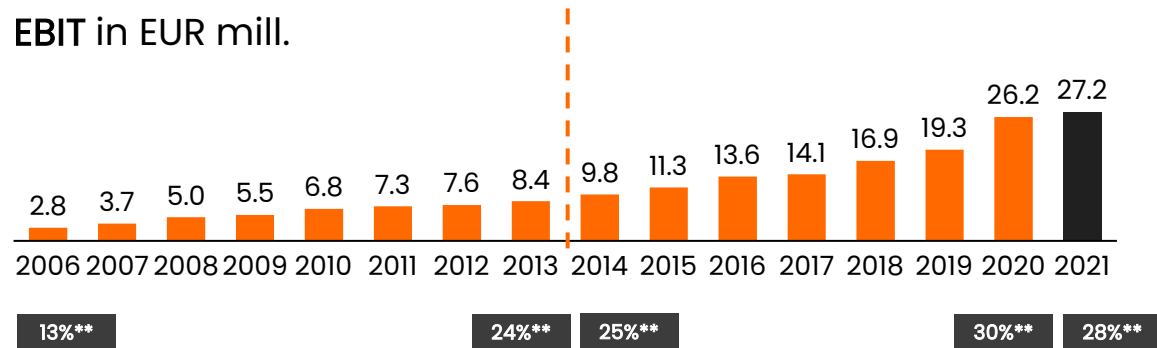
Total revenue in EUR mill.



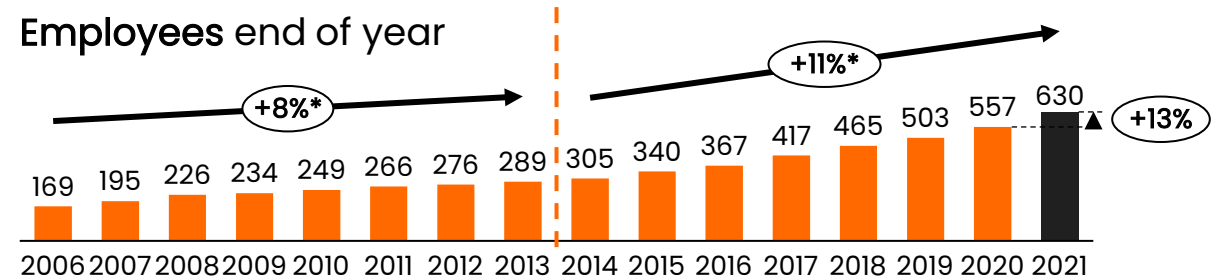
Software in EUR mill.



EBIT in EUR mill.



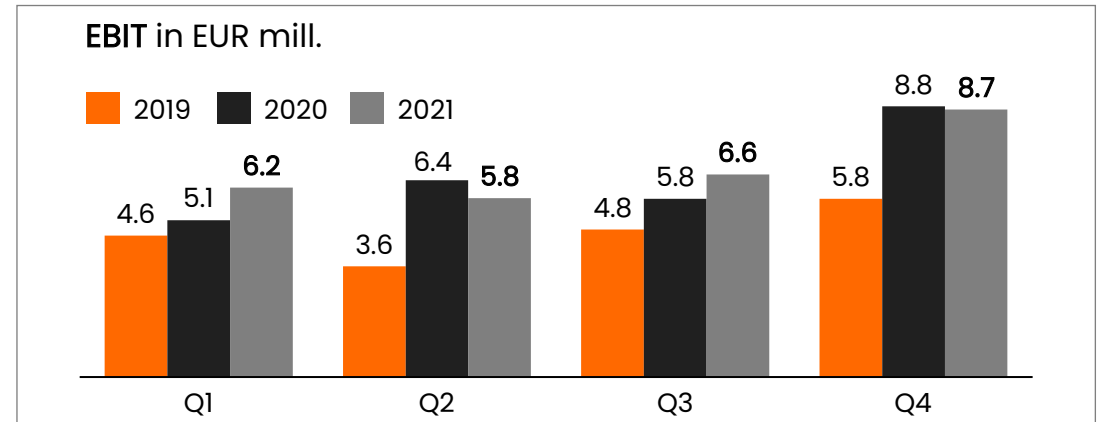
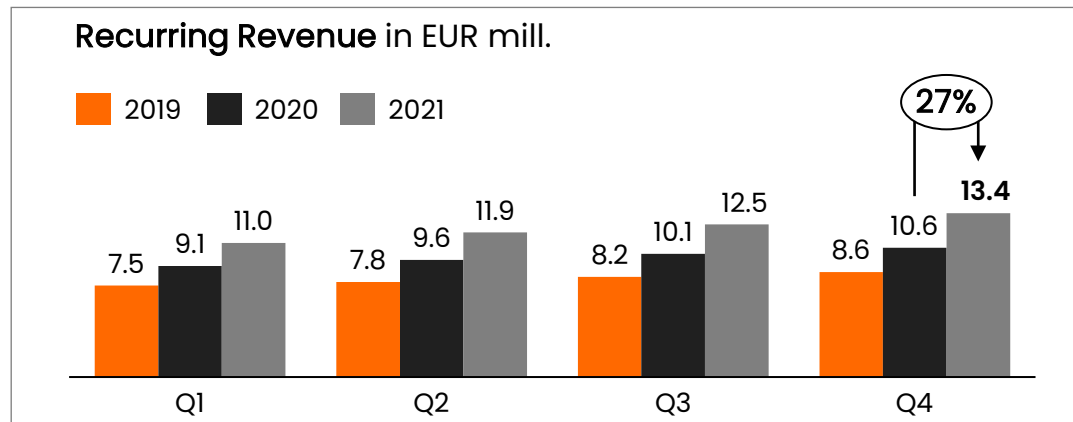
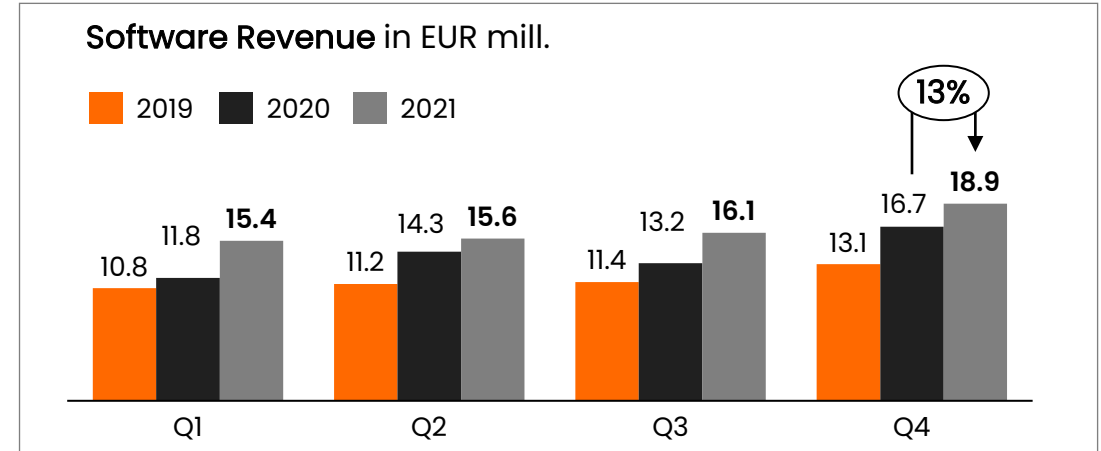
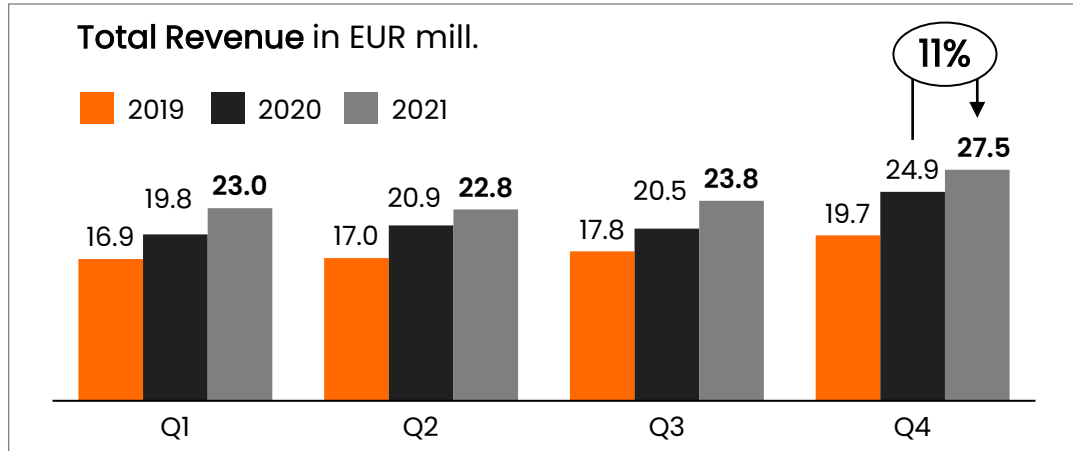
Employees end of year



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

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

Top Key Figures Q4 2021

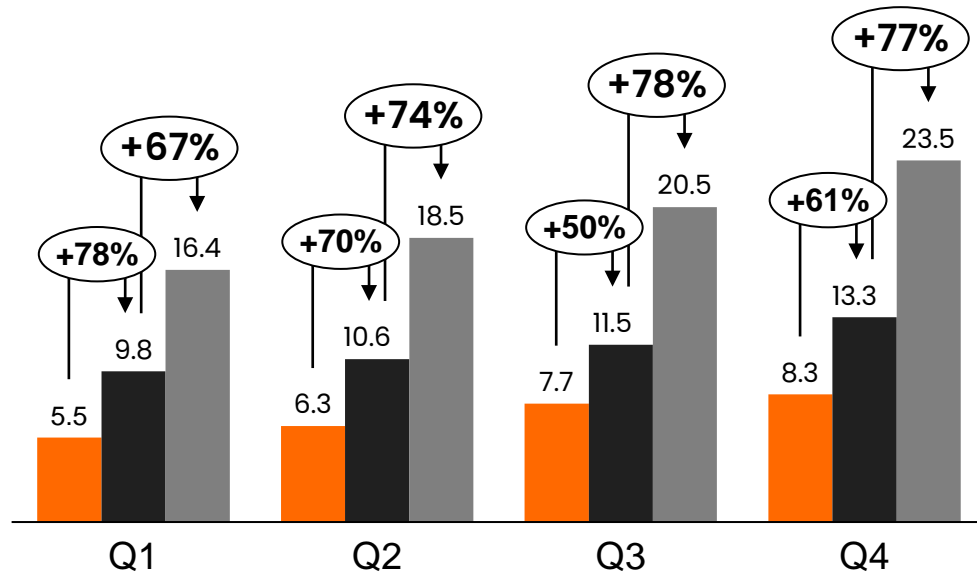


- Accelerated revenue growth in Q4 2021
- Continuous expansion of the share of recurring revenues

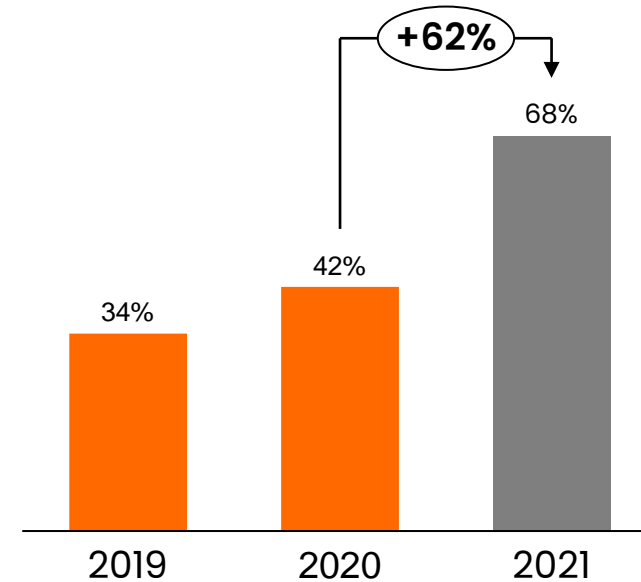
Top Key Figures Q4 2021

Cloud ARR*: Quarterly development in EUR mill.

2019 2020 2021



Share of Cloud*** in software order intake: in %



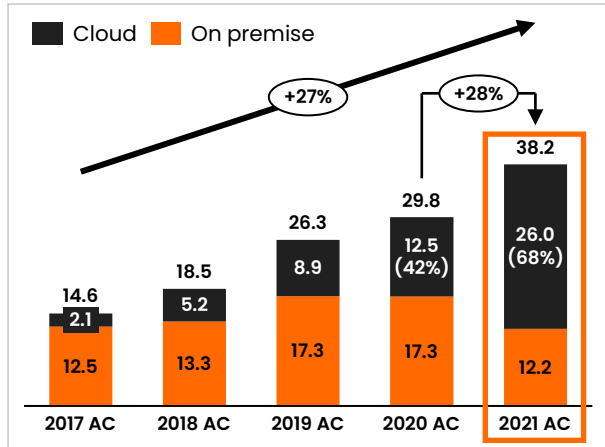
- The strong demand for our cloud solutions and software licenses and provides an excellent basis for further development of ATOSS
- Average initial cloud contract duration: 42 months
- Average Churnrate**: ~1.3 percent

*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; **Churnrate: calculated as contract terminations divided by total ARR; *** Cloud Share of Software Order Intake expressed as normalized value of licenses in cloud and on prem orders

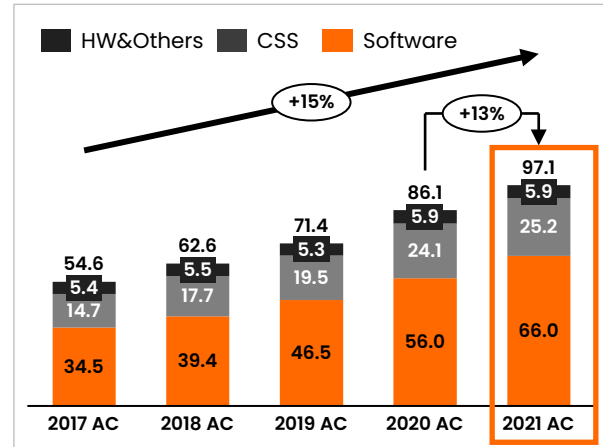
Financial KPIs

16th record year in a row for ATOSS

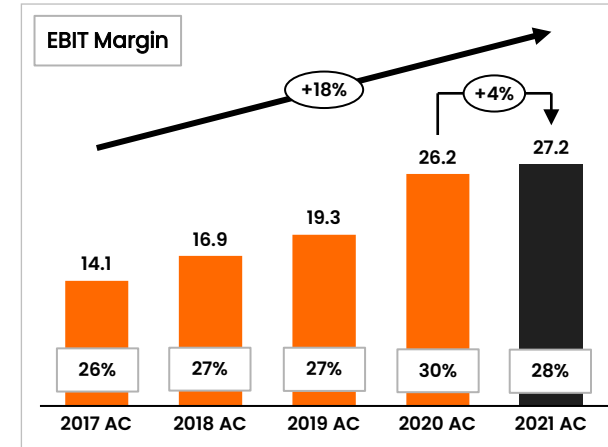
Order intake



Sales total



EBIT

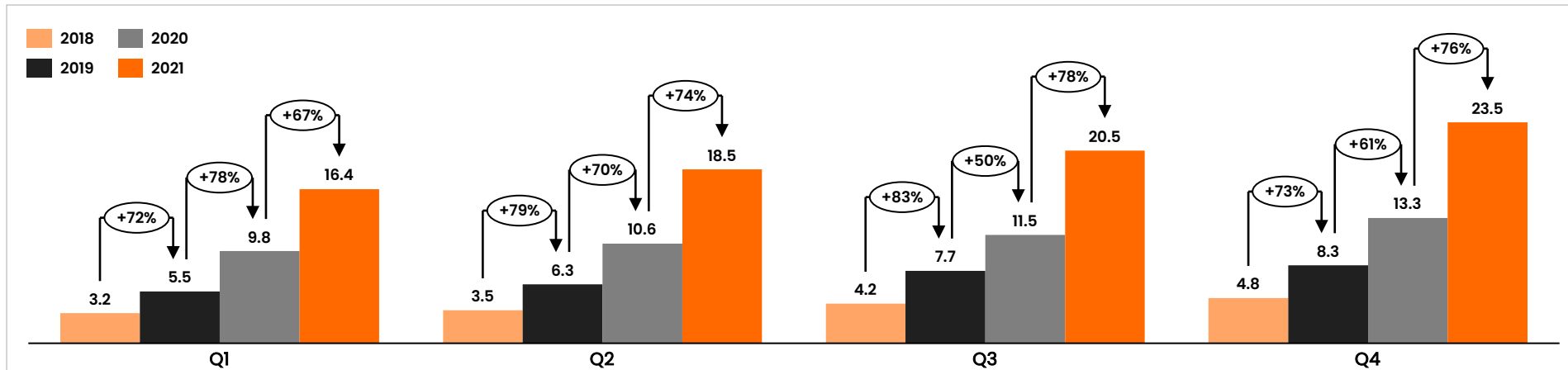


Mio EUR

Highlights

- 16th record year in a row for Sales & EBIT with **accelerated demand** for our WFM solutions
- Total sales rocketed to **97 Mio**
- **Cloud transformation successfully ongoing**
- Excellent EBIT Margin **28%**
- **Average initial cloud contract duration: 42 months**
- **Average Churnrate**:** ~1.3 percent

Cloud ARR*: Quarterly development



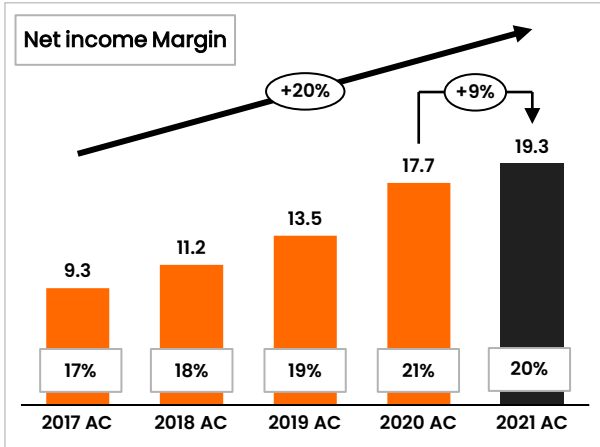
*ARR (Annual Recurring Revenue) comprises the turnover generated by the company over the next 12 months on the basis of current monthly cloud usage fees applicable as of the qualifying date incl. Crewmeister; **Churnrate: calculated as contract terminations divided by total ARR

Financial KPIs

Financial strength excellent base for further growth

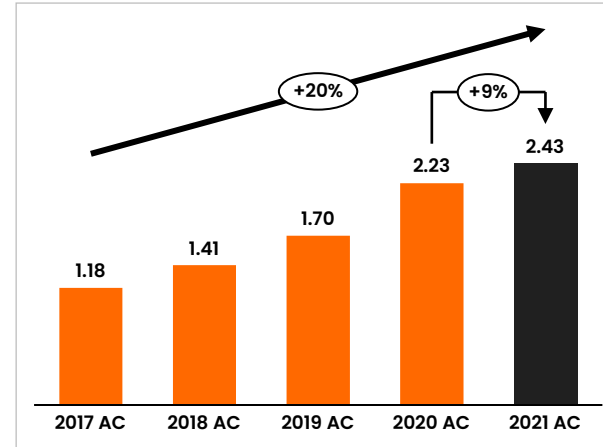
Net Income

Mio EUR



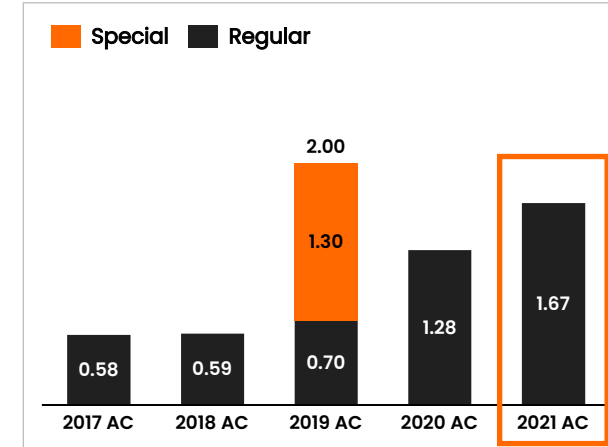
EPS

EUR



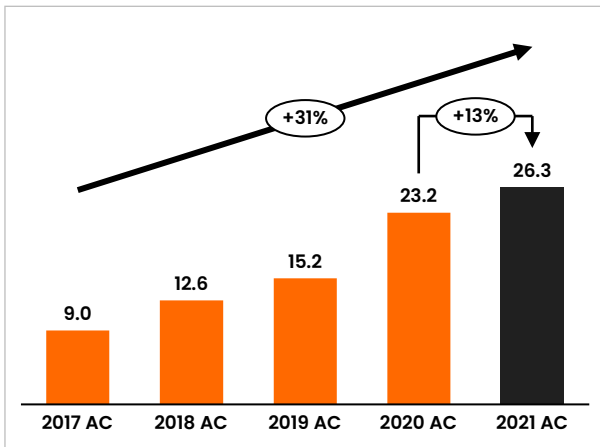
Dividend per share

EUR



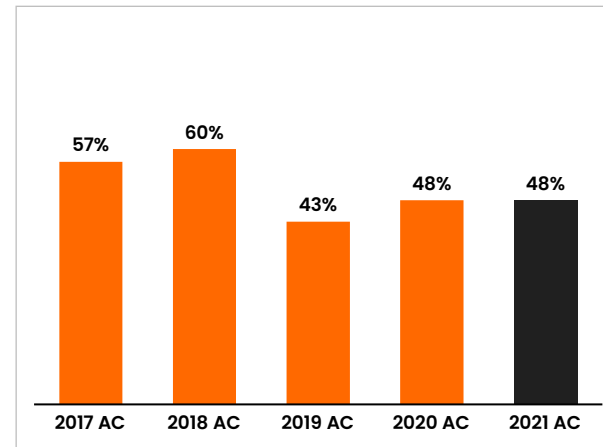
Operational Cashflow

Mio EUR



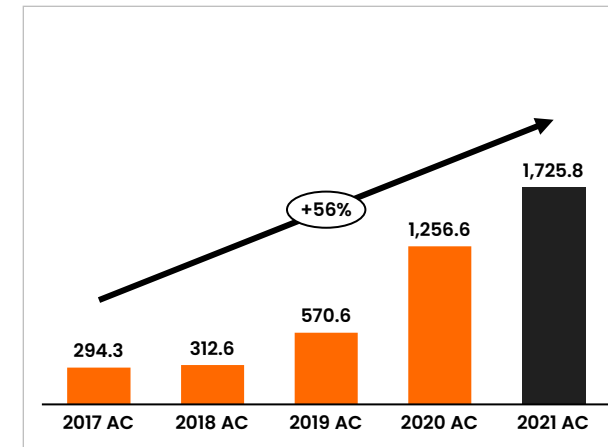
Equity Ratio

%



Market Capitalization

Mio EUR



Highlights

- **Strong EPS Performance:** EPS continuously increased
- **Record Cashflow** secures organic growth opportunities
- **Dividend of 1.67** EUR/share distributed in 2021 for 2020
- **Dividend increase** to 1.82 EUR/share to be proposed to AGM 2022
- **Market Cap:** ATOSS EV sustainably increased to 1bn +

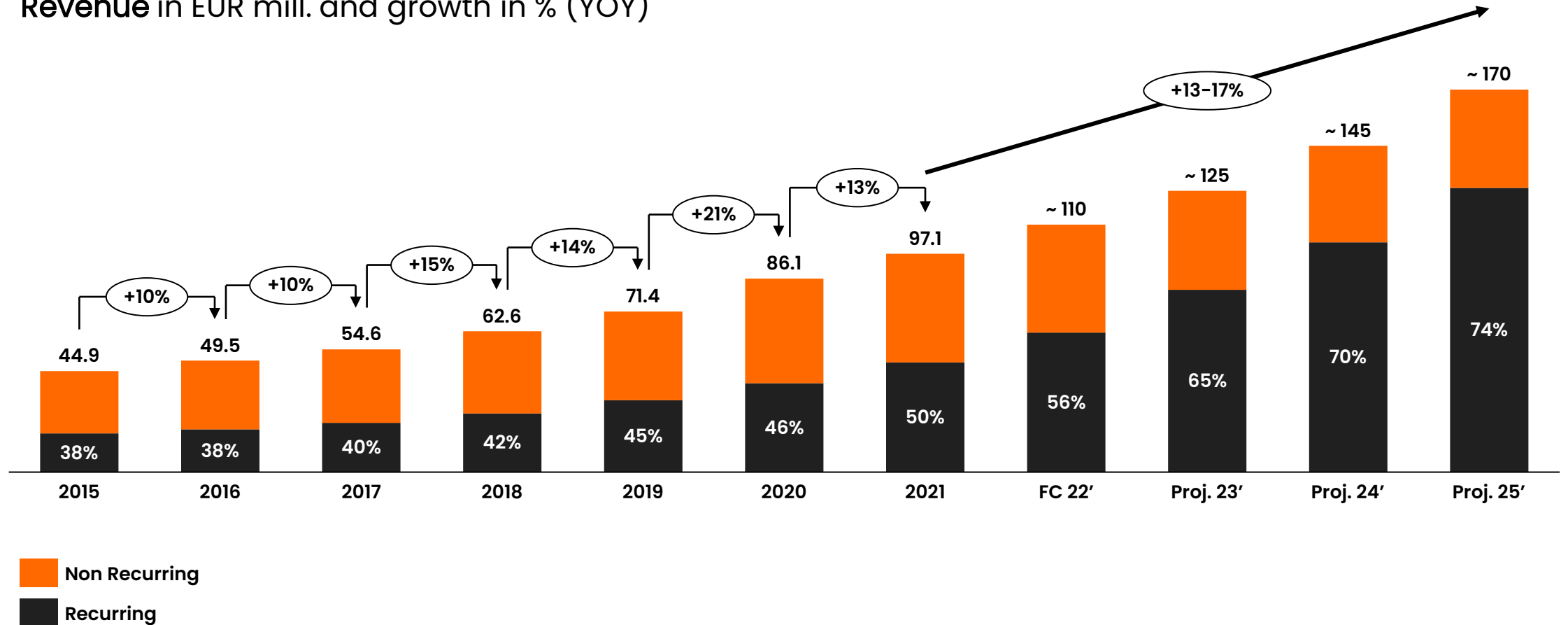
Growth Strategy

Digitec Galaxus | Retail

ATOSS Cloud Transformation

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

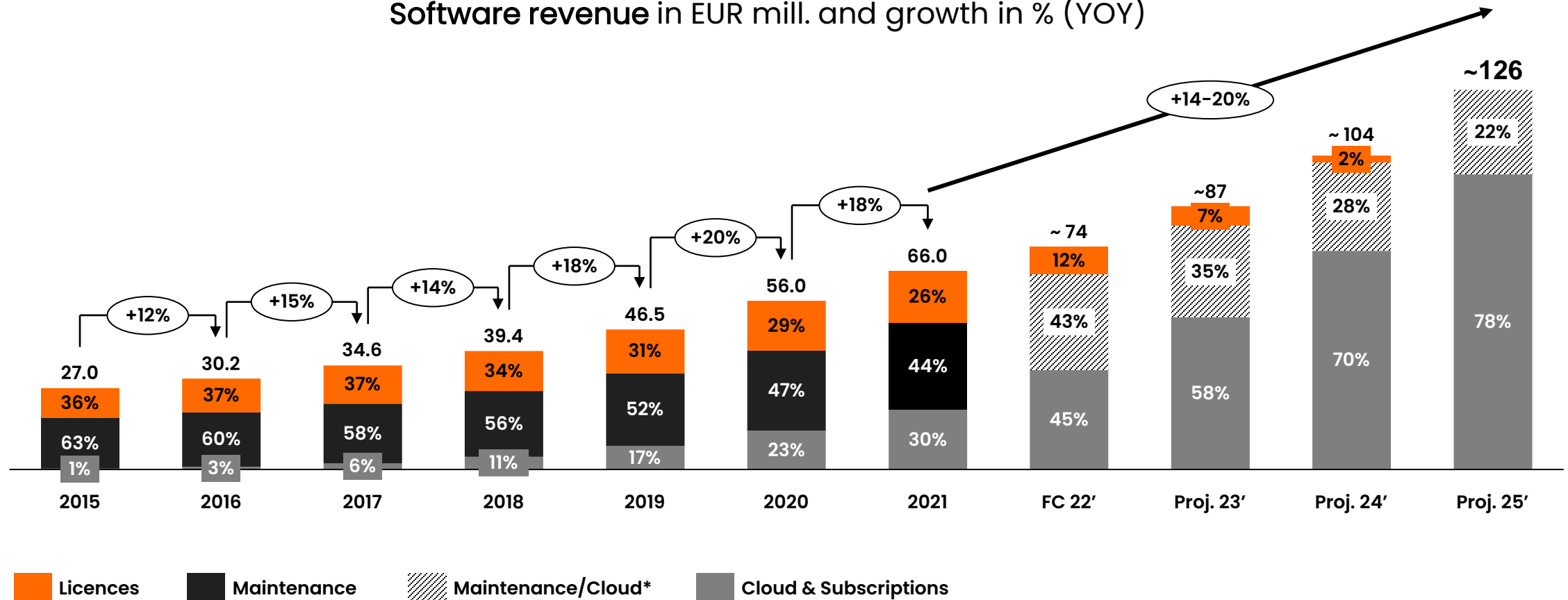
Revenue in EUR mill. and growth in % (YOY)



ATOSS Cloud Transformation

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

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

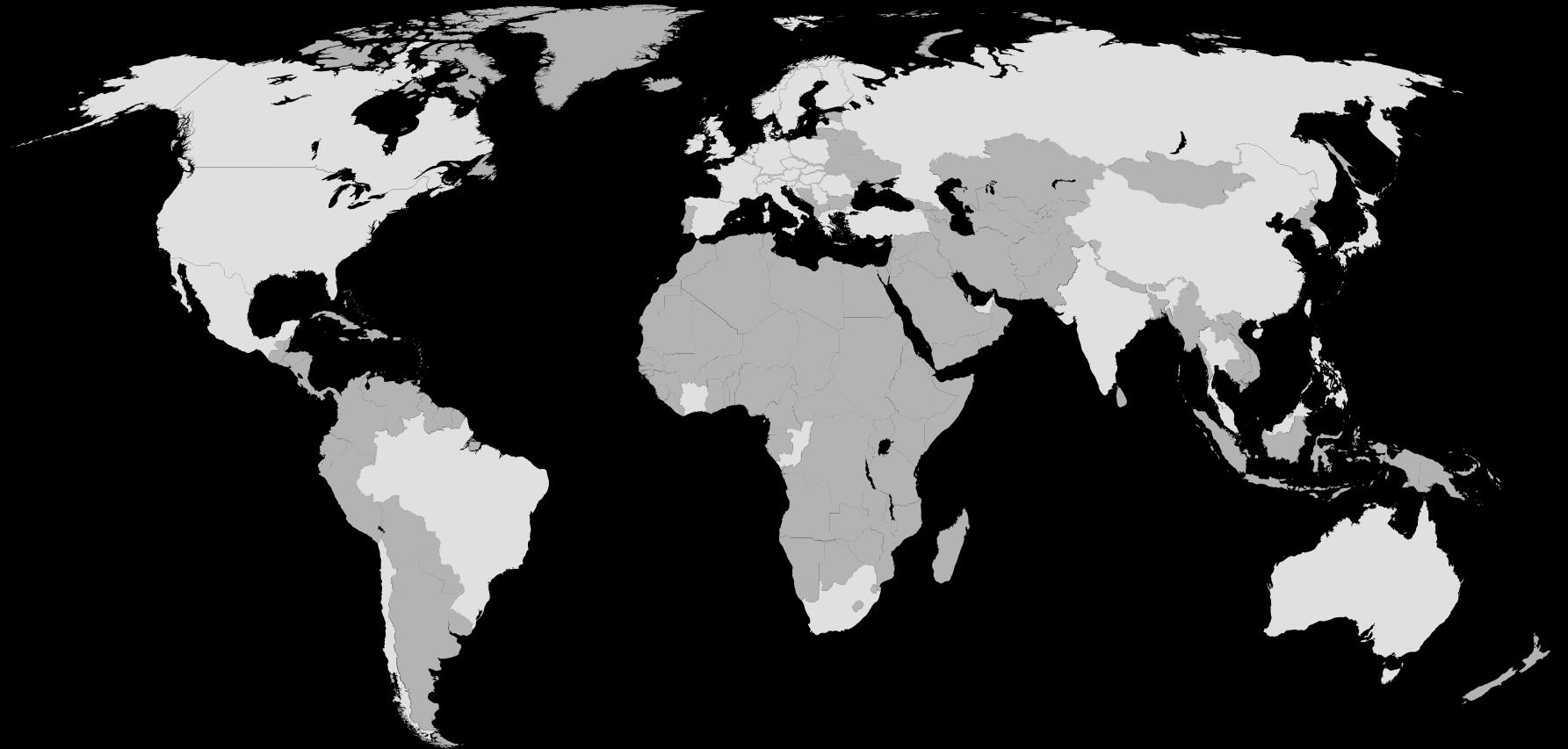


ATOSS continuously expands international footprint to further develop service offerings for global customers

International Revenue Share increases from 16% to 25% by 2025

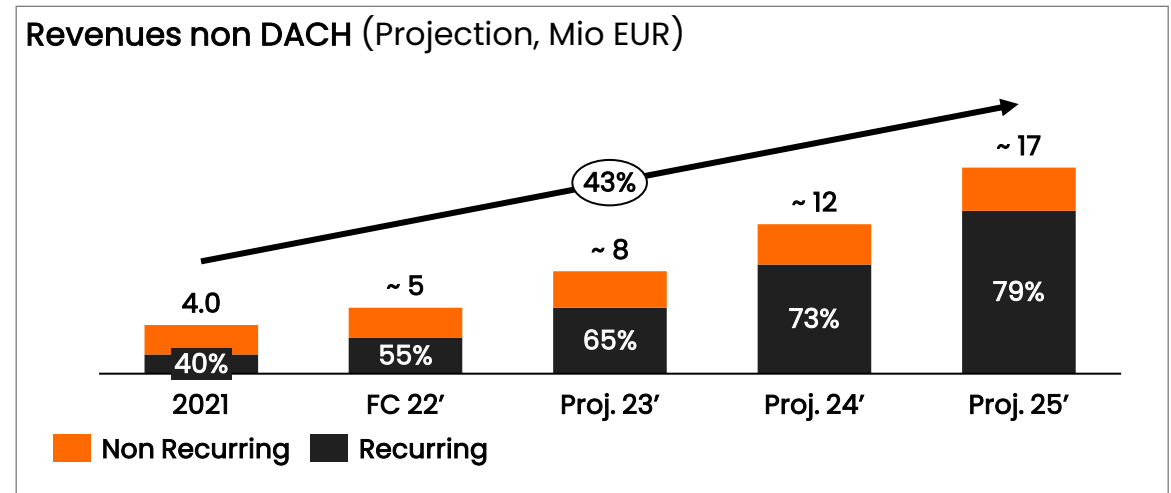
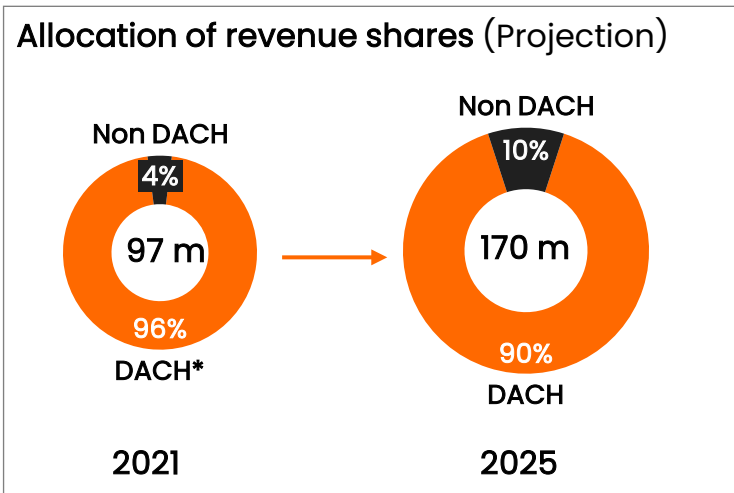
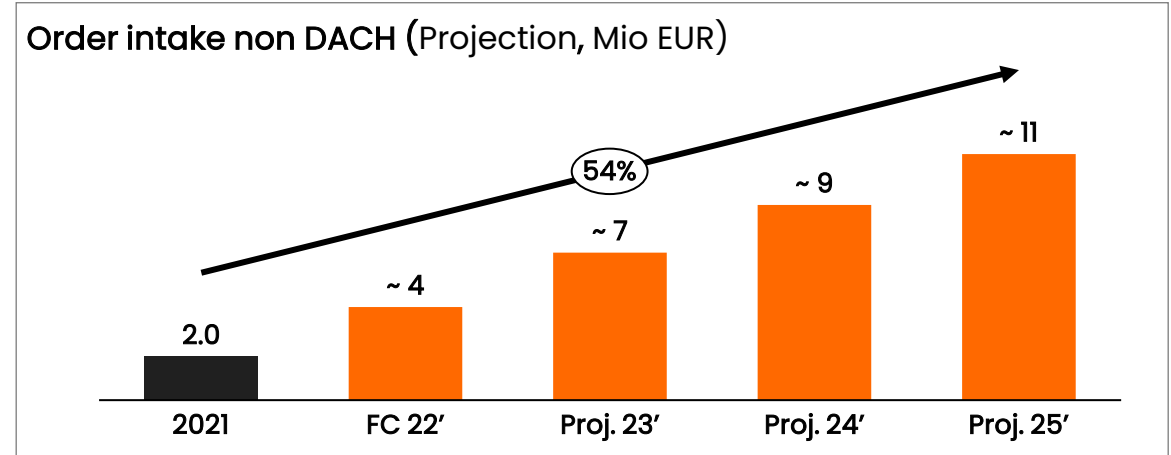
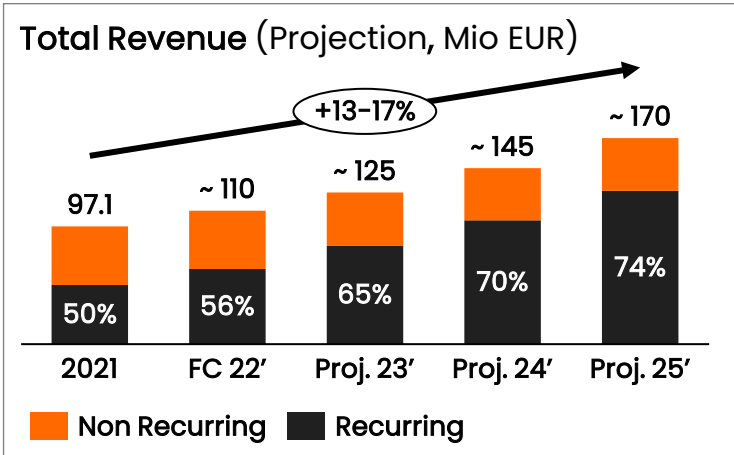
ATOSS Solutions currently in 50+ countries
(multilingual solutions, 11 software languages)

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



ATOSS Internationalization

Supporting overall growth strategy with expansion in non DACH countries



*thereof Austria (6%) and Switzerland (4%)

ATOSS – Growth Projections 2022 – 2025

Strong Growth and Margins while building Recurring Revenue

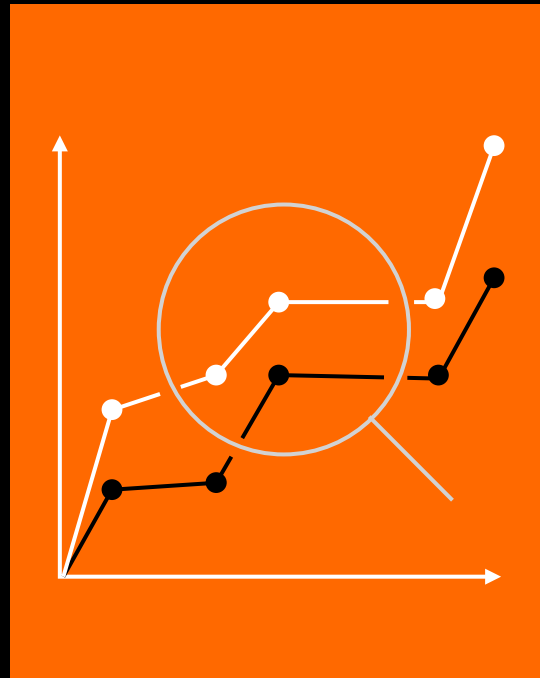
Guidance 2022

Total Revenue

110 EUR Mill.

EBIT Margin

>25%



Projections 2022 – 2025

Total Revenue Growth

p.a. **13–17%**

Increasing Share of
Recurring Revenue
from

>50 to 75%

Software Revenue
Growth

p.a. **14–20%**

EBIT Margin from

25–30%

Thank You for Your Attention!

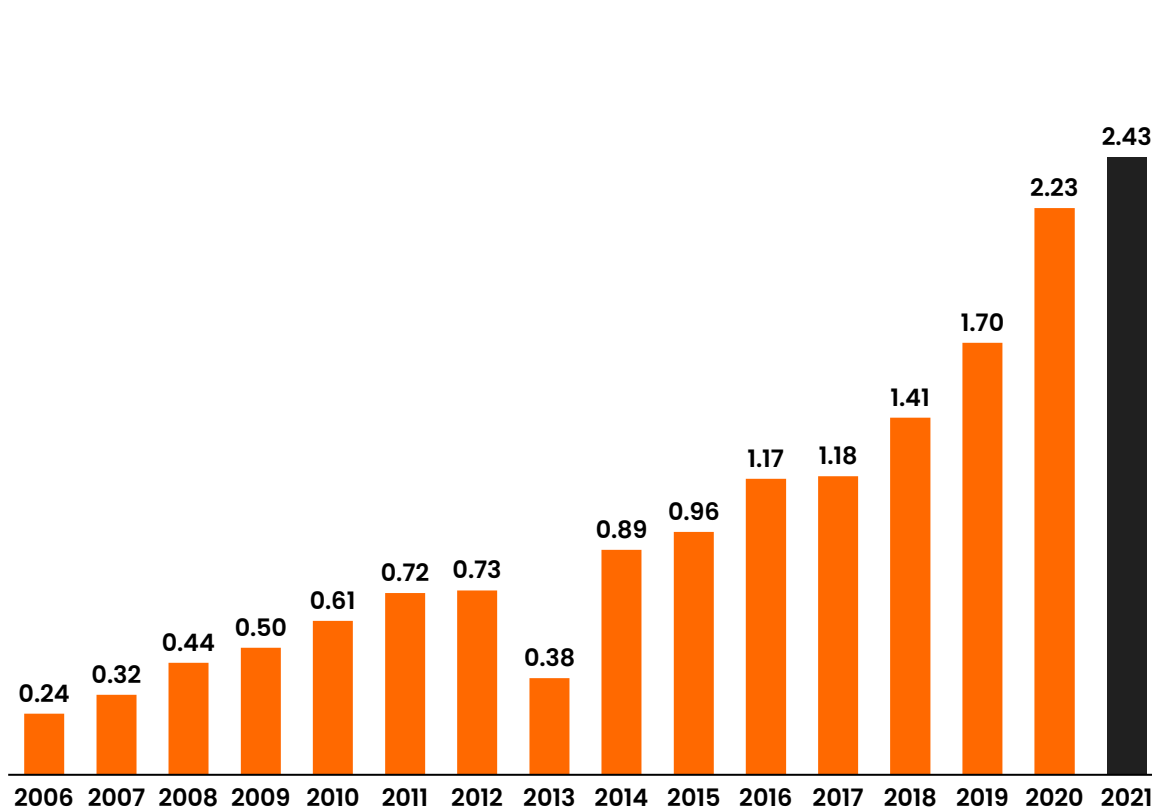


Attachments

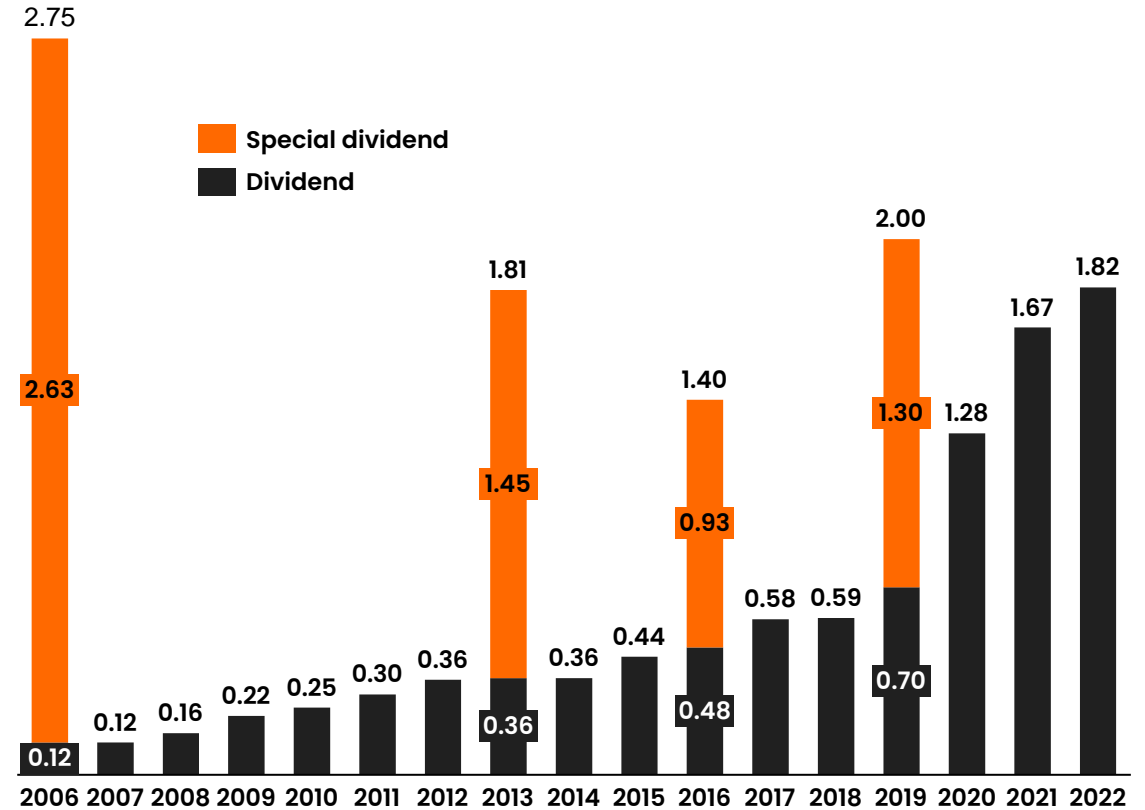
The ATOSS Share

Dividend Policy

EPS* per 31. December in EUR



Dividend* in EUR

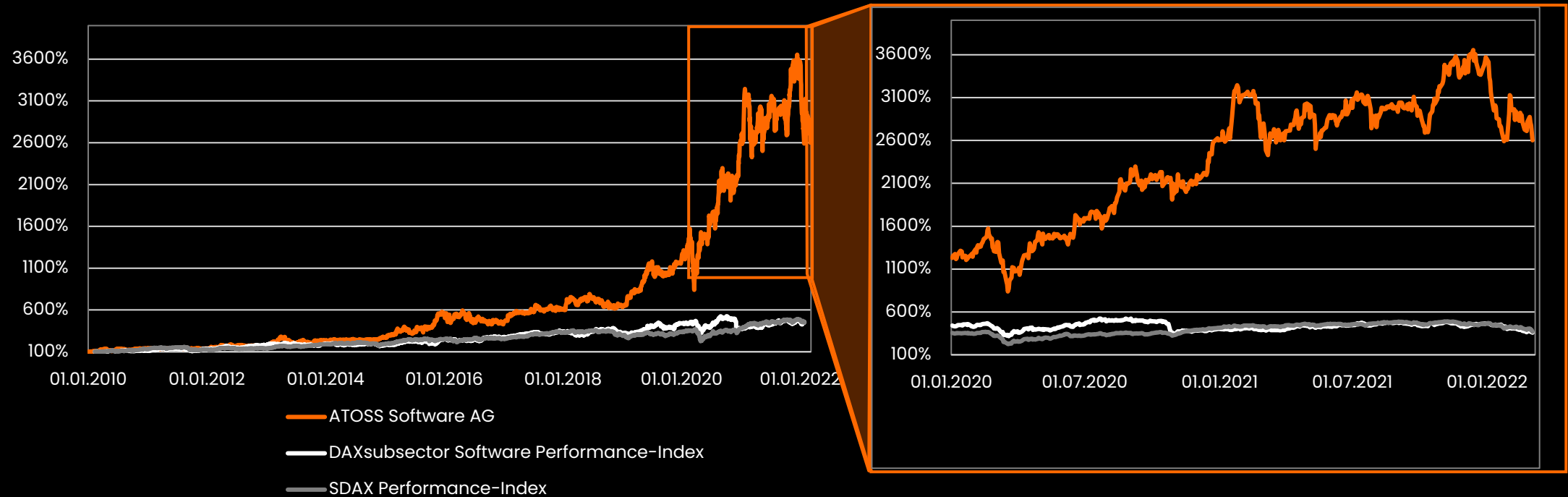


ATOSS stays true to its dividend policy with continuity to the previous year

* The previous year's figures have been adjusted due to stock split in 2020; Rounding up to 2 decimal places

The ATOSS Share

Development ATOSS Share 01/01/2010 – 03/07/2022

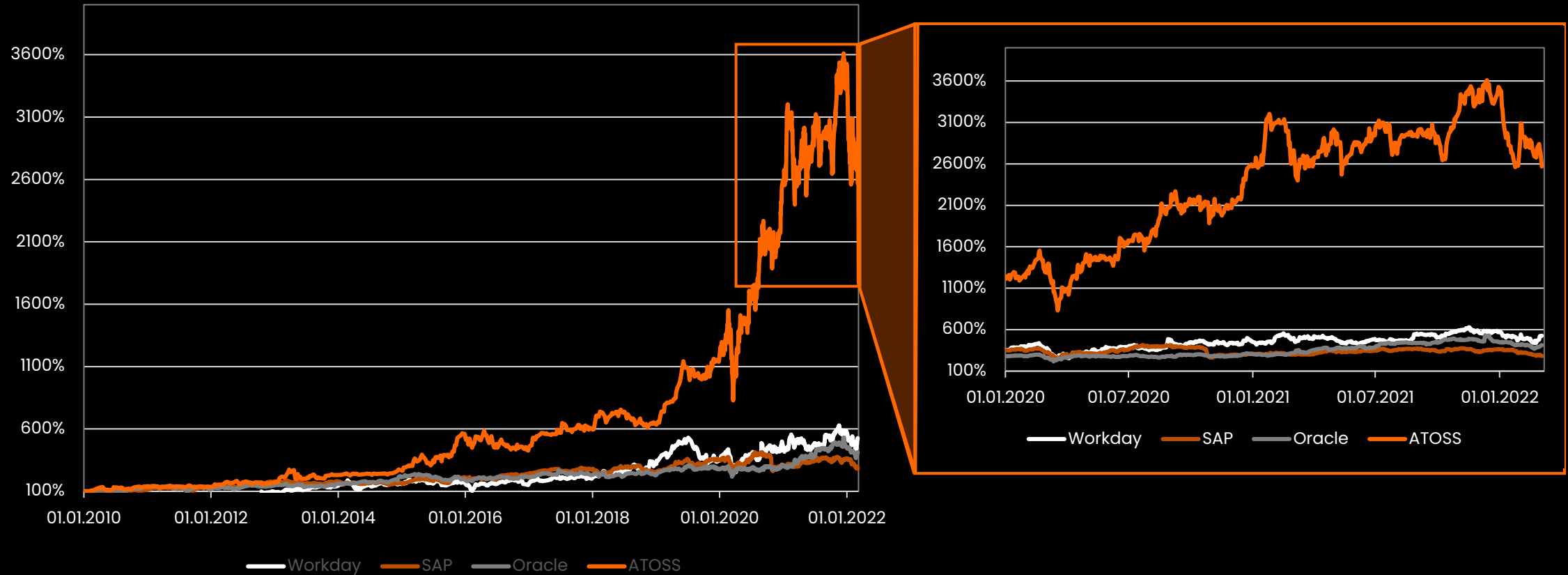


- 01/01/2010 – 03/07/2022: ATOSS share grows by 2,501%* while the DAXsubsector Software Performance Index gains 259%
- Sustained increase of shareholder assets
- The ATOSS share offers additional upside due its dividend policy

* XETRA Closing price 01/01/2010 and 03/07/2022 – without integration of special dividend

The ATOSS Share

ATOSS Performance – Oracle, SAP, Workday 01/01/2010 – 03/07/2022



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

Corporate Social Responsibility @ ATOSS

Fields of sustainable activities

Responsibility as integral aspect of our corporate culture and business processes

Integrity and compliance

- Prevention of discrimination, corruption, bribery, respect for human rights
- Compliance Management System – acting in accordance with all laws, social guidelines and values

Customer and society

- Data protection and data security
- Customer satisfaction
- Social and cultural activities

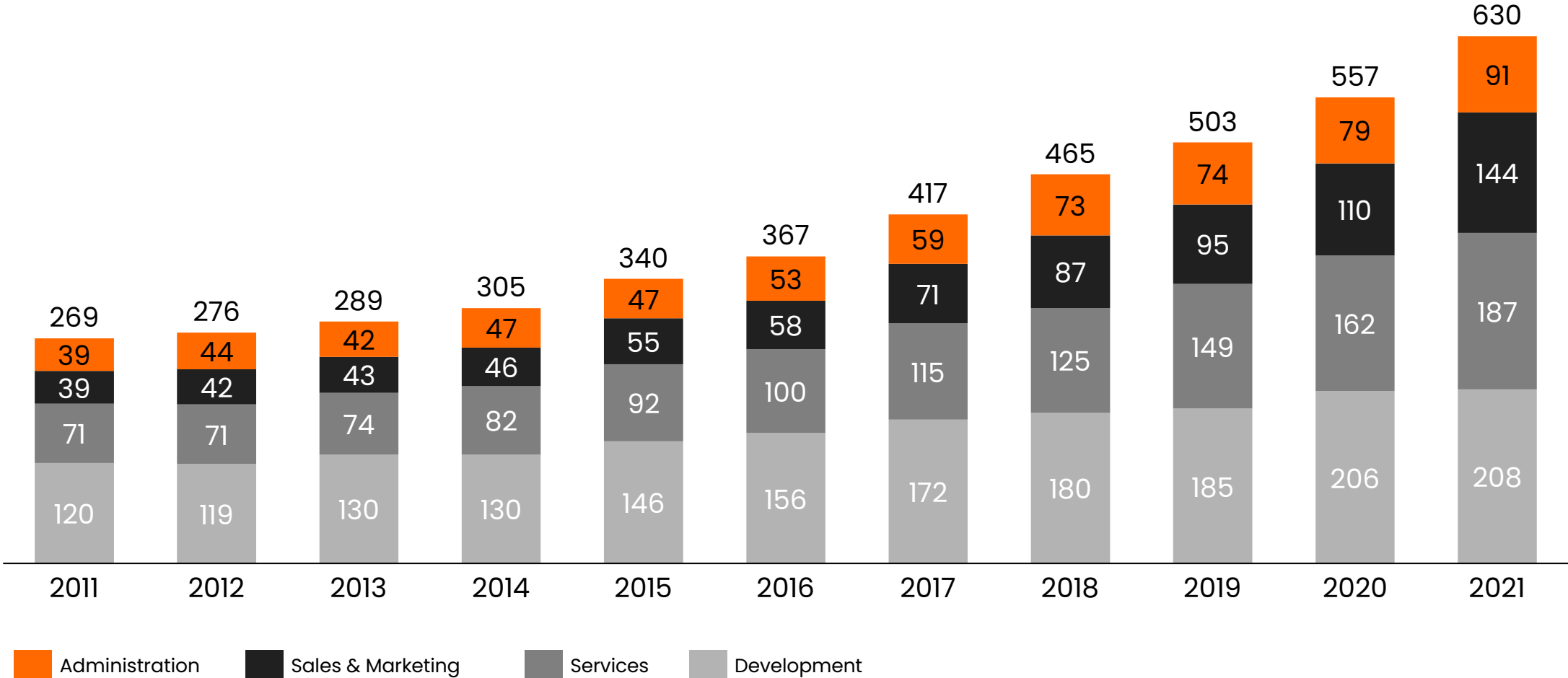
Environment

- Energy & CO2 reduction
- Conservation of resources

Employee

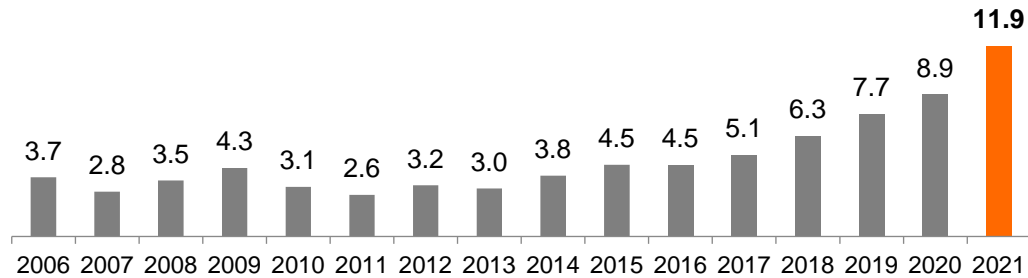
- Recruitment and retention
- Continuous training and learning
- Health promotion and recreation
- Diversity

Continuous Expansion of Personnel Capacities

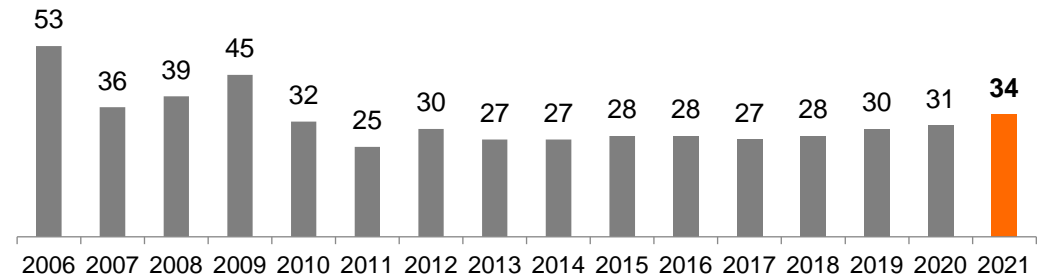


Benchmark for Customer Satisfaction and Stability

Receivables
in EUR mill.



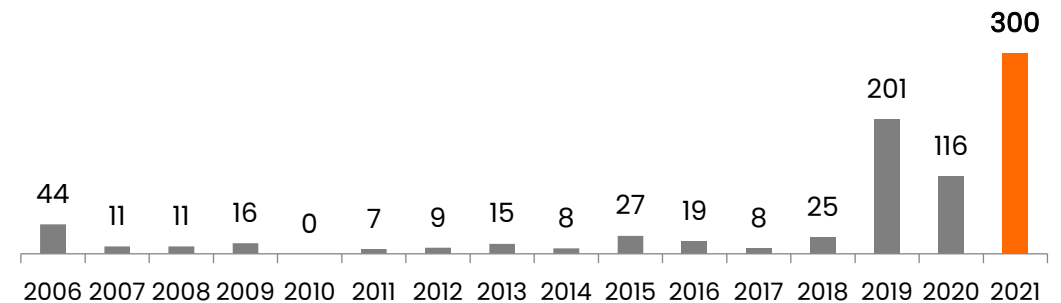
Collection period
in days*



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

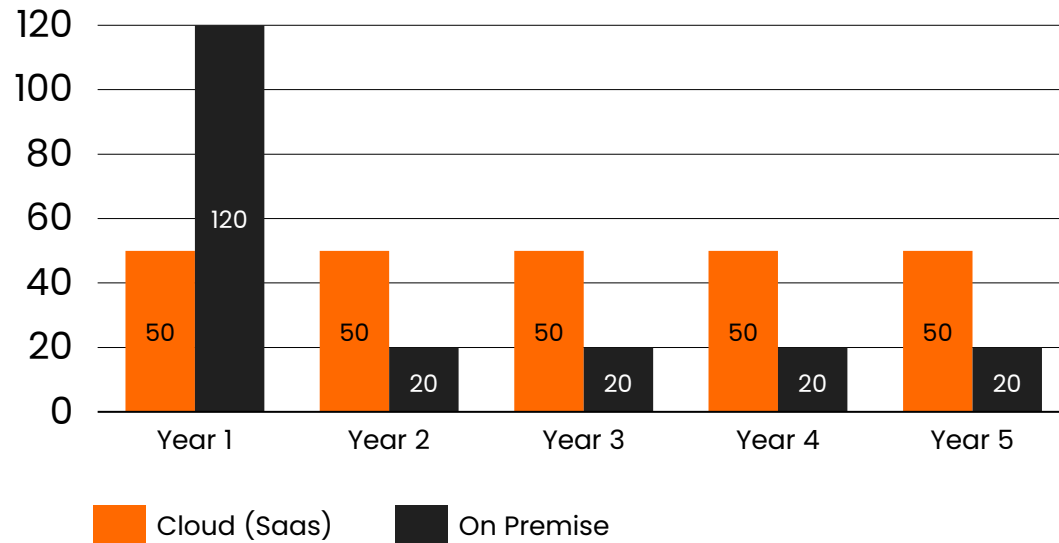


* Collection period = (average net receivables x 365)/revenues

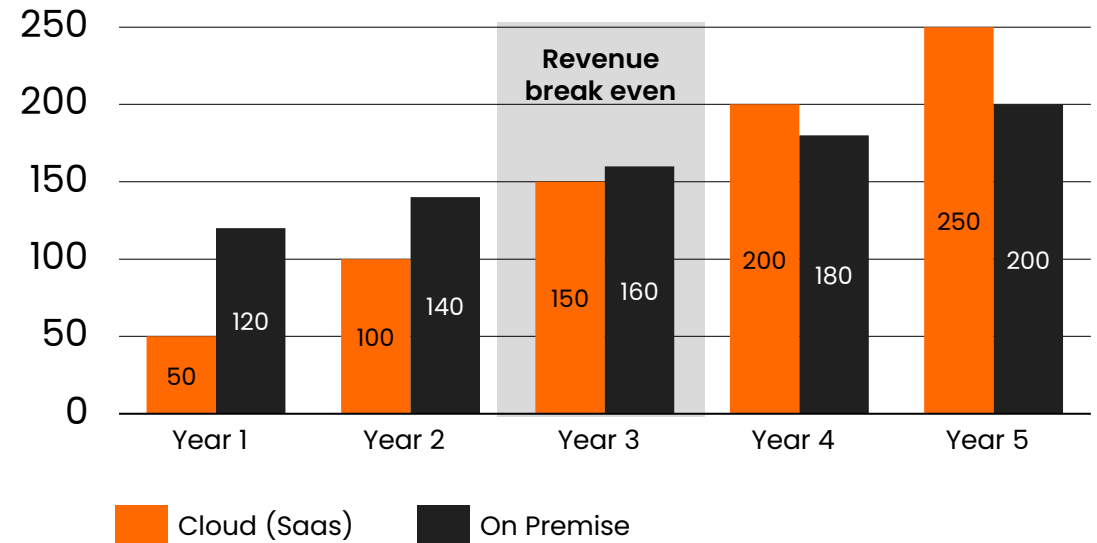
On Premise vs. Cloud Model

Revenue/Payment scheme

Cloud vs. On Premise

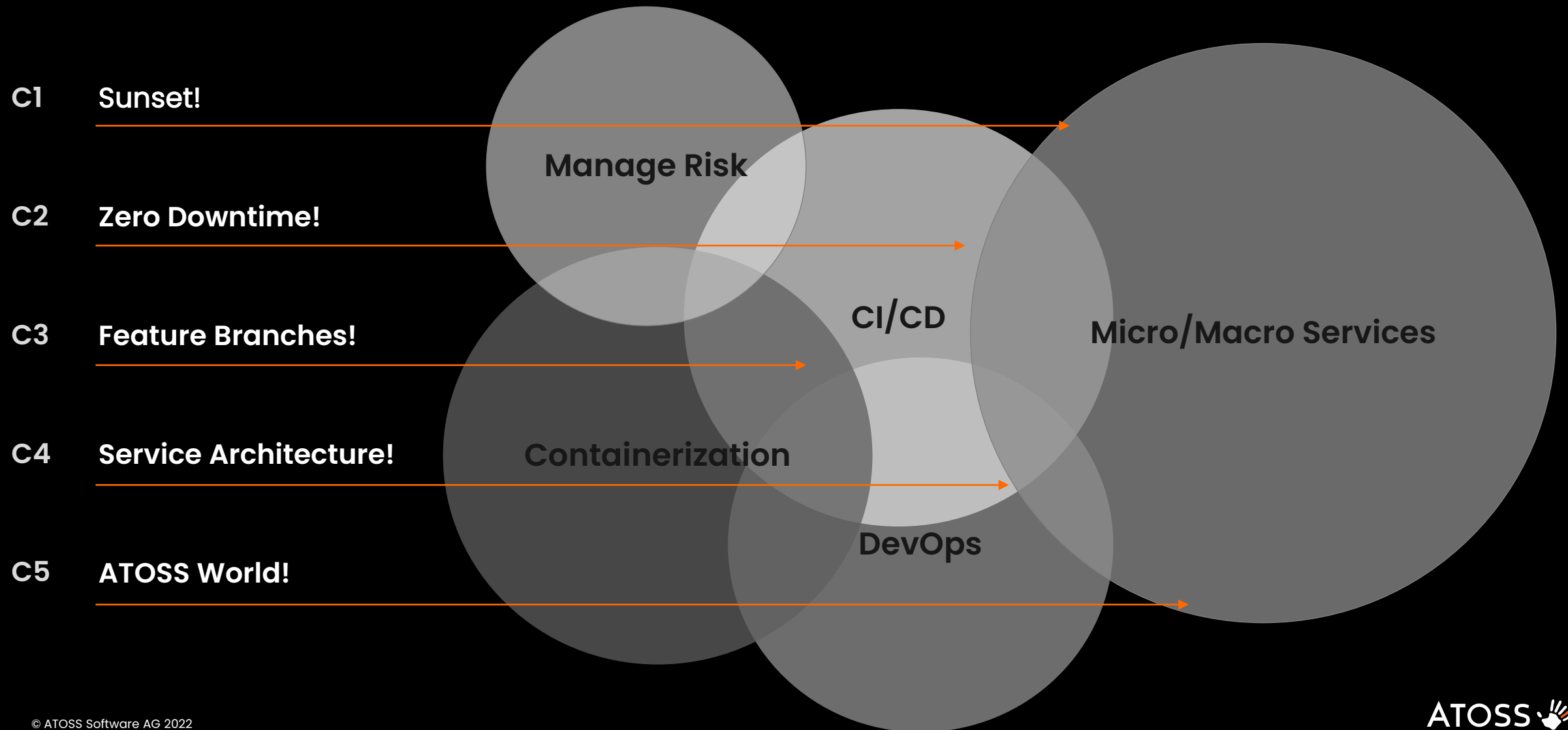


Cloud vs. On Premise (accumulated)



- Cloud Services lead to Service Optimization & Cost Savings for ATOSS Customers
- Service Optimization & Cost Savings allow for increased accumulated revenues after 3.5 years

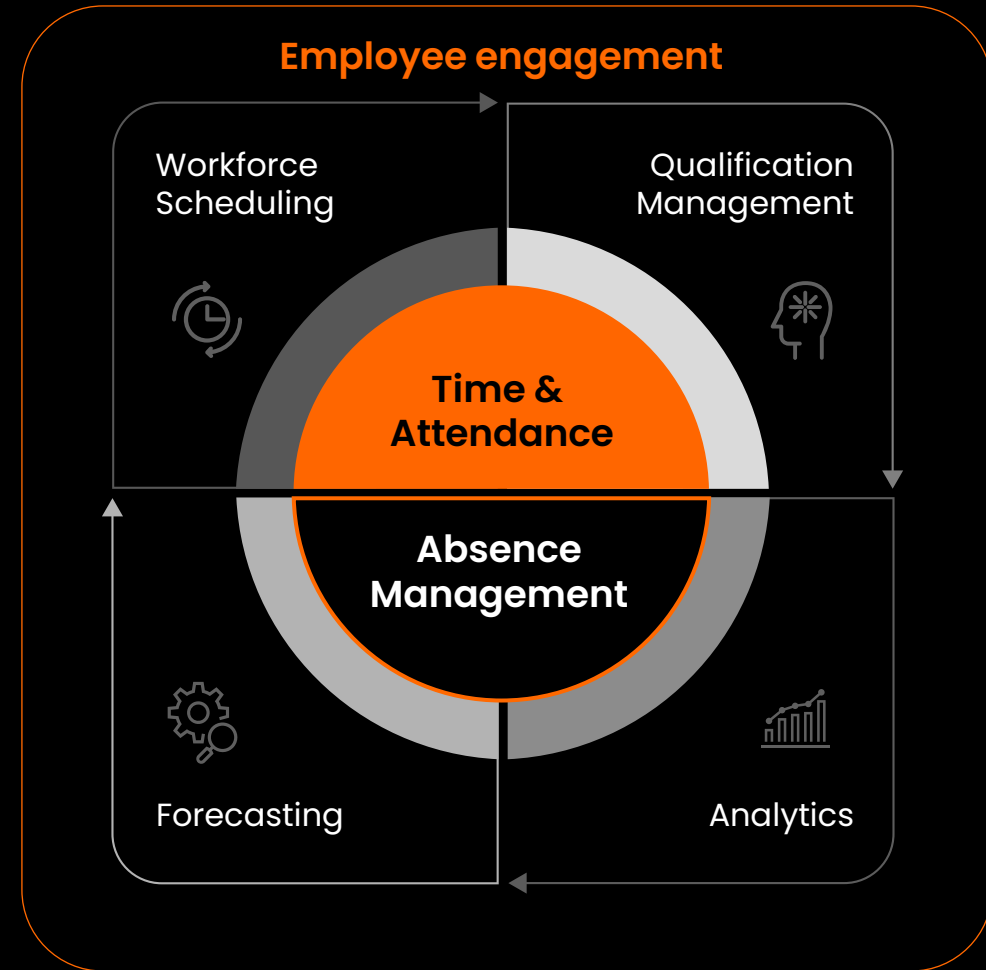
Cloud Transformation – Technical Approach



Workforce Management in a Nutshell

Efficiency via Highly Flexible Staff Deployment

ATOSS helps companies to have ...
...the right employee
...with the right qualification
...at the right place
...at the right time
...at the right cost
...at full compliance



Comprehensive Workforce Management

6 steps for success



Flexibilisation of working time 

Effects generated from ATOSS Projects

Cross-industry

-15%

Personnel costs with the same number of staff

-22%

Balance-sheet provisions

-60%

Residual leave

-70%

Planning input

-82%

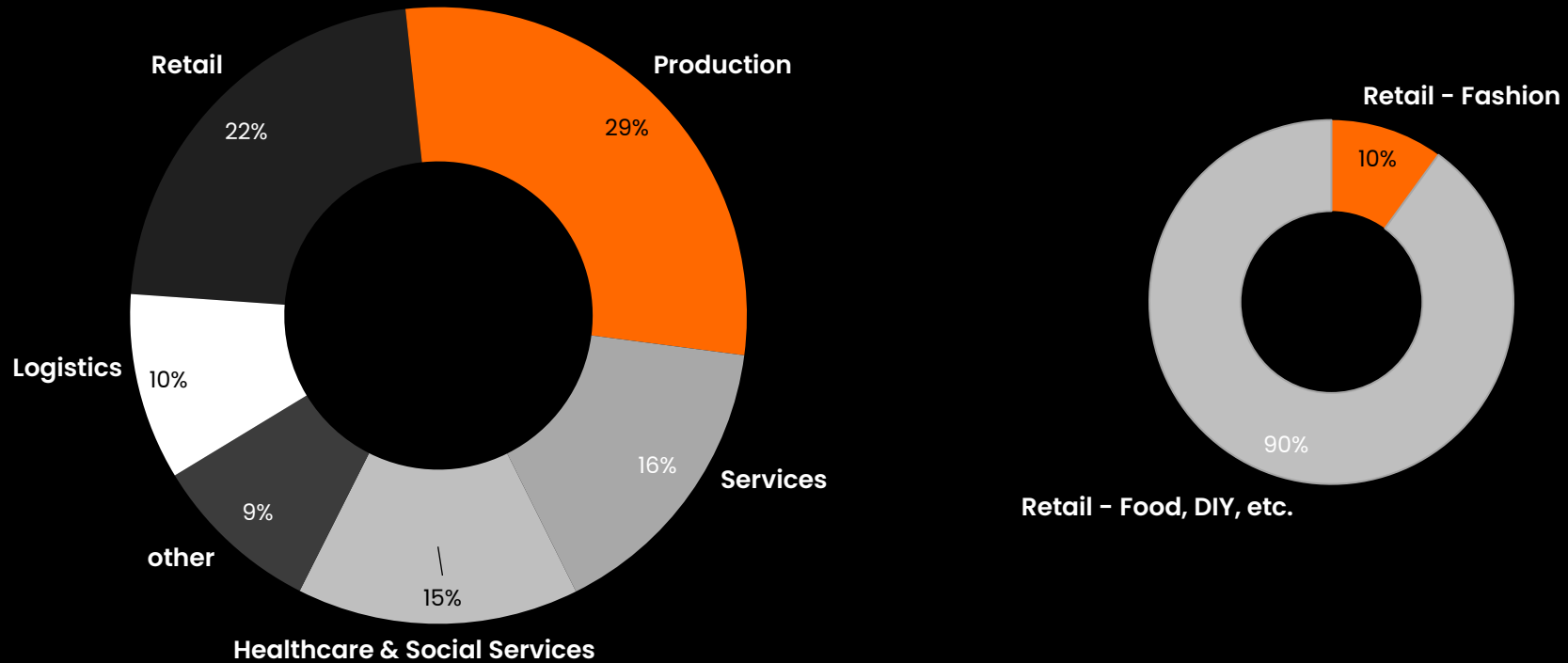
Overtime

+5%

Conversion rate

+11% Revenue

ATOSS Sales by Segment*



The five largest customers account for approx. 8 percent of company's sales.

* FY 2021

ATOSS Full Range Strategy

Crewmeister continues successful development

Highlights

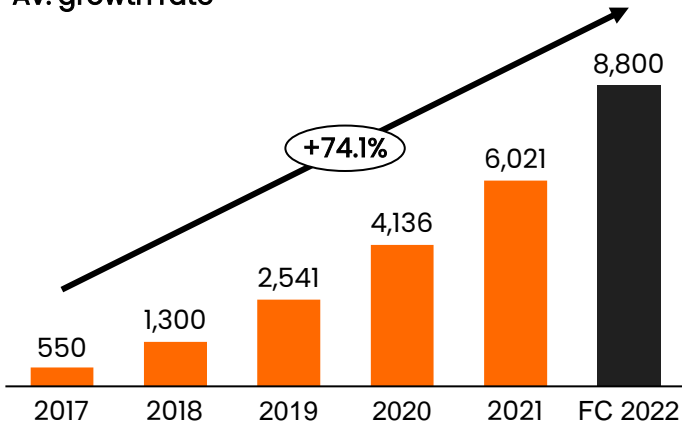
- Increase in customers in 2021 by 46%
- New product features developed
- High customer satisfaction

Key metrics

- Av. Customer Acquisition costs (CAC*): 242 EUR
- Av. Customer Lifetime Value (CLTV**): 1.530 EUR
- CLTV/CAC-Ratio: 6.3
- Av. Monthly Churnrate***: 1.84 %
- Cloud Gross Margin: +70%

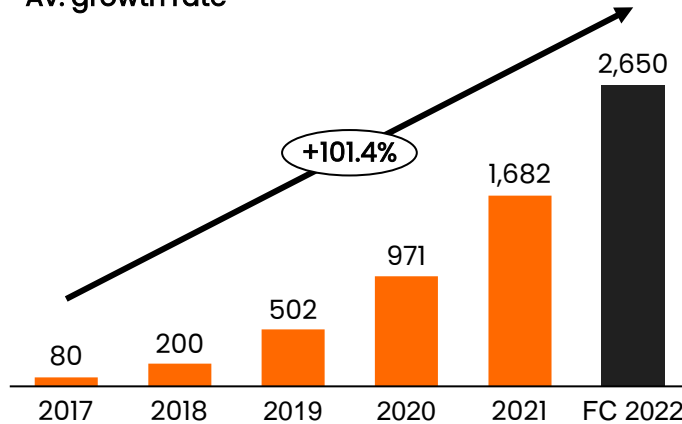
Customer Development

Av. growth rate



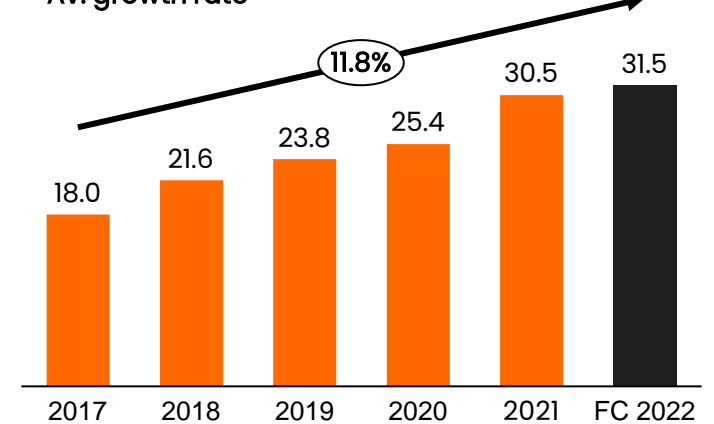
Sales Development (TEUR)

Av. growth rate



Sales/ Customer Ratio (EUR)

Av. growth rate



* **CAC** (Customer acquisition cost) (12/2021): 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) (12/2021): estimate of all the future gross profits to be accumulated from a relationship with a given customers

*** **Churnrate** (12/2021): Ratio, in the current year (12 month avg.), of customer terminations (number) and the total number of customers (number) with an existing contract at the end of the year/month

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