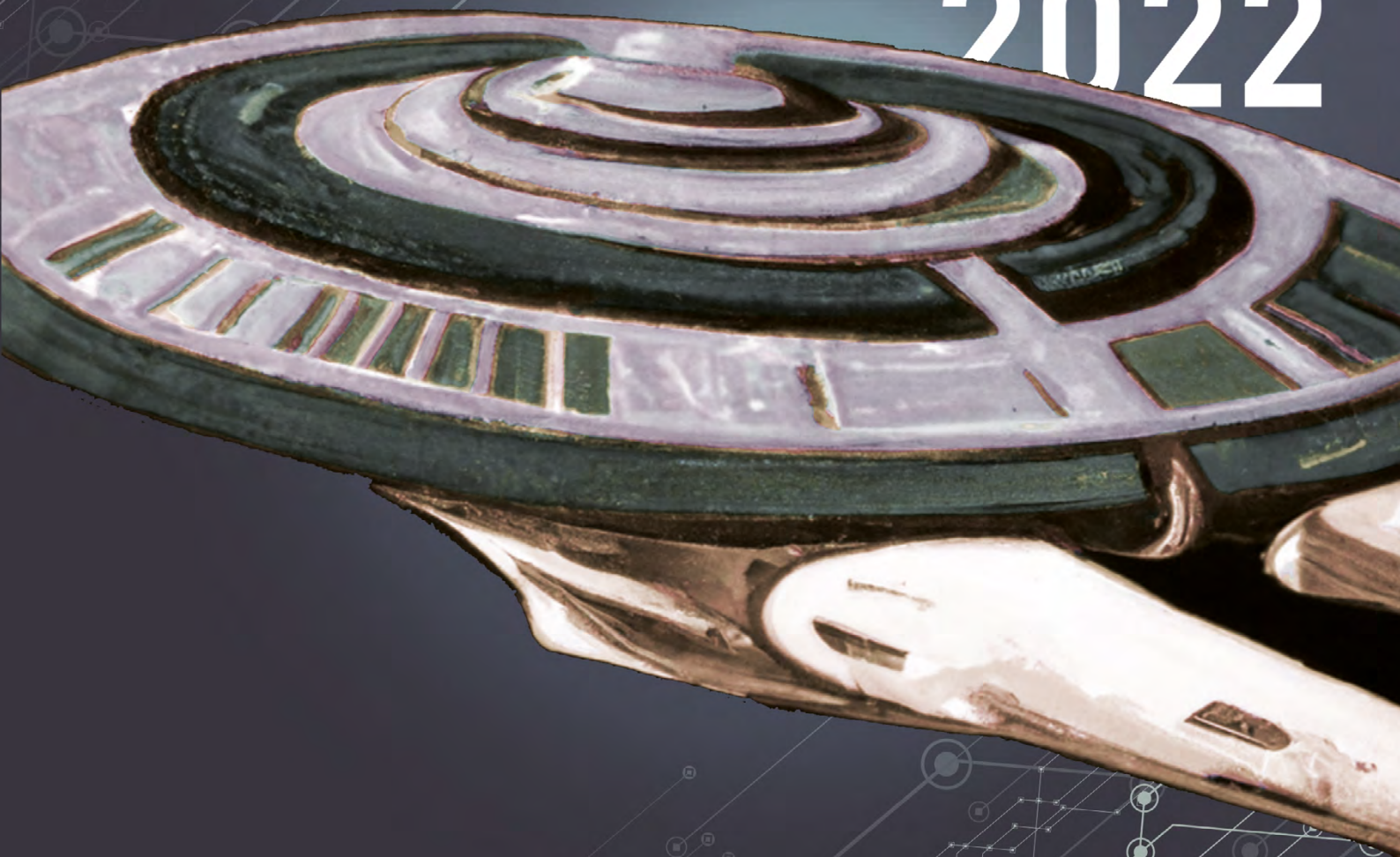


SUSTAINABILITY 2022

2022



Sustainability Report





Corporate Social Responsibility is an integral part of ATOSS' vision and has shaped our actions since its foundation. We want to create a world of work in which everybody benefits sustainably and long-term.

Christof Leiber
CFO | ATOSS

1. Sustainability at ATOSS

1.1. About this report

The separate, non-financial Group report of ATOSS Software AG (non-financial group report) was prepared in compliance with Sec. 315c in conjunction with Sec. 289c to 289e of the German Commercial Code (HGB) as well as Article 8 of Regulation (EU) 2020/852 of the European Parliament and Council dated June 18, 2020 on the establishment of a framework to facilitate sustainable investments and amend Regulation (EU) 2019/2088 (hereinafter referred to as the EU Taxonomy Regulation) and relates to the financial year from January 1, to December 31, 2022.

In accordance with Sec. 289c of the German Commercial Code (HGB), the separate, non-financial Group report is to contain disclosures required to understand the company's business performance, results and position as well as the impact of its activities on the aspects specified in Sec. 289c (2) HGB. In preparing the separate, non-financial Group report, ATOSS Software AG made use of the option offered in Sec. 289d HGB and with regard to the materiality analysis, the description of the management approach and presentation of individual key figures, it relied primarily on the international framework of the Global Reporting Initiative (GRI) as well as the industrial standard of the US Sustainability Accounting Standards Board (SASB) (see also Table in 1.4.).

The contents of the separate, non-financial report relate to the ATOSS Software AG Group. The underlying data on which the Group's key non-financial figures are based correspond to the consolidation group used for the financial reporting. In the event of a divergent inclusion, a corresponding explanation is provided. The timeline of the measures presented with respect to the relevant aspects is continuous unless otherwise specified.

For reasons of linguistic simplicity and enhanced readability, the masculine form is used in the separate non-financial Group report. This includes all genders.

External audit of the separate non-financial Group report

The separate, non-financial Group report of ATOSS Software AG was subjected to an independent audit with limited assurance by the auditors PricewaterhouseCoopers GmbH, Munich (PwC) using the auditing standard "International Standard on Assurance Engagements (ISAE) 3000 (Revised)" relevant for sustainability reporting. Their opinion can be found at the end of this report.

1.2. Description of the business model

ATOSS Software AG is a provider of technology and consulting solutions for professional workforce management and demand optimized personnel deployment. From time recording to strategic capacity planning, ATOSS wins customers with its product suites thanks to their extensive functionality, maximum scalability and high end technology.

Further information on ATOSS Software AG's business activities and business model can be found in the Chapter "Group Basics" in the group management report.

Entrepreneurial responsibility and sustainability

Sustainability is a key pillar of ATOSS Software AG's business activities. It represents the company's commitment to reconciling the needs of employees, customers, society and the environment with the achievement of its short and long-term growth targets. For ATOSS, responsible conduct and social acceptance are fundamental to its ability to operate successfully in the market.

At the same time, ATOSS is making a valuable contribution to a more sustainable world with its workforce management solutions by helping companies to work more creatively, more intelligently and more humanely. ATOSS is thus revolutionizing the interplay of cost-effectiveness and humanity. Effective, highly efficient digital solutions for demand-optimized workforce scheduling are indispensable for companies, and even more so in times of volatile market movements - as currently demonstrated by the ongoing coronavirus pandemic. This is the only way to create transparency and efficiency in the process of managing short-time working, reducing and flexibilizing working time triggered by fluctuations in the utilization of capacity and the gradual resumption of production, distribution and workflows in other sectors under totally new conditions. Based on its product range of highly flexible tools, ATOSS is helping companies to implement control systems transparently, efficiently and promptly. This not only makes them more competitive but also secures their financial base and jobs. ATOSS solutions also support companies' innovative enterprise, boosting motivation and enhancing our customers' employee satisfaction. ATOSS Software AG is firmly convinced that technological innovations hold the key to guiding society to a more sustainable way of life and ways of working.

The ATOSS values, enshrined in the ATOSS Code of Conduct, underpin the respectful interactions of ATOSS employees in the Group and their daily dealings with external stakeholders.

In financial year 2022, ATOSS Software AG created an online area for sustainability (<https://www.atoss.com/en/company/sustainability>) thereby making our reporting on the sustainability issues "Customers and Society", "Employees", "Integrity and Compliance" as well as "Environmental Protection" even more transparent. Here investors and interested parties can access all the latest data and information in the sphere of sustainability.

1.3. Stakeholders

ATOSS Software AG divides its stakeholders into internal and external participants. The internal groupings comprise the company's employees, Management Board, Supervisory Board, Compliance Management Committee and Works Council. The external groupings are made up of customers, suppliers and service providers, the partner network, shareholders and investors, (potential) future employees as well as important multipliers such as analysts and the media.

ATOSS Software AG attaches great importance to maintaining a continuous dialog with these stakeholders. This is also reflected in the structure of the departments at ATOSS which focus on dialog with these stakeholder groups. For example, they include the departments of Sales, Customer Support, Human Resources, Marketing and Investor Relations.

Investors and ATOSS' shareholders make up a key stakeholder group in addition to customers and employees. The Group uses various communication channels to engage in regular dialog with them and it values one-on-one conversations. As well as participating in investor conferences, the company also conducts telephone calls and private conversations with investors on a regular basis. The business performance of ATOSS Software AG is communicated via quarterly bilingual press releases, the half-yearly report and the annual report.

In the 2022 financial year, ATOSS Software AG maintained an intensive dialog with all the relevant stakeholders. On the one hand, to promote mutual understanding in an open, constructive exchange, and establish trust. On the other, to continuously identify themes of significance from ATOSS' perspective in terms of its entrepreneurial responsibility. Besides holding its regular Annual General Meeting at the end of April, participating in a analysts' conference at the end of November and various investor conferences at home and abroad, the company made time for its investors in numerous private conversations.

In 2022, the company's management once again actively solicited feedback from ATOSS employees in surveys (Connect@ATOSS Engagement Survey and Pulse Survey) and annual interviews (see also comments in Chapter 4 Employees) as part of the ATOSS Listening Strategy. Employees were also involved through regular staff meetings – organized for the German facilities by the Works Council.

The Management Board also worked very closely with the company's Supervisory Board in a relationship marked by constructive dialog and mutual trust. The Management Board also kept the Supervisory Board regularly, comprehensively and promptly up to date on key aspects of the business in writing and verbally.

1.4. Key subjects

Materiality analysis

In 2022, to identify all the key circumstances for the non-financial Group report, ATOSS Software AG conducted a review of its materiality analysis prepared in the previous year as well as comprehensively re-validating and prioritizing the 12 key themes listed in the previous year. The result was that there were no changes by comparison with the previous year in this year's materiality analysis which otherwise was also conducted along the lines of the previous year's procedure (please refer to comments made in the 2021 Sustainability Report). All the key themes were also re-confirmed by the Management Board. The aspect "Respect for Human Rights" from the minimum list of topics identified in the German Commercial Code (HGB) in accordance with Sec. 289c (2) HGB was classified as non-material as part of the materiality analysis. Nevertheless, respect for human rights, children's rights and labor rights is extensively covered in the company's code of conduct.

Pursuant to the CSR-RUG on the disclosure of non-financial information, in addition to reporting on the material aspects, companies must also disclose associated risks which are linked to their own business activities, business relationships, products and services and which are very likely to have or will have a serious negative impact on the five aspects pursuant to Sec. 289c (2) HGB. In the past financial year ATOSS Software AG has not identified any risks pursuant to Sec. 289c (3) No. 3 and 4 of the German Commercial Code on a net basis. Further general information on risks and opportunities can be found in the Annual Report 2022 in Chapter 3. „Opportunity and Risk Report“.

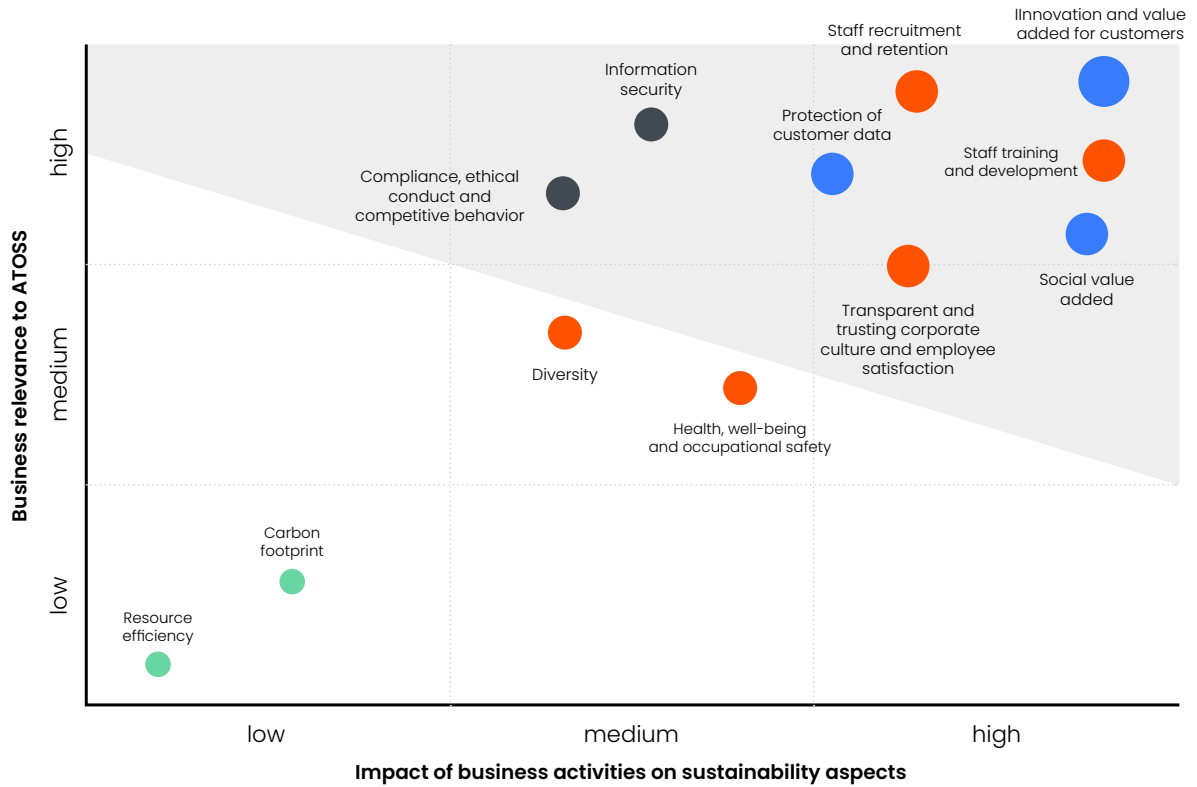
The key subjects identified as part of the materiality analysis and their allocation to ATOSS' four spheres and the aspects required in Sec. 289c (2) HGB are presented in the following overview:

Key subjects	GRI	SASB	SDG's	Minimum content under HGB and further aspects regarded as material
Integrity and compliance				
Information security		SASB TC-SI-230a		
Protection of customer data	GRI 418	SASB TC-SI-220a, SASB TC-SI-230a		Customer concerns
Compliance, ethical conduct and competitive behavior	GRI 205/206	SASB TC-SI-520a		Combating corruption and bribery (Sec. 289C (2) No. 5 HGB)
Customers and society				
Innovation and value added for customers				Customer concerns
Social value added				Social concerns (Sec. 289C (2) No. 3 HGB)
Employees				
Transparent and trusting corporate culture or employee satisfaction	GRI 102-8, GRI 401; GRI 402	SASB TC-SI-330a		Employee concerns (Sec. 289C (2) No. 2 HGB)
Diversity	GRI 102-16, GRI 405, GRI 406			Employee concerns (Sec. 289C (2) No. 2 HGB)
Health, well-being and occupational safety	GRI 403			Employee concerns (Sec. 289C (2) No. 2 HGB)
Staff recruitment and retention	GRI 405, GRI 406			Employee concerns (Sec. 289C (2) No. 2 HGB)
Staff training and development	GRI 404			Employee concerns (Sec. 289C (2) No. 2 HGB)
Environmental protection				
Carbon footprint	GRI 302, GRI 305	SASB TC-SI-130a		Environmental concerns (Sec. 289C (2) No. 3 HGB)
Resource efficiency	GRI 301, GRI 306	SASB TC-SI-130a		Environmental concerns (Sec. 289C (2) No. 3 HGB)

	Peace, justice and strong institutions (No. 16)		Industry, innovation and infrastructure (No. 9)
	Decent work and economic growth (No. 8)		Good health and well being (No. 3)
	Gender quality (No. 5)		Quality education (No. 4)
	Affordable and clean energy (No. 7)		Climate action (No. 13)
	Responsible consumption and production (No. 12)		

Prioritization of key subjects

The following materiality matrix shows how ATOSS Software AG prioritizes the issues that feature in the list of key subjects. Firstly, the effect of these subjects on ATOSS Software AG's future development, earnings and position was analyzed. Secondly, the impact of business activities on sustainability aspects was examined. The subjects in the grayed-out area were given high priority with respect to their business relevance and the effects of business activities on the relevant sustainability aspects.



The following comments relate to all sustainability issues identified as material by ATOSS Software AG.

The sustainability subjects including key non-financial indicators are becoming increasingly relevant to ATOSS Software AG's business, but are currently not yet part of the Group's value-driven management system. No directly quantifiable statements of relevance to the Group can be made on causal relationships and increases in value due to their limited measurability to date. The non-financial indicators are therefore not used to manage the Group.

2. Integrity and compliance

Actual or suspected infringements of current legal provisions, internal rules or ethical standards might have negative financial consequences for ATOSS Software AG and its reputation. For this reason, top priority is given to information security and the protection of customer data as well as the avoidance of critical compliance incidents.

At ATOSS, the Integrity and Compliance sphere covers the subjects of information security, the protection of customer data, compliance, ethical conduct and competitive behavior and corresponds to the aspects of combating corruption and bribery in accordance with Sec. 289c (2) No. 5 HGB and/or employee concerns under Sec. 289c (2) No. 2 HGB.

2.1. Concepts, due diligence processes and targets

Information security

ATOSS Software AG has implemented various measures and checks in the company to ensure information security. The aim of these measures is to prevent attacks or unintended activities that violate the confidentiality, integrity or availability of data. Attacks and unintended activities include both the theft and manipulation or sabotaging of data. The key measures implemented in 2022 by the IT Department in close cooperation with the responsible divisional management board and the CFO include both preventive and responsive, mitigating measures as well as control actions:

- Preventive controls, for example, involve the secure configuration of hardware and software, controlled access to devices and identities on a need-to-know basis, software updates, vulnerability management, defense against malware as well as educational inputs for users and obligatory annual online training for all ATOSS employees on the subject of information security.
- Detective controls, for example, include the collection and verification of data, incident handling, measurement of external risk potential but also site inspections, service audits and penetration tests.
- Responsive controls cover incident handling, protective system changes and emergency management

An Information Security Management System (ISMS) based on the model of the international security standard ISO/IEC 27001 was implemented this year for the technical security of ATOSS Cloud Operations.

In addition, ATOSS Software AG set itself targets for the future in the sphere of information security for the first time in 2022. The targets for 2023 are as follows:

- to maintain and refine the existing, ultra-modern management system for information security
- to extend ISO 27001 certification in the area of cloud services for workforce management solutions and to prepare further certifications for IT security and data protection processes
- availability rate for cloud services > 99.5 percent

Protection of customer data

The protection of personal data is a fundamental right of all natural persons. The protection of personal data is defined as a fundamental right in Article 8 of the European Union's Charter of Fundamental Rights; according to the EU General Data Protection Regulation (GDPR), it also forms part of EU data protection laws. ATOSS Software AG pays attention to the protection of personal data and implements appropriate measures for this purpose.

This includes only handling personal information in accordance with statutory regulations, protecting such information appropriately against unauthorized access and giving data subjects the opportunity to take advantage of their rights prescribed in law. Data subjects have various options for establishing contact with ATOSS, including via the email mailboxes set up for this purpose. In addition to the ATOSS Code of Conduct, customer data protection in the company is also governed by a data protection guideline, among other things. This guideline takes account of the latest framework conditions applicable to ATOSS in data protection law on the basis of the General Data Protection Regulation in force in the EU. It is backed up by a Group-wide data protection management IT system that in particular addresses the implementation of documentation and accountability obligations under the GDPR. A data protection officer who undergoes regular training in the latest legislation, case law and customary implementation of data protection, advises every division in the Group on these matters.

Compliance, ethical conduct and competitive behavior

ATOSS Software AG's goal is to ensure that all employees act responsibly, with integrity and in an ethically correct manner and also conduct themselves in compliance with statutory regulations – particularly competition law and antitrust legislation. The relevant principles are defined in the latest Code of Conduct that was sent to all employees in writing by the Management Board for the first time in 2021 and that can also be viewed at any time on the ATOSS website. ATOSS' ethical principles are imparted to all new employees as part of corresponding onboarding events (ATOSS Values Days). The aim is for all employees to know the ATOSS Code of Conduct, incorporate it into their everyday working life as well as adhering to it.

The ATOSS Code of Conduct is currently available in three languages and it covers the following subject areas, among others:

- **Basic values of ATOSS Software AG:**
 - **Glaubwürdigkeit:** Mit Authentizität, Verantwortungsbewusstsein und Commitment nimmt der Konzern seine Aufgaben wahr.
 - **Credibility:** The Group discharges its assignments with authenticity, a sense of responsibility and commitment.
 - **Revolutionizing:** ATOSS acts flexibly, constantly generating new opportunities for the working environment of tomorrow.
 - **Reliability:** Stakeholders can rely on the expertise, continuity and quality of ATOSS' services.
 - **Fairness:** ATOSS plays by the principle of win-win. Clarity and mutual respect are the cornerstones of the ATOSS value culture.
 - **Pleasure in success:** ATOSS employees are part of a team, achieve their targets with enthusiasm and take pleasure in their joint success.

- **Fair competition and antitrust law:**

ATOSS subscribes unreservedly to competition by fair means and strict observance of antitrust law.

- **Compliance and anti-corruption:**

All ATOSS employees must respect all the laws and regulations relevant to their working environment as well as internal instructions and guidelines. ATOSS will not tolerate any form of corruption, bribery, venality or other unlawful inducements. Respect for human rights, children's rights and labor rights is non-negotiable and unconditional, encompassing observance of the United Nations' charter on human rights and children's rights as well as the recognized standards of the International Labor Organization (ILO).

- **Occupational health and safety:**

ATOSS aims to conduct its business in a sustainable, healthy and safe manner, and it strives for continuous progress in the health and safety of its employees.

- **Equal rights and non-discrimination:**

The ATOSS culture is characterized by equal opportunity as well as mutual trust and appreciation. ATOSS can only systematically and successfully advance its vision of making sustainable improvements to the working environment for all stakeholders if people of varying identities, backgrounds and perspectives make a contribution toward these aims on a daily basis. In promoting diversity & inclusion, ATOSS adopts a clear position vis-a-vis its employees, candidates and business partners (please refer to our comments in Chapter 4 Employees).

- **Protection of the environment:**

ATOSS' aspiration is to be mindful every day of the impact of its own actions on the environment, minimize unnecessary pollution of the environment in a business context and always make decisions with the sustainability perspective uppermost in its thinking.

- **Data protection and trade secrets:**

All data protection provisions and specifications must be observed. Trade secrets must be treated confidentially. This also applies to other information where ATOSS, its contractual partners and customers have or might have an interest in keeping such information confidential.

In 2021, ATOSS Software AG introduced various mechanisms to help its employees meet the requirements of the ATOSS Code of Conduct. They include online training sessions on the Group's learning management system which employees must take every year. These sessions focus on the subjects of occupational health and safety, data protection and information security.

In 2017, ATOSS Software AG also implemented a compliance management system to ensure that conduct throughout the Group is characterized by integrity and compliance with the law. This system represents an integrated approach to reducing risks and ensur-

ing that rules are complied with in the company. In this process, responsibility for implementing and monitoring the compliance program lies with the Compliance Committee. This committee tests and evaluates compliance issues and concerns, ensuring that employees comply with the law, internal rules and procedures are followed and conduct lives up to the ATOSS Code of Conduct.

The main duties and tasks of the Compliance Committee comprise the following:

1. making all ATOSS employees aware of the subject of compliance and providing them with training
2. implementing compliance regulations
3. informing the Supervisory Board and Management Board on compliance issues
4. advising managers and employees on questions regarding the Code of Conduct
5. regularly updating the Code of Conduct and all further compliance rules to adapt them to the current legal position
6. reporting regularly to the Management Board and Supervisory Board as part of the half-yearly risk and compliance management surveys.

Besides internal guidelines such as the Code of Conduct, external guidelines also govern the actions of ATOSS Software AG. For example, the Group uses the recommendations of the German Corporate Governance Code for good, responsible corporate governance as a guide. The code aims to make the German corporate governance system transparent and clear in order to thereby boost the confidence of investors, customers, employees and the public in the management and supervision of listed companies. Deviations from the recommendations and specifications of the German Corporate Governance Code are communicated in the declaration of conformity submitted annually by the Management Board and Supervisory Board; this declaration is available on the company's homepage.

A responsible approach to risks within the company also forms part of prudent management and good corporate governance. For this purpose, ATOSS has an internal control and risk management system, particularly with respect to the accounting process, which is used to analyze and control the Group's risk position. The risk management system serves to identify and assess developments that may entail considerable disadvantages and to avoid risks that would jeopardize the future of the Group as a going concern (early warning system for risks). ATOSS Software AG reports in detail on its risk management and control system in Section 3 of its combined management report.

In the area of compliance, ethical conduct and competitive behavior, ATOSS Software AG set itself targets for the future for the first time in 2022. The targets for 2023 are as follows:

- to complete compliance training with a 100% success rate
- to continue raising awareness of compliance and security
- to introduce further internal training measures on the subject of equal rights and compliance, among others

2.2. Results of concepts pursued and key indicators

Information security

For ATOSS Software AG, the realization of a comprehensive security strategy means proactively guaranteeing the security of data critical to the business and important information resources. For this reason, various information security measures were maintained throughout the entire company in the 2022 financial year, in addition to establishing an Information Security Management System (ISMS) that was successfully audited at the end of Q4 2022 as part of ISO 27001 certification. Besides the regular, structured survey of relevant processes, the Information Security Management System (ISMS) includes procedures for observing statutory requirements on information security, the systematic registration of risks and for deriving and monitoring associated mitigation measures for the ATOSS Cloud Operation Services (COS) Department.

In 2022, all ATOSS employees once again took part in the annual online training on the subject of information security.

Protection of customer data

No violations of current data protection laws became known or were uncovered in the 2022 financial year. By giving this subject such a high priority, ATOSS Software AG is able to guarantee a high level of data protection at all times.

Compliance, ethical conduct and competitive behavior

ATOSS offers all employees across the Group the chance to report breaches of the Code of Conduct and/or guidelines implemented in the company anonymously and without fear of repercussions via the whistleblower hotline introduced in the first half of 2022. In doing so, ATOSS is providing its employees with a suitable reporting tool already before the EU Whistleblower Directive (Directive (EU) 2019/1937) is incorporated into national law. No violations of the Code of Conduct or guidelines implemented in the company were reported or became known in 2022 either through the new, anonymous whistleblower system nor by any other means.

3. Customers and society

ATOSS Software AG attaches great importance to long-term customer relationships. These are based on mutual trust and the ability to recognize and understand the demands of its customers and together find ways of meeting them.

The Customers sphere comprises the subjects of innovation and value added for customers and was defined by ATOSS Software AG as material above and beyond the aspects specified in Sec. 289c HGB.

The Society sphere corresponds to the aspect of social concerns in accordance with Sec. 289c (2) No. 3 HGB and it includes ATOSS' social value added as a material issue.

3.1. Concepts, due diligence processes and targets

Innovation and value added for customers

Innovation represents a core value for ATOSS Software AG and is essential for the company's long-term viability and the satisfaction of its customers. Consequently, ATOSS Software AG strives continuously to sensibly incorporate constantly shifting customer demands in its products and processes to its best advantage. The annual releases containing numerous new functions and features also serve this purpose.

ATOSS solutions add significant value for its customers by allowing them to deploy their existing personnel capacity more intelligently and adapt it quickly and agilely to meet changing underlying conditions at any time. Fluctuations in demand, for example, can occur in companies at short notice due to volatile order books in industry, changing footfall in the retail trade, call volumes in call centers, fluctuating patient admissions in the health sector or seasonal peaks in logistics.

The core task of ATOSS software solutions is to synchronize working time with workload to the best possible degree at all times and generate cost optimized deployment plans. This creates a sustainably productive, viable working environment which actively involves employees in the organization of their working time and contributes to greater employee satisfaction and productivity through its transparency; furthermore, this raises productivity, efficacy and the service level and/or product quality. In this way, companies can quickly respond to changes in the market.

Innovative working time concepts also create the platform for a better work-life balance and support effective employer branding – subjects that are gaining in importance in times of skills shortages. Intelligent time and attendance management, demand-optimized deployment planning and exact workforce forecasting also prevent expensive overtime and unoccupied time. Integrated workforce management thereby creates the foundation for a living and breathing organization that can respond at any time to fluctuating requirements while optimizing costs and demands. In this way, ATOSS makes an important contribution to its customers' innovations, digital transformation and their ability to stand out from their competitors.

Technological advances in ATOSS solutions are driven by the three departments, Product Management, Technology & Development and Cloud Operations which are the remit of CTO Pritim Kumar Krishnamoorthy.

Sustainable economic growth will continue to form the basis of ATOSS' ability to innovate. ATOSS Software AG therefore set itself targets for the future for the first time in 2022.

ATOSS' targets for 2025:

- Proportion of recurring revenue above 70 percent
- Average sales growth of 19%
- Customer growth to 20,000+
- Expansion of international customer base

In addition, the Group is pursuing the following targets in the area of innovation and added value for customers for the 2023 financial year:

- Long-term customer relationships: Cloud churn under 2 percent per year and Net Retention Rate (NRR) of at least 110 percent
- R&D investments of over 17 percent of total sales
- Net Promoter Score (NPS) \geq 35

Social value added

ATOSS Software AG addresses the Society sphere primarily on a regional level by contributing to the public good as an upstanding corporate citizen at its various facilities. In the process, ATOSS is making a diverse contribution and provides value added, primarily by creating jobs, through innovative workforce management solutions, paying taxes as well as providing financial support to local associations and initiatives.

With regard to the Social value added sphere, ATOSS Software AG has also set itself the target in 2023 of maintaining its donations in the areas of culture, the environment, children and social affairs as well as sponsoring the private and social commitment of its employees. To this end, 2023 will also see the launch of the "ATOSS Impact Day" project on which employees get the chance to support a social or environmental project.

3.2. Results of concepts pursued and key indicators

Innovation and value added for customers

ATOSS Software AG evaluates the success of its innovations on the basis of the number of customers won in the financial year and the level of R&D spending. Today, around 15,000 customers plan and manage their employees with innovative software solutions from ATOSS. Around 17 percent (previous year: 17 percent) of Group sales or EUR 19.1 million (previous year: EUR 16.9 million) was committed to the further development of ATOSS products and solutions in the year 2022. A total of 4 minor releases were rolled out for the ATOSS Staff Efficiency Suite (ASES) and ATOSS Startup Edition (ASE) products and 1 major release and 2 minor releases for the ATOSS Time Control product. With the level of its development expenditure, ATOSS is once again positioned among the top 100 European software manufacturers with the highest R&D expenditures in 2022 according to the study, "The 2022 EU Industrial R&D Investment Scoreboard"; this ranking puts the company in first place among Europe's workforce management software suppliers.

The value added provided by ATOSS solutions for customers and society was also underlined in the first quarter by a study commissioned by ATOSS involving existing customers and companies not

yet won over as customers by the Group on the subject of “The Future of Workforce Management”. According to this study, ATOSS solutions make a demonstrable contribution to greater value added and competitiveness, achieving measurable effects for their customers. Measurable strategic effects resulted primarily in reducing personnel costs, sickness and staff turnover rates as well as over- and understaffing. In addition, a study published in 2021 by the magazine “Die Welt” identifies ATOSS as one of the companies alongside renowned global enterprises such as Microsoft or Adobe that are organizing work in the 21st century. In 2022, ATOSS was also named for the first time by the international market research company Gartner as a representative provider in the European market for workforce management. This value added and the high level of customer satisfaction it engenders are also documented by the company’s consistently low churn rate. This rate was around 2 percent both in Maintenance and in the Cloud¹ (previous year: around 1 percent in both cases) where the company is expecting a strong, sustainable boost to growth in the coming years.

In the 2022 financial year, ATOSS Software AG also introduced a further important indicator for measuring customer satisfaction – the so-called Net Retention Rate (NRR). This indicator shows whether the sum of annual recurring revenue (ARR) in a certain twelve-month period has grown or contracted in the same customer group. The Net Retention Rate (NRR)² determined by the Group as of 12/31/2022 stood at 130 percent.

To enable the company to better address the needs of its customers in the future as part of existing Customer Experience Management, ATOSS will also record and measure customer satisfaction centrally and by target market with the aid of the customer Net Promoter Score (NPS) from 2023 onward. Corresponding targets have already been decided for this purpose (see Chapter 3.1).

Social value added

As an employer and tax-payer, ATOSS Software AG makes a vital economic contribution at its 14 locations in Germany, Austria, Switzerland, Netherlands, Sweden and Belgium. Across the Group, the company employs 693 staff as of 12/31/22 (previous year: 630 employees) of whom 464 (previous year: 427) in Germany.

Social engagement has always been an important priority for ATOSS. For example, 3 aid transports to the Ukrainian border were organized at short notice by ATOSS employees in 2022 due to the war in Ukraine and supported financially by ATOSS in order to help a Polish orphanage there for Ukrainian child refugees with donations in kind. At the same time, ATOSS employees volunteered to spend a day distributing the food of Münchner Tafel e.V. as part of this year’s Corporate Volunteering campaign, and supported the campaign through food donations. One cause particularly close to the company’s heart was once again its contribution to this year’s Christmas campaign “I make Children’s Eyes Shine” in collaboration with KinderuniKlink Ostbayern (KUNO – Children’s University Hospital East Bavaria) in which children and adolescents with serious chronic illnesses and cancer were surprised by gifts from ATOSS employees. As part of the “Angels for Souls” campaign, gifts were also collected for children and senior citizens at the Timisoara facility in Romania during Advent. In the realm of culture, ATOSS has been supporting “Freunde der Pinakothek der Moderne e.V.” (Friends of the Pinakothek of Modern Art) for several years as a member of the Board of Trustees.

¹ Churn rate excluding the Crewmeister product;

² Net Retention Rate excl. the Crewmeister product

4. Employees

The key to success is to attract highly qualified, motivated employees and ensure their loyalty to the company over the long term.

The Employees sphere, attended to by the Human Resources Department in close collaboration with the responsible divisional management board and, comprises the key subjects of a transparent, trusting corporate culture as well as employee satisfaction, diversity and non-discrimination, health, well-being and occupational safety, staff recruitment and retention as well as employee training and development. This sphere corresponds to the aspect of employee concerns in accordance with Sec. 289c (2) No 2 HGB.

4.1. Concepts, due diligence processes and targets

Transparent and trusting corporate culture or employee satisfaction

ATOSS Software AG attaches great importance to a transparent, appreciative and trusting corporate culture. Its employees are the key factor in successfully achieving the company's targets. The corporate culture at ATOSS Software AG is distinguished by flat organizational structures, co-determination (via the Works Council at German locations) and an open relationship between the company management and employee representatives. The success of the company depends more than ever on its ability to attract highly qualified, motivated staff who fit in with the ATOSS corporate culture, develop their skills and keep them in the company.

In a challenging year for everyone, the five ATOSS values – reliability, credibility, fairness, pleasure in success and the enthusiasm for revolutionizing – and the way they are embraced in daily interactions, combined with the strong sense of cohesion among employees, have made a significant contribution to the company's entrepreneurial success.

Besides measuring employee satisfaction, the annual employee surveys that form part of the ATOSS Listening strategy (Connect@ATOSS Engagement Survey and Pulse Survey) support the focus of ATOSS human resource management, driving its development by targeting the issues that reflect the company's priorities and strategies. A fixed set of questions helps to determine annually updated metrics (on subjects such as commitment, communication, cooperation, corporate culture, inclusion, innovation, professional development, purpose, recommendation, security, team, work-life balance and the workplace). Survey results are communicated internally and taken into account in Group-wide activities in the sphere of People & Culture. Using its in-house HR commitment model, the Human Resources Department has set itself the task of providing the best possible support and effective handling for strategic and operational staff concerns and situations. For example, managers receive advice on and support for issues relating to the development of individual employees and the organization as a whole.

In the area of a transparent, trust-based corporate culture and/or employee satisfaction, ATOSS Software AG set itself targets for the future for the first time in 2022. The targets for 2023 are as follows:

- to maintain a high Employee Engagement Index of over 80 percent
- to determine the employee Net Promoter Score (eNPS) with a target figure of at least 35
- to determine and communicate the ATOSS Leadership Index
- to determine and communicate the ATOSS Working Flexibility Satisfaction Index

Diversity and non-discrimination

The Management Board of ATOSS Software AG regards diversity, equal rights and inclusion as elemental components of open, innovative corporate culture, and it is determined to maintain a working environment that encourages employees to contribute their differing perspectives. Every employee – irrespective of their age, ethnic origin and nationality, gender, physical and mental abilities, religion, ideology as well as their sexual orientation and identity – must be able to contribute to the success of the company with their individual personalities and strengths, thereby unfolding their full potential. ATOSS is convinced that employee diversity boosts the company's agility and innovative talent as different perspectives are the breeding ground for new ideas. By signing the Diversity Charter every year (for the first time in 2021), ATOSS is demonstrably advocating a respectful working environment free of prejudice.

In addition, the ATOSS Code of Conduct defines what ATOSS Software AG regards as ethically correct conduct in everyday working life. Among other things, it also covers the subjects of equal rights and non-discrimination. For example, ATOSS is guided by the principle of equal opportunities as well as qualification-led and performance-related criteria in its personnel decisions such as the selection, appointment, promotion, remuneration and training of staff as well as when switching jobs. Gender-specific and ethnic differences play no part.

In order to address the subject of diversity and non-discrimination in the coming years with even greater intensity, ATOSS Software AG set itself the following targets in this area for the first time in 2022, to be met by 2027:

- Group-wide gender distribution: 50 percent female / 50 percent male
(as of 12/31/2022: 43 percent female, 57 percent male)
- Gender distribution among senior executives 40 percent female / 60 percent male
(as of 12/31/2022: 29 percent female, 71 percent male)
- Gender distribution in management: 30 percent female / 70 percent male
(as of 12/31/2022: 20 percent female, 80 percent male)

Health, well-being and occupational safety

The health of its employees is a top priority for ATOSS Software AG. Measures to promote good health in companies not only help individual employees and secure the long-term success of the business but also have a positive effect on society beyond the confines of the company. Successful company health management boosts the health of employees, reduces the physical and mental stresses and strains of work, prevents illness and enhances employees' commitment. Not least, the attractiveness of the employer for employees and applicants also receives a welcome boost. The company is therefore implementing various company health promotion measures at its facilities across the Group aimed at motivating employees to adopt a healthy lifestyle and strengthen their sense of personal responsibility in matters of health.

For example, ATOSS Software AG's health management measures include a company doctor as well as various health measures such as COVID-19 tests, flu vaccinations, massages, health check-ups, counseling offers and the opportunity to train as a first aid officer. There are also fruit and vegetable baskets available to employees free of charge for their daily portion of vitamins.

ATOSS Software AG also set itself the following target in this area in 2022:

- to determine and communicate the Health Culture Index

Staff recruitment and retention

The professional and personal skills of ATOSS Software AG employees are game-changers in persuading customers, investors and business partners to choose the company and thereby play an important part in the success of the business. ATOSS therefore always aims to recruit and retain the best talents. Competition for new staff has become one of the greatest challenges for all companies and ATOSS Software AG, too, has to face up to this.

To this end, the Talent Acquisition Department has been pursuing an Active Sourcing concept very successfully for several years in order to identify qualified external candidates and proactively make them aware of vacant positions.

Besides recruitment, employee loyalty is a significant factor in the successful implementation of ATOSS' growth plans. For this purpose, the company offers competitive remuneration and further benefits for employees, flexible employment contracts, a positive, dynamic working environment as well as opportunities for personal growth and development. ATOSS Software AG measures the satisfaction of its employees and its attractiveness as an employer on the basis of external assessments and various internal indicators. The staff turnover rate is an important metric for determining employee satisfaction and the attractiveness of ATOSS for talented individuals and skilled workers.

The reconciliation of family and work is becoming an ever more important factor in the competition for staff. For this reason, it is a matter of some importance to ATOSS that women and men across all levels of the hierarchy and all divisions of the company take full advantage of their parental leave and that they can quickly slot back in after returning from their parental leave.

The demand for flexible employment contracts has exploded recently, not least due to the COVID-19 pandemic. However, thanks to its excellent technical infrastructure, ATOSS Software AG was immediately ready to allow all its staff to work from their home offices in the last three years and bring them back on site when the opportunity arose. As a result, the existing home office guidelines were adapted going forward to reflect employees' new expectations and allow them greater flexibility to cater for their personal needs. To this end, a hybrid working time model was introduced in 2021 that permits 50 percent "working from home" and 50 percent "working in the office".

Consequently, ATOSS Software AG is ideally positioned to offer its employees secure jobs with an attractive remuneration and pension package as well as flexible working options in the growth market for workforce management.

In addition, ATOSS Software AG has set itself the following target in the area of staff recruitment and retention for the 2023 financial year:

- to determine and communicate the Working Flexibility Satisfaction Index

Staff training and development

Training sessions and further education play a definitive role in achieving the budgeted sales growth, expanding the ATOSS product range and continuing to meet customers' expectations. For this reason, regular interviews focusing on performance and career development represent a vital tool for ATOSS Software AG for motivating and retaining staff. In these interviews, employees, together with their supervisor, explore how they can achieve professional and personal growth, and what opportunities for doing so are on offer at ATOSS. In this context, the ATOSS Career Development Charter supports the professional and personal growth of employees and managers by means of numerous online and face-to-face offers in the areas of soft skills, leadership and technical product expertise as part of the ATOSS Learning Compass. All new joiners to ATOSS also undergo an extensive training program in the first few weeks consisting of a mixture of webcasts, self-learning and e-learning, offering them further training in professional skills, methodological approaches and personal growth.

4.2. Results of concepts pursued and key indicators

Transparent and trusting corporate culture and/or employee satisfaction

Maintaining a continuous dialog with its employees is an important concern for ATOSS management. The aim of this dialog is to involve employees in the further growth of the company. As part of the quarterly Group-wide online event, ATOSS Fireside Chats, the Management Board informs the workforce of the latest economic developments in the Group and gives its outlook for the coming months. The so-called "All Hands" online events led by CEO Andreas Obereder give an insight into current developments in the company, offering employees the chance to converse directly with the Management Board.

In order to measure employee satisfaction, an Engagement Survey was carried out in 2022 in which 76 percent of all Group employees participated. The Engagement Index stood at 81 percent (previous year: 77 percent) and was calculated on the basis of 3 survey elements, ("I am proud to be part of ATOSS", "ATOSS is a secure, reliable employer for me" and "I would recommend ATOSS to my friends and acquaintances").

ATOSS Software AG was awarded the accolade of Top Employer by the Top Employers Institute for the third time in succession in 2022. This puts the company among the best employers in Germany according to the Top Employers Institute. This repeat award to ATOSS of "Top Employer" underlines the high level of satisfaction experienced by ATOSS employees, showing that the Group offers forward-looking refinement and continuous optimization of the working environment. This is also evidenced by the annual improvement in the score awarded by the Top Employers Institute. The certification program analyses the personnel strategy in practical employee offers such as the talent strategy, personnel planning, onboarding, training and manager development as well as career and succession planning and the corporate culture.

Management continued to enjoy a close, trusting working relationship with the Works Council of ATOSS Software AG in Germany which endured beyond the new elections to the Works Council.

Diversity and non-discrimination

Various measures to promote employee diversity were implemented in the 2022 financial year. For example, a Diversity Day was held again on which the employees were able to learn more about the ATOSS Inclusion Model from the Diversity & Inclusion Team as well as familiarizing themselves with different diversity, equity & inclusion KPIs. A further important milestone was the introduction of a Diversity Policy with which ATOSS intends to underscore its positive approach to diversity, equity & inclusion and create a platform for dealing with diversity within the ATOSS Group. In addition, since this year, a regular Diversity Newsletter has been informing employees about all the measures implemented in the area of diversity & inclusion in this financial year. As part of the newly created "Culture Talk" format, employees are also offered the chance to find out more about the countries, cultures and customs of their foreign colleagues.

To further raise interest in and the attractiveness of ATOSS Software AG as a software company for women, the Group took a stand for the first time at the jobs and career trade fair "herCAREER" in Munich in 2022.

In order to present diversity at ATOSS, the following demographic, gender-specific employee data are also published based on GRI 405-1: Veröffentlicht:

Gender and age group distribution of the Supervisory Board in percentages

12/31/2022	<30	30-50	>50	Total
Male	0	33	67	100
Female	0	0	0	0
Diverse	0	0	0	0
Total	0	33	67	100

12/31/2021	<30	30-50	>50	Total
Male	0	33	67	100
Female	0	0	0	0
Diverse	0	0	0	0
Total	0	33	67	100

Gender and age group distribution of the Management Board in percentages

12/31/2022	<30	30-50	>50	Total
Male	0	25	75	100
Female	0	0	0	0
Diverse	0	0	0	0
Total	0	25	75	100

12/31/2022	<30	30-50	>50	Total
Male	0	50	50	100
Female	0	0	0	0
Diverse	0	0	0	0
Total	0	50	50	100

Total number of employees by gender

12/31/2022	<30	30-50	>50	Total
Male	145	209	41	395
Female	130	142	25	297
Diverse	1	0	0	1
Total	276	351	66	693

12/31/2021	<30	30-50	>50	Total
Male	104	222	40	366
Female	101	140	23	264
Diverse	0	0	0	0
Total	205	362	63	630

As of 12/31/2022, ATOSS Software AG employed 693 staff (previous year: 630) from 40 countries (12/31/2021: 33).

Health, well-being and occupational safety

ATOSS Software AG has a management system for occupational health and safety which covers all employees at facilities in Germany, Austria and Switzerland. The occupational safety committee meets every quarter. The occupational safety officer is the point of contact for employees in all questions of occupational health and safety and they advise the departments accordingly. Risk assessments are carried out every year. Moreover, all employees in the DACH region (Germany, Austria, Switzerland) receive training once a year on the subject of occupational health and safety as part of an online event.

One special concern of ATOSS is to preserve the health and work-life balance of its employees and to make work in the offices or home offices as pleasant as possible. To this end, ATOSS Health Management has organized the following offers: Membership of Gympass with diverse sporting and health offers, various sporting offers (yoga, football), massages, regular check-ups (eye tests, flu vaccinations), Virtual Health Day (workshops on stress management and meditation, sports courses on yoga, functional fitness training, HIIT training and a strong back as well as a webinar on winter blues), online programs to improve sleep patterns and to strengthen mental health or strategies for a healthier lifestyle.

The status and effects of the COVID-19 pandemic on employees and business processes were again intently watched in 2022. Appropriate hygiene rules and the free provision of coronavirus self-tests were maintained in the Group.

The consistently low sickness rate stood at 5 percent as of 12/31/2022 (12/31/2021: 2 percent).

Employee recruitment and retention

The company again succeeded in realizing its plans for staff growth in the 2022 financial year thanks to the successful recruitment of employees in all departments of the ATOSS Group.

In total, ATOSS Software AG took on 176 new employees in 2022 (previous year: 190). The proportion of women among the new recruits stood at 44 percent (previous year: 46 percent).

The staff turnover rate¹ in the 2022 financial year came to 13 percent in total and primarily reflected tougher international competition for the best talents. Here ATOSS implemented numerous measures – mainly in the areas of health, well-being and occupational health and safety as well as staff training and development – in order to strengthen employee loyalty to the company and to keep the loss of talented staff to a minimum. This can also be seen in the rankings on the review platforms. For example, ATOSS achieved a score of 3.8 points (previous year: 3.8) on the German review platform Kununu (the evaluation scale goes from satisfactory (1-2) to very good (4-5)).

¹ Staff fluctuation rate for the ATOSS Group excl. Timisoara facility (Romania)

In the area of employee recruitment and retention, the Group also publishes the following key indicators:

Employees by region	12/31/2022	12/31/2021
Germany	464	426
Austria	20	19
Switzerland	13	10
Romania	173	158
Sweden	6	5
Belgium	6	2
Netherlands	11	10
Total	693	630

12/31/2022	Male	Female	Diverse	Total
Number of employees taking advantage of parental leave	19	32	0	51
Number of employees returning to their workplace after finishing their parental leave in the reporting period	17	13	0	30
Total number of employees returning to their workplace after finishing their parental leave and who were still employed twelve months after returning to their workplace	12	6	0	18
Retention rate*:	100%	86%	0%	95%

* Retention rate: Ratio of total number of employees who were still employed twelve months after their return to work after their parental leave to the total number of employees who returned to work after their parental leave in earlier reporting periods.

	2022	2021
Average remuneration of ATOSS employees on a full-time equivalent basis in Germany (gross)*	80,633	79,581
CEO remuneration in EUR	833,332	794,024
CEO pay ratio (CEO remuneration to the average remuneration of ATOSS employees on a full-time equivalent basis in Germany)	1:10	1:10

* excl. special payments

Staff training and development

Due to the pandemic, ATOSS had already converted its extensive training program to virtual formats in 2020 and continued on this course in 2022 for the protection of its employees. As the pandemic subsided, the number of live training sessions increased again.

The average number of hours spent on training and further education in the 2022 financial year broken down by employee category and department was as follows:

Category	Average number of hours
Employee category Managers	23
Employee category Staff	30
Sales	47
CSS	36
G&A	15
Marketing	18
I&D	21

In the 2022 financial year, all employees also received an assessment of their performance and professional development as part of their annual interview with their line manager (ATOSS Annual Review).

5. Environmental protection

Intact ecosystems form the basis for a healthy life and sustainable economic activity. Consequently, ATOSS sees it as a responsibility to be as efficient as possible from an ecological perspective. The Group therefore adheres to all standards and rules of conduct relating to the area of environmental protection and strives to continuously improve its internal ecological footprint. The subject of sustainability in terms of environmental protection lies within the remit of the responsible divisional management board and the CFO and the Human Resources and Facility & Office Management departments entrusted with implementation and compliance within the administration.

The Environment sphere comprises the carbon footprint as well as resource efficiency and it corresponds to the aspect of environmental concerns in accordance with Sec. 289c (2) No. 1 HGB.

5.1 Concepts, due diligence processes and targets

Carbon footprint (Scopes 1 and 2)

The priority in the Environment sphere lies in reducing CO₂ emissions as these represent the main ecological impact of ATOSS Software AG. ATOSS Software AG takes responsibility for the environmental impact of its own operations. In ATOSS Software AG's line of business, CO₂ emissions occur primarily due to the energy consumption of buildings, running its own server rooms and the mobility of employees. The largest consumption of resources to date is caused by fuel requirements within the ATOSS vehicle fleet. Here, the outbreak of the coronavirus pandemic led to a sudden reduction in consumption due to lower use of cars and the cancellation of many business trips. The consequence continues to be reflected in remote working from home and video calls with staff, customers and partners. The future will show how and to what extent pandemic-related changes in working behavior will be maintained going forward. In this context, the Group still sees the coronavirus crisis as an opportunity for greater sustainability.

In order to reduce its energy consumption, ATOSS Software AG views the aspects of energy management, energy requirements and energy procurement holistically at all its facilities. ATOSS Software AG would like to further reduce its carbon footprint in future by making greater use of renewable energies. To this end, it converted its entire electricity consumption at its Munich headquarters to green electricity in 2022 as this is where the largest electricity consumption currently occurs in the whole Group due to the IT infrastructure. Further facilities at home and abroad will follow by 2025. The company also takes care to achieve maximum energy efficiency in its rented office space. This applies not only to the German headquarters at the Munich location which won gold certification from the German Society for Sustainable Building (DGfB) in 2018 but also to all newly rented space. However, energy efficiency is also the top priority, wherever possible, when it comes to capital expenditure for new or replacement technical equipment in the Group. The company is also careful to ensure that all its facilities enjoy optimal transport connections to enable employees in many towns to use the carbon-neutral option of traveling to and from work with both local and long-distance public transport. In the area of mobility, ATOSS also offers its employees at all its German facilities the chance to lease a bicycle or e-bike. Charging stations for electric and hybrid vehicles at the two largest German facilities complete the range of carbon-reducing measures at ATOSS.

As ATOSS Software does not use any data centers of its own to host its cloud solutions, it is dependent on the sustainability commitment of its suppliers. Ensuring that the data centers used are highly efficient in terms of their electricity consumption is a top priority. For example, a study conducted in 2020* shows that cloud solutions are between 22 and 93 percent more energy-efficient than traditional company data centers, depending on the specific comparison. Taking the use of renewable energies into consideration, cloud solutions are between 72 and 98 percent more carbon-efficient. These savings are due to four main characteristics: IT operating efficiency, IT equipment efficiency, data center infrastructure efficiency and green electricity. By offering its software solutions in the cloud, ATOSS may be able to ensure lower energy consumption for many of its customers.

* Microsoft: The carbon benefits of cloud computing – A study on the Microsoft Cloud in partnership with WSP (2020), page 4.

To complement its existing measures, ATOSS Software AG, for the first time in 2022, set itself the following targets in terms of its carbon footprint (Scopes 1 and 2) to be achieved by 2025:

- to establish an environmental task force in 2023
- to register its CO₂ emissions in its vehicle fleet
- to develop a pathway for reducing carbon emissions (vehicle fleet management, electricity consumption) by 2025
 - 100% green electricity at our facilities by 2025
 - pilot project for new employees entitled to a company car in 2023: choice of different mobility offers

In order to meet the targets listed, the Group commissioned an energy audit in accordance with DIN EN 16247-1 for the first quarter of 2023. This will serve to systematically analyze the use and consumption of energy in the four largest Group facilities in Germany and to identify corresponding energy efficiency measures.

Resource efficiency

ATOSS Software AG also greatly values the protection of natural resources above and beyond carbon efficiency. The company needs furniture, IT equipment, paper and other office materials to run its offices, and attention is paid to sustainability in their procurement. Waste is also created, principally obsolete IT hardware from offices and mobile phones which are recycled.

In 2022, ATOSS Software AG also set itself the following targets for improved deployment of resources in the 2023 financial year:

- conversion to recycled, certified or verified sustainable paper
- conversion to environmentally friendly cleaning agents at all facilities

Climate change represents a global challenge. The consequences of a change in climatic conditions threaten regional eco systems and pose major challenges to the people dependent on such systems. Climate change can only be overcome if all the stakeholders in our society act in unison, resolutely, bravely and proactively. For this reason, ATOSS Software AG will form an environmental task force in 2023 to identify and implement further measures for greater ecological sustainability and climate protection.

5.2. Results of concepts pursued and key indicators

Carbon footprint

Energy consumption

Electricity is in first place in terms of energy sources used. The Group publishes its energy consumption at its two largest facilities for this purpose:

Energy consumption - key figures for electricity consumption¹ at the two largest facilities in Munich and Romania)

Year	Employees	m ²	kWh/year	kWh/m ² /year	kWh/employee/year
2021 ¹	425	5,799	513,856	89	1,209
2020 ²	370	5,992	427,175	71	1,155

1 100 percent of the data at the two facilities in Munich and Timisoara are recorded and they represent approx. 61 percent of the ATOSS Group's total usable space in 2021. The data shown here are not representative of the electricity consumption of ATOSS Software AG in 2021 due to the restrictions of the coronavirus pandemic. Although the office space was used more intensively again by comparison with 2020, the available space was still not fully used in 2021. The data for the 2022 financial year were not yet available due to the early reporting date.

2 100 percent of the data at the two facilities in Munich and Timisoara are recorded and they represent approx. 67 percent of ATOSS Software AG's total usable space in 2020. The data shown here are not representative of the electricity consumption of ATOSS Software AG in 2020 as the office space was not fully utilized due to the restrictions of the coronavirus pandemic.

CO₂-Emissionen nach Scope 1

CO₂ emissions from gas consumption at the second largest facility of Timisoara (Romania)¹ - key indicators for gas consumption: Direct greenhouse gas emissions² of ATOSS Software AG from heating buildings with gas (Scope 1)

Year	Employees	m ³ /year	m ³ /employee/year	t CO ₂ /year	t CO ₂ /employee/year
2021 ^{2/3}	157	143,198	912	315	2.01
2020 ^{2/4}	156	17,427	112	35	0.22

1 Note: The largest facility – the Group headquarters in Munich – uses district heat. The information and evidence required for this on the part of the suppliers cannot yet be made available to us.

2 Conversion of gas/m³ in CO₂ tonnes by means of the CO₂ calculator of your-power.de/co2-rechner and in 2020 using the CO₂ calculator of klimaneutral-handeln.de.

3 100 percent of the data at the Timisoara facility are recorded and they represent approx. 21 percent of the ATOSS Group's total usable space in 2021. The data shown here are not representative of the gas consumption of ATOSS Software AG in 2021 due to the restrictions of the coronavirus pandemic. Although the office space was used more intensively again by comparison with 2020, the available space was still not fully used in 2021. The data for the 2022 financial year were not yet available due to the early reporting date.

4 100 percent of the data at the Timisoara facility are recorded and they represent approx. 25 percent of the ATOSS Group's total usable space in 2020. The data shown here are not representative of the gas consumption of ATOSS Software AG in 2020 as the office space was not fully utilized due to the restrictions of the coronavirus pandemic.

Scope 2 CO₂ emissions

CO₂ emissions from electricity consumption – key figures for energy consumption: Indirect, energy-related greenhouse gas emissions¹ of ATOSS Software AG from electricity consumption at its two largest facilities in Munich and Timisoara (Romania) (Scope 1)

Year	Employees	m ²	t CO ₂ /year	t CO ₂ /employee/year
2021 ^{1/2}	425	5,799	206	0.48
2020 ^{1/3}	370	5,992	171	0.46

1 Conversion of gas/m³ in CO₂ tonnes by means of the CO₂ calculator of your-power.de/co2-rechner and in 2020 using the CO₂ calculator of klimaneutral-handeln.de.

2 100 percent of the data at the two facilities in Munich and Timisoara are recorded and they represent approx. 61 percent of the ATOSS Group's total usable space in 2021. The data shown here are not representative of the electricity consumption of ATOSS Software AG in 2021 due to the restrictions of the coronavirus pandemic. Although the office space was used more intensively again by comparison with 2020, the available space was still not fully used in 2021. The data for the 2022 financial year were not yet available due to the early reporting date.

3 100 percent of the data at the two facilities in Munich and Timisoara are recorded and they represent approx. 67 percent of the ATOSS Group's total usable space in 2020. The data shown here are not representative of the electricity consumption of ATOSS Software AG in 2020 as the office space was not fully utilized due to the restrictions of the coronavirus pandemic.

Scope 3 CO₂ emissions - CO₂ emissions from business travel

Key figures by means of transport: Further indirect greenhouse gas emissions of ATOSS Software AG from business travel

Jahr	Flights (t CO ₂) ³	Rail (t CO ₂) ²
2022 ¹	155	0
2021 ¹	57	0

1 The figures shown here are not representative for the CO₂ emissions of ATOSS Software AG as there was considerably less business travel both in 2022 and in 2021 due to the restrictions caused by the coronavirus pandemic.

2 Deutsche Bahn has been running all its long-distance trains since 1/1/2020 on 100% green electricity (carbon-free)

3 Air travel by all ATOSS employees across the Group

Water consumption at the two largest facilities¹ Munich and Romania

Year	Employees	m ³ /year	m ³ /employee/year
2021 ¹	425	1,526	3.59
2020 ²	370	2,098	5.67

1 The data registered represent approx. 61 percent of ATOSS Software AG's total usable space in 2021. The data shown here are not representative of the water consumption of ATOSS Software AG in 2021 due to the restrictions of the coronavirus pandemic. Although the office space was used more intensively again by comparison with 2020, the available space was still not fully used in 2021. The data for the 2022 financial year were not yet available due to the early reporting date.

2 The data registered represent approx. 67 percent of ATOSS Software AG's total usable space in 2020. The data shown here are not representative of the water consumption of ATOSS Software AG in 2020 as the office space was not fully utilized due to the restrictions caused by the coronavirus pandemic.

To achieve greater transparency with regard to our own carbon consumption, the Group launched a 6-week Climate Challenge at the start of the year which gave participants the chance to measure their own CO₂ by means of an app and reduce it in their daily lives on the basis of different challenges. A further contribution to reducing carbon emissions was made in the summer by the ATOSS Bike to Work challenge in which ATOSS employees covered a total of 7,471 km by bike cycling to work. Not only did this make a significant contribution to reducing our own carbon emissions, it also gave a lasting boost to the team spirit of the ATOSS community.

Resource efficiency

Washable, reusable dishes, cutlery and cups are available at all facilities to avoid disposable plastics. Some facilities also have water dispensers that replace the logistically more complex reusable water containers.

Obsolete IT hardware from offices and mobile phones are recycled for the raw materials they contain. They are first collected around the Group in accordance with statutory requirements and for data protection reasons, and then handed over in their entirety to an IT remarketing supplier and certified waste disposal company. The latter takes charge of erasing the data in compliance with the law, with a full, certified audit trail as well as destroying data carriers taking account of all data protection and data security aspects. ATOSS Software AG thus supports the circular economy and the associated protection of resources by extending the life cycles of hardware products.

By sending most invoices digitally and embracing sustainable print management (centralized printers, double-sided printing, grayscale printing as the default setting), the Group is already making a valuable contribution to greater resource efficiency in the company. Most of the annual Christmas card operation was also replaced for the first time by a digital Christmas mailshot as part of the "ATOSS Goes Green" initiative.

6. Disclosures on the EU Taxonomy Regulation

The EU Taxonomy Regulation is a key element in the European Commission's campaign to divert capital flows towards a more sustainable economy. As a classification system for ecologically sustainable economic activities, it represents an important step towards achieving climate neutrality by 2050 in line with EU targets.

As a company obliged to submit a non-financial Group statement pursuant to Sec. 315b (3) HGB, ATOSS Software AG reports the proportion of its Group sales, capital expenditure (Capex) and operating expenses (Opex) which are to be regarded as eligible or compliant under Article 8 of the EU Taxonomy Regulation with respect to the first two environmental goals (climate protection and adaptation to climate change) for the 2022 reporting period.

Our economic activities

ATOSS Software AG has made a detailed analysis of its economic activities in accordance with the delegated act for the climate targets in the EU Taxonomy Regulation. However, according to current definitions in the EU Taxonomy Regulation, the company's activities are not to be classified as an ecologically sustainable economic activity as they cannot make a material contribution to the realization of the two environmental targets defined by the EU (climate protection, adaptation to climate change). As a supplier of on-premise and cloud software solutions as well as services for professional workforce management and demand-optimized personnel deployment, its business activities do not fall under the economic activities listed in Annexes I and II to the delegated act for both climate goals of the Taxonomy Regulation. The Capex and Opex KPIs report on investments related to the activities of the delegated act on the two climate objectives

6.1 ATOSS KPIs

The key performance indicators ("KPIs") comprise the sales KPI, Capex KPI and Opex KPI. With regard to the 2022 reporting period, the KPIs relating to taxonomy-eligible or taxonomy-compliant economic activities and non-eligible and non-compliant economic activities must be disclosed.

As the economic activities of ATOSS as a software company do not fall under the delegated act for the climate goals, ATOSS Software AG cannot report a share of sales that is taxonomy-compliant or taxonomy-compliant. The following reporting therefore focuses on the proportion of sustainable investments (capex) and operating expenses (opex) within the meaning of the EU taxonomy that can be allocated to the first environmental goal of climate protection. There are no investment or operating expenditures that potentially have a significant contribution to climate change adaptation. The eligible investments and operating expenditures relate exclusively to purchased goods and services.

For the 2022 financial year, we have identified activity 6.5 “Transport by motorbikes, passenger cars and light commercial vehicles” as taxonomy-eligible in accordance with the delegated act on climate targets. This includes the capital expenditure for the Group’s vehicle fleet (combustion engines, hybrid engines, electric engines), which were accounted for as rights of use in accordance with IFRS 16. A review of the taxonomy conformity of these investments was not possible, as the necessary information and evidence must be provided by the suppliers. We do not have this information at present. Taxonomy-compliant operating expenses could not be identified for the reporting year.

This results in the following key figures in relation to taxonomy capability:

	Proportion of taxonomy-eligible economic activities	Proportion of non-classifiable economic activities
Sales	0%	100%
Capex	34%	66%
Opex	0%	100%

Furthermore, we refer to the reporting forms under 6.3 Reporting forms.

6.2 Accounting principles

The KPIs are determined in accordance with Annex I of the delegated act on Article 8 of the EU Taxonomy Regulation. Double counting of individual items is excluded by the use of accounting data. ATOSS Software determines the taxonomy-eligible KPIs in accordance with the legal requirements and describes its accounting policy in this regard with a focus on taxonomy eligibility as follows:

Sales KPI

Definition

The proportion of classifiable economic activities in total sales is calculated as that part of net sales stemming from products and services in connection with classifiable economic activities (numerator) divided by net sales (denominator). The denominator of the sales KPI is based on the consolidated net sales in compliance with IAS 1.82(a). Further details on ATOSS’ accounting principles for consolidated net sales can be found in the notes to the consolidated financial statements in Section II of our Annual Report accounting policies.

Reconciliation

Our consolidated net sales can be reconciled to our consolidated financial statements, see Profit and Loss statement in our 2022 Annual Report (Item “Sales Revenues” in the P&L).

With regard to the numerator, ATOSS has not identified any classifiable economic activities, as explained above.

Capex KPI and Opex KPI

Capex KPI

Definition

The Capex KPI is defined as taxonomy-eligible Capex (numerator) divided by total Capex (denominator). With regard to the numerator, please refer to the explanations below.

Total Capex comprises additions to property, plant and equipment and intangible assets during the financial year before depreciation and remeasurements, including those resulting from remeasurements and impairments for the 2022 financial year and excluding changes in fair value. It comprises additions to fixed assets (IAS 16), intangible assets (IAS 38) and rights of use assets (IFRS 16). Further details on our accounting principles in terms of our investments can be found in the notes to the consolidated financial statements in Section II of our Annual Report accounting policies.

Reconciliation

Total Capex can be taken from the statement of changes in fixed assets shown in the notes to the consolidated financial statements in our annual report (Section III. 27) (Sum of additions (at cost)) and rights of use (Section III. 28).

Opex KPI

The Opex KPI is defined as classifiable operating expenditure (numerator) divided by total operating expenditure (denominator).

Total Opex consists of direct, non-capitalized costs that relate to research and development, building renovation measures, short-term rental contracts, maintenance and servicing. This includes:

- Research and development expenses recognized in the reporting period as expenses in the consolidated statement of profit and loss. In agreement with the consolidated financial statements (IAS 38.126), it includes all non-capitalized expenses directly attributable to research and development activity.
- - Servicing and repair costs were determined on the basis of servicing and repair costs assigned to internal cost centers. The corresponding cost items can be found in the divisional costs of the profit and loss statement.

6.3 Templates

6.3.1 Template: Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities (1)	Code(s) (2)	Absolute turnover (3)	Proportion of turnover (4)	Substantial contribution criteria				
				Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)
		EUR	%	%	%	%	%	%
A. Taxonomy-eligible activities			%					
A.1. Environmentally sustainable activities (Taxonomy-aligned)								
Turnover of environmentally sustainable activities (Taxonomy-aligned activities) (A.1)		0	0	0	0			
A.2 Taxonomy-Eligible, but not environmentally sustainable activities (not Taxonomy-aligned activities)								
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0					
Total (A.1 + A.2)		0	0					
B. Taxonomy-non-eligible activities								
Turnover of Taxonomy-non-eligible activities (B)		113,916,280	100					
Total (A + B)		113,916,280	100					

6.3.2 Template: Proportion of CapEX from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities (1)	Code(s) (2)	Absolute CapEX (3)	Proportion of CapEX (4)	Substantial contribution criteria				
				Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)
		EUR	%	%	%	%	%	%
A. Taxonomy-eligible activities								
A.1. Environmentally sustainable activities (Taxonomy-aligned)								
CapEX of environmentally sustainable activities (Taxonomy aligned) (A.1)		0	0	0	0			
A.2 Taxonomy-Eligible, but not environmentally sustainable activities (not Taxonomy-aligned activities)								
Activity 6.5 "Carriage by motorbikes, passenger cars and light commercial vehicles".		1,123,757	34					
CapEX of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,123,757	34					
Total (A.1 + A.2)		1,123,757	34					
B. Taxonomy-non-eligible activities								
CapEX of Taxonomy-non-eligible activities (B)		2,228,530	66					
Total (A + B)		3,352,287	100					

DNSH-criteria („Does not significantly harm“)											
Biodiversity and ecosystem (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of OpEx, year 2022 (18)	Taxonomy-aligned proportion of turnover, year 2021 (19)	Category (enabling activity) (20)	Category “(transitional activity)” (21)
%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
	N	N						0			
								0			

DNSH-criteria („Does not significantly harm“)											
Biodiversity and ecosystem (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of OpEx, year 2022 (18)	Taxonomy-aligned proportion of CapEx, year 2021 (19)	Category (enabling activity) (20)	Category “(transitional activity)” (21)
%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
	N	N						0			
								0			

6.3.3 Template: Proportion of OpEX from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities (1)	Code(s) (2)	Absolute OpEX (3)	Proportion of OpEX (4)	Substantial contribution criteria				
				Climate change mitigation (5)	Climate change adaption (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)
		EUR	%	%	%	%	%	%
A. Taxonomy-eligible activities			%					
A.1. Environmentally sustainable activities (Taxonomy-aligned)								
OpEX of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	0	0			
A.2 Taxonomy-Eligible, but not environmentally sustainable activities (not Taxonomy-aligned activities)								
OpEX of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0					
Total (A.1 + A.2)		0	0					
B. Taxonomy-non-eligible activities								
OpEX of Taxonomy-non-eligible activities (B)		19,098,848	100					
Total (A + B)		19,098,848	100					

Biodiversity and ecosystem (10)	DNSH-criteria („Does not significantly harm“)						Minimum safeguards (17)	Taxonomy-aligned pro-portion of OpEx, year 2022 (18)	Taxono-my-aligned pro-portion of OpEx, year 2021 (19)	Category (enabling activity) (20)	Category “(transitional activity)” (21)
	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
%	Y/N	Y/N		Y/N	Y/N	Y/N	Y/N	%	%	E	T
	N	N						0			
								0			

Independent Practitioner's Report on a Limited Assurance Engagement on Non-financial Reporting¹

To ATOSS Software AG, Munich

We have performed a limited assurance engagement on the separate non-financial group report of ATOSS Software AG, Munich, (hereinafter the "Company") for the period from 1 January to 31 December 2022 (hereinafter the "Separate Non-financial Group Report").

Not subject to our assurance engagement are the external sources of documentation or expert opinions mentioned in the Separate Non-financial report.

Responsibility of the Executive Directors

The executive directors of the Company are responsible for the preparation of the Separate Non-financial Group Report in accordance with §§ (Articles) 315c in conjunction with 289c to 289e HGB ("Handelsgesetzbuch": "German Commercial Code") and Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18. June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the "**EU Taxonomy Regulation**") and the Delegated Acts adopted thereunder, as well as for making their own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the Delegated Acts adopted thereunder, as set out in section 6 of the Separate Non-financial Group Report.

This responsibility includes the selection and application of appropriate non-financial reporting methods and making assumptions and estimates about individual non-financial disclosures of the Company that are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal controls as the executive directors consider necessary to enable the preparation of a Separate Non-financial Group Report that is free from material misstatement whether due to fraud or error.

The EU Taxonomy Regulation and the Delegated Acts issued thereunder contain wording and terms that are still subject to considerable interpretation uncertainties and for which clarifications have not yet been published in every case. Therefore, the executive directors have disclosed their interpretation of the **EU Taxonomy Regulation** and the Delegated Acts adopted thereunder in section 6 of the Separate Non-financial Group Report. They are responsible for the defensibility of this interpretation. Due to the immanent risk that indeterminate legal terms may be interpreted differently, the legal conformity of the interpretation is subject to uncertainties.

¹ PricewaterhouseCoopers GmbH has performed a limited assurance engagement on the German version of the separate non-financial group report and issued an independent practitioner's report in German language, which is authoritative. The following text is a translation of the independent practitioner's report.

Independence and Quality Control of the Audit Firm

We have complied with the German professional provisions regarding independence as well as other ethical requirements.

Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors (“Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer”: “BS WP/vBP”) as well as the Standard on Quality Control 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality control for audit firms (IDW Qualitätssicherungsstandard 1: Anforderungen an die Qualitätssicherung in der Wirtschaftsprüferpraxis - IDW QS 1) – and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibility of the Assurance Practitioner

Our responsibility is to express a conclusion with limited assurance on the Separate Non-financial Group Report based on our assurance engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the Company’s Separate Non-financial Group Report, other than the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group Report, are not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the **EU Taxonomy Regulation** and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section 6 of the Separate Non-financial Group Report.

In a limited assurance engagement the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgement of the assurance practitioner.

In the course of our assurance engagement, we have, amongst other things, performed the following assurance procedures and other activities:

- Gain an understanding of the structure of the Company's sustainability organisation and stakeholder engagement
- Inquiries of the executive directors and relevant employees involved in the preparation of the Separate Non-financial Group Report about the preparation process, about the internal control system relating to this process and about disclosures in the Separate Non-financial Group Report
- Identification of likely risks of material misstatement in the Separate Non-financial Group Report
- Analytical procedures on selected disclosures in the Separate Non-financial Group Report
- Reconciliation of selected disclosures with the corresponding data in the financial statements and group management report
- Evaluation of the presentation of the Separate Non-financial Group Report
- Evaluation of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Separate Non-financial Group Report
- Inquiries on the relevance of climate-risks

In determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation, the executive directors are required to interpret undefined legal terms. Due to the immanent risk that undefined legal terms may be interpreted differently, the legal conformity of their interpretation and, accordingly, our assurance engagement thereon are subject to uncertainties.

Assurance Opinion

Based on the assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Separate Non-financial Group Report of the Company for the period from 1 January to 31 December 2022 is not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section 6 of the Separate Non-financial Group Report. We do not express an assurance opinion on the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group.

Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company. We do not accept any responsibility to third parties. Our assurance opinion is not modified in this respect.

Munich, 24 February 2023

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Hendrik Fink
German public auditor

ppa. Felix Wandel
German public auditor

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