

Excellence in Workforce Management

ATOSS Software AG



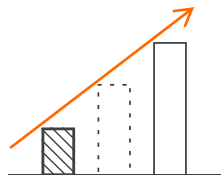
ATOSS – Leading in the field of Workforce Management

Highlights at a glance

ATOSS creates state-of-the-art solutions for the new world of work. For more than 30 years, ATOSS has been focused on improving customers' efficiency, supporting their innovative capabilities, and enhancing employee motivation and satisfaction.

>30 years
Market experience

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



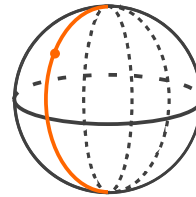
Double-digit revenue growth
(16% CAGR 2018–2022)

As of 12/31/2022; * incl. subsidiaries; **w/o subsidiaries

~15,000
Customers worldwide
from SMB to blue chips*

Customers in

50+

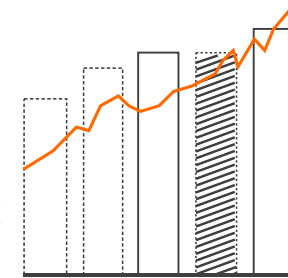


countries worldwide,
including 31 in Europe

27%
EBIT margin

TecDAX
05/2023

High visibility as stock corporation



SDAX
07/2021

690+
Employees

11
Software languages

>4 million

Employees integrated
in ATOSS solutions

~ 9,200
Cloud customers**

A young man and woman are lying on a dark grey sofa, smiling and looking up. The man is holding a water bottle. The room is filled with numerous OBI cardboard boxes, some stacked on the sofa and others on the floor. The boxes are orange and white with the OBI logo. The scene is brightly lit, suggesting a sunny day.

Market for Workforce Management & Business Model

OBI | Retail

The Workforce Management Landscape Continues to Evolve

Global market trends are driving double-digit growth in the workforce management market.



Digitalization of the labor world

The application of **artificial intelligence (AI)** in workforce management (WFM) solutions for employees and managers adds **significant business value** to WFM.



Increasingly complex regulatory environment

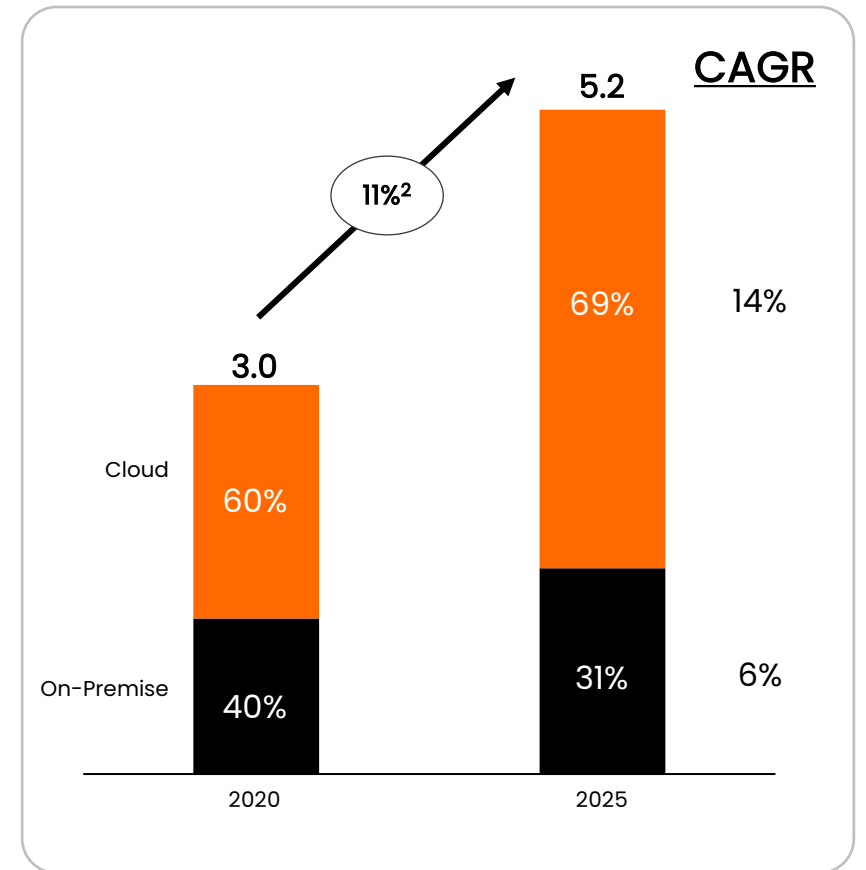


Scarcity of resources and **skilled staff**

A shortage of workers has prompted **investment in advanced scheduling and planning functions** so existing workers are deployed as effectively as possible.

Driven by the “talent crunch”, **many employers have prioritized investments in improving the employee experience** to both reduce worker attrition and improve worker effectiveness.

WFM market by deployment (\$ billion)¹



(1) Technavio, Global Workforce Management Software Market by Deployment and Geography – Forecast and Analysis 2021-2025; (2) Average growth rate.

ATOSS' Product Portfolio Supports Customers' Shifting Needs

Full-range solutions span varying areas of need and complexity, resulting in strong ROI for customers.

ATOSS helps companies to have ...

...the right employee

...with the right qualification

...at the right place

...at the right time

...at the right cost

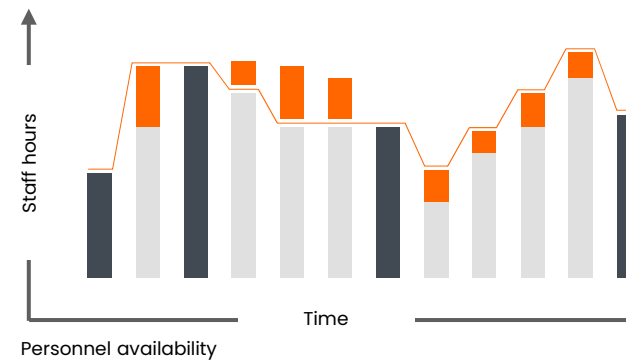
...at full compliance

Current situation

Fluctuation in demand

Little flexibility and long response times

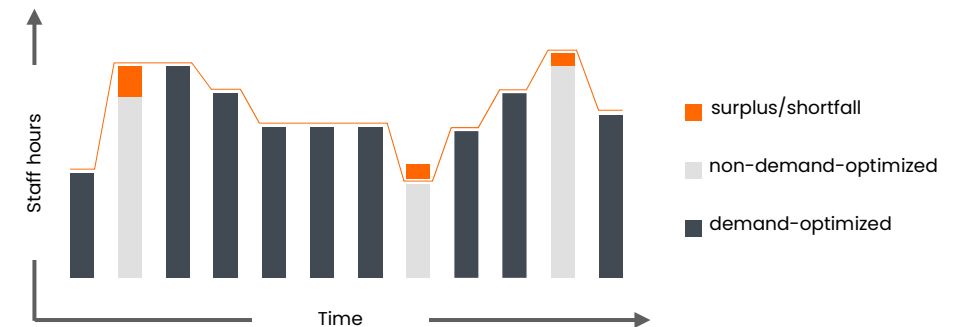
OPTIMIZATION POTENTIAL



Goal

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

AFTER OPTIMIZATION



Exemplary:

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

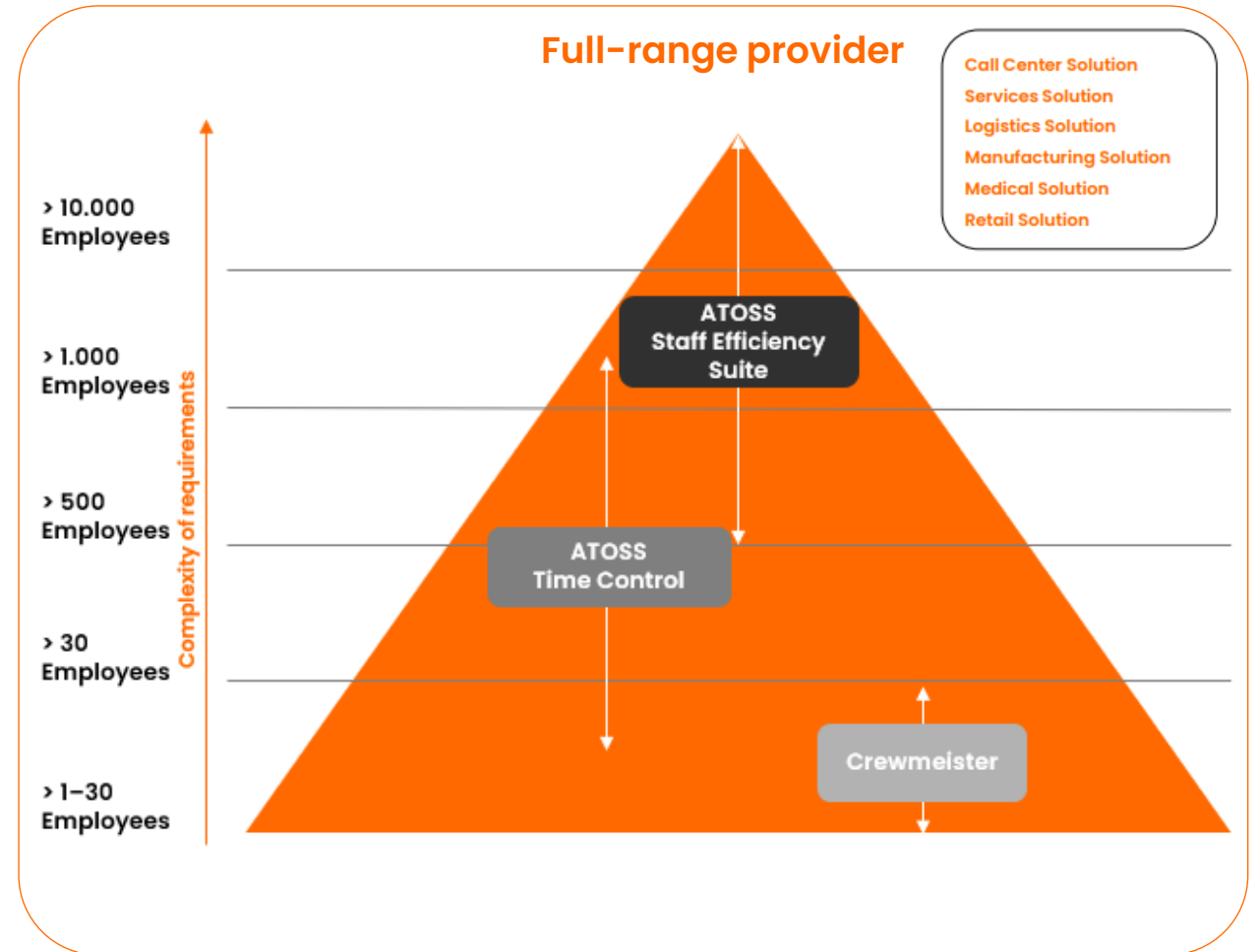
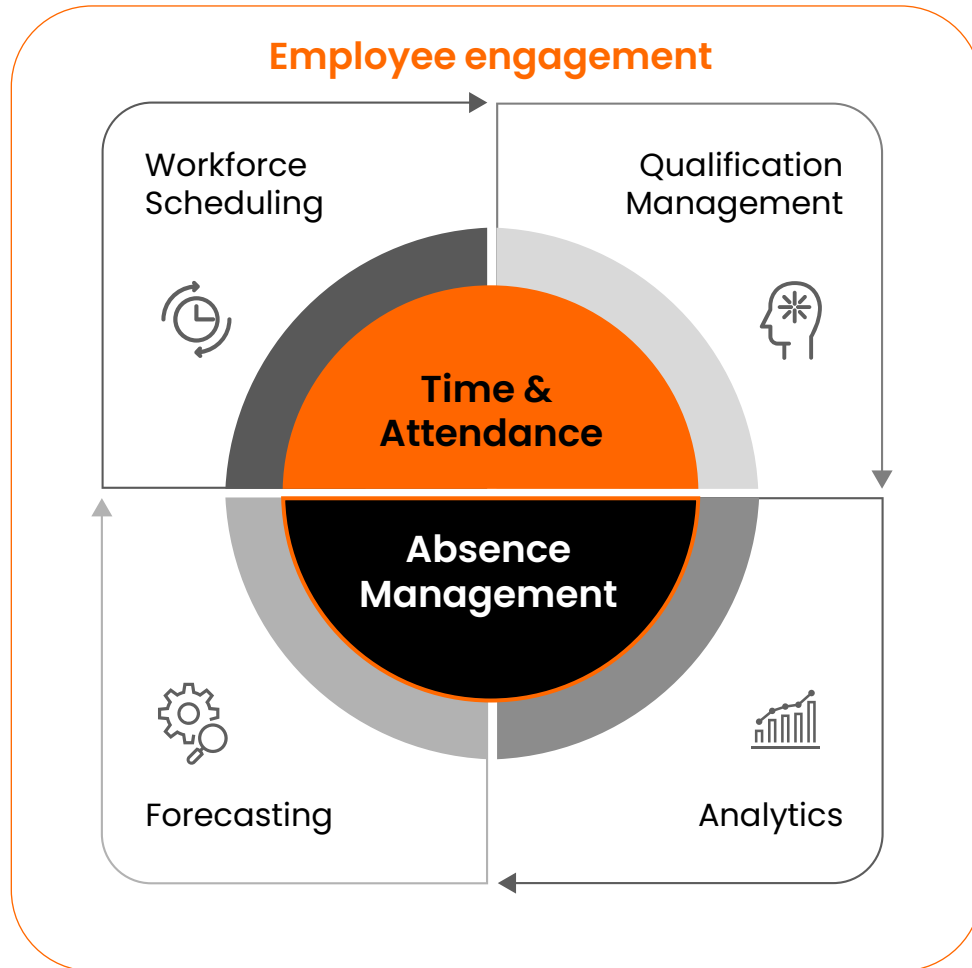
+5%

Conversion rate

+11% Revenue

Workforce Management in a Nutshell

Efficiency via Highly Flexible Staff Deployment



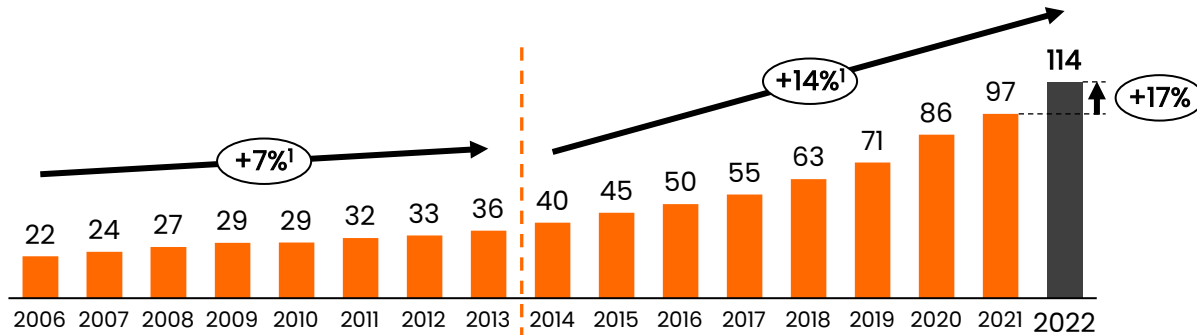
Financials & KPI's – FY 2022

STIHL | Manufacturing

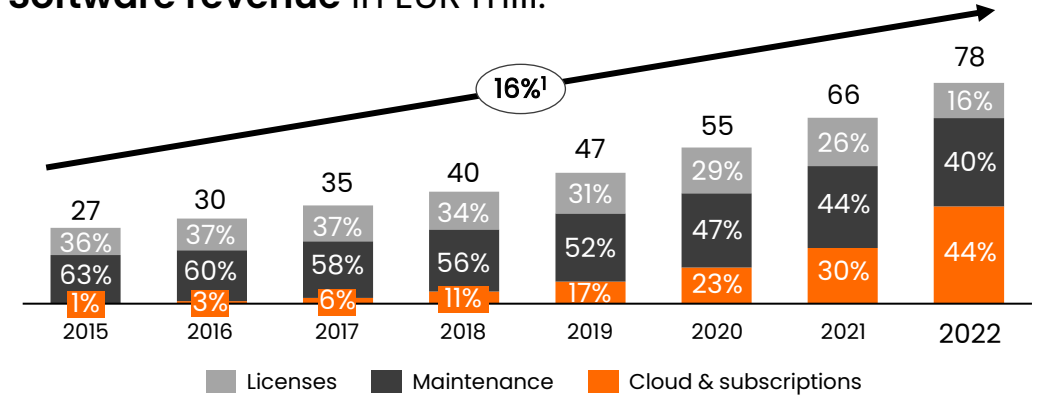
ATOSS Has Captured 17 Consecutive Years of Growth

Strong growth track record, excellent traction in cloud transition and expansion outside the DACH region.

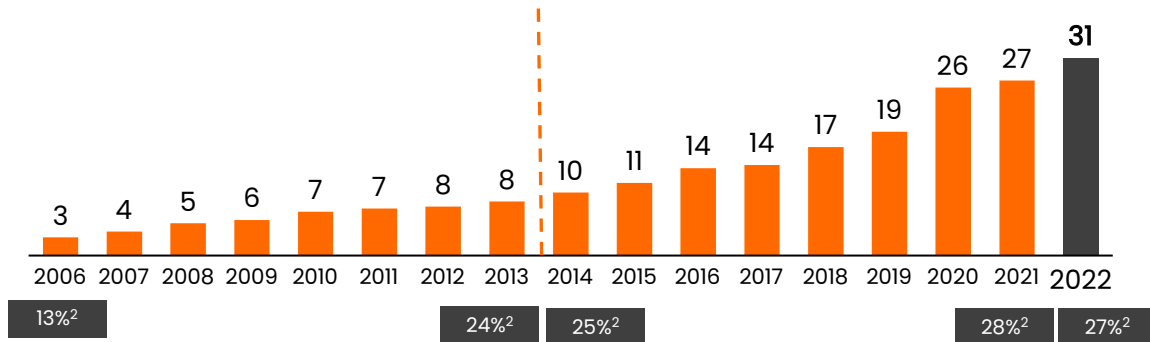
Total Revenue in EUR mill.



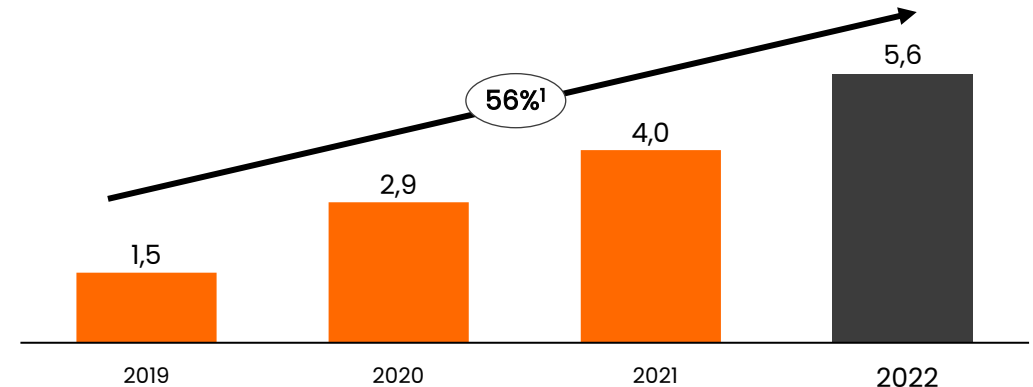
Software revenue in EUR mill.



EBIT in EUR mill.



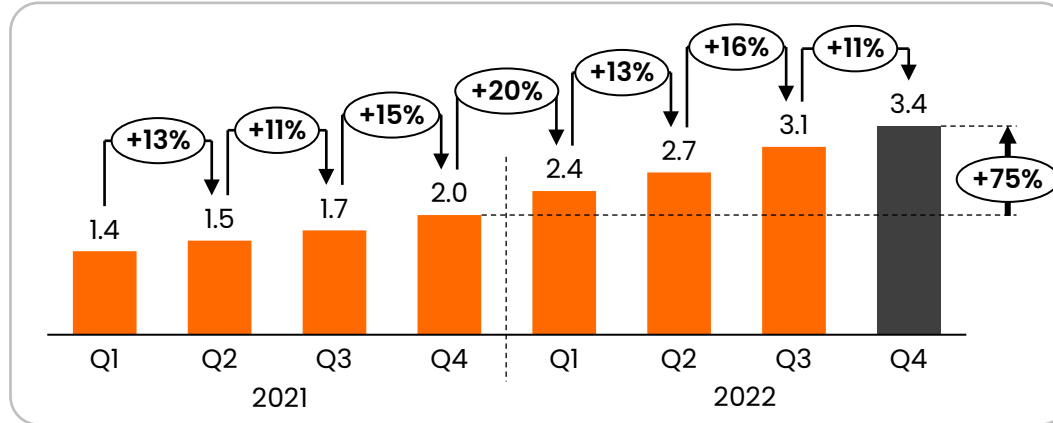
Non-DACH revenues in EUR mill.



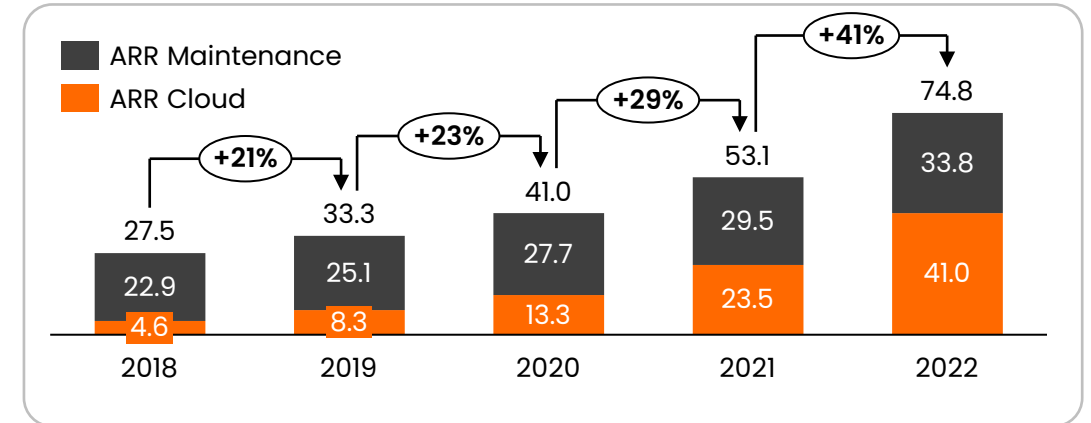
ATOSS Cloud Strategy and Software Revenues

Excellent foundation for further success

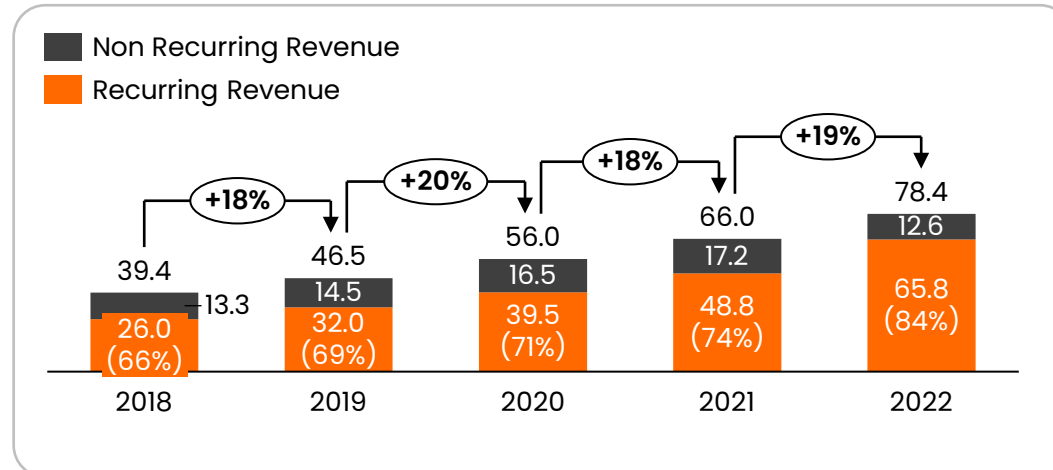
Cloud MRR: Quarterly development in EUR mill.



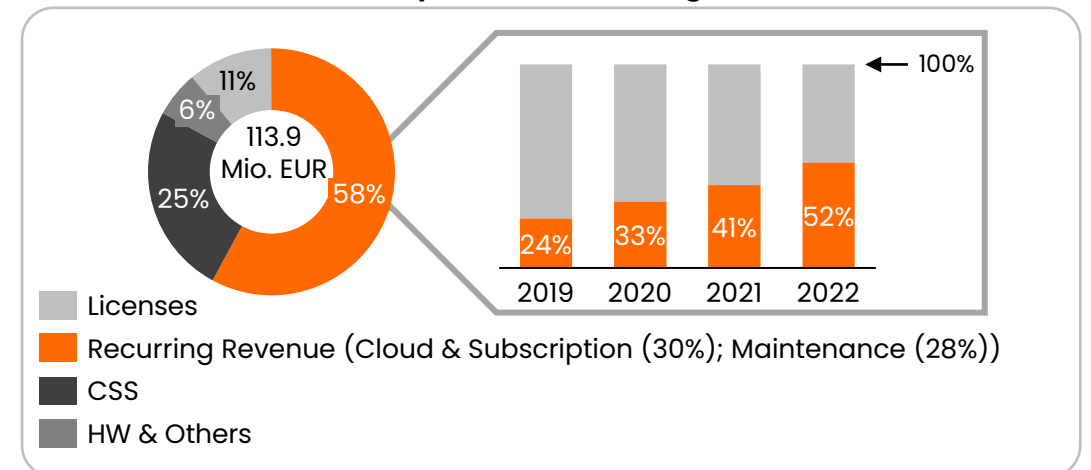
ARR Total (Cloud + Maintenance) in EUR mill.



Software Revenue in EUR mill.



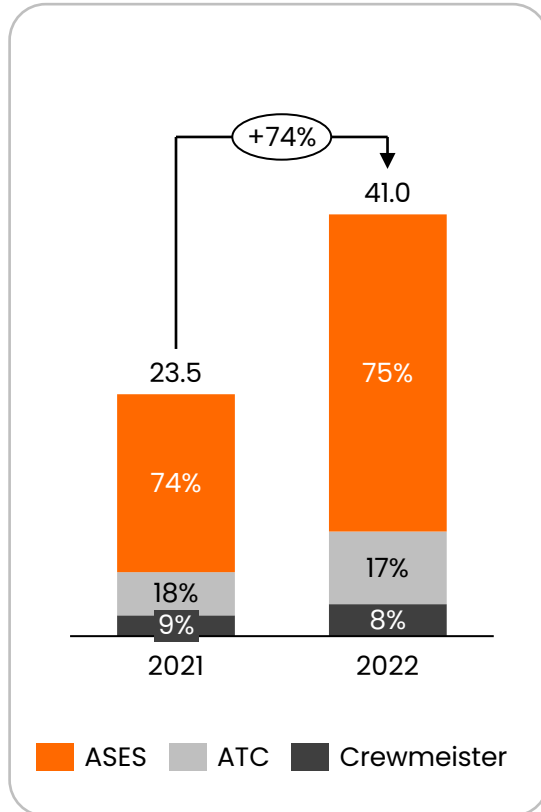
Share of Cloud & Subscription in Recurring Revenue in %



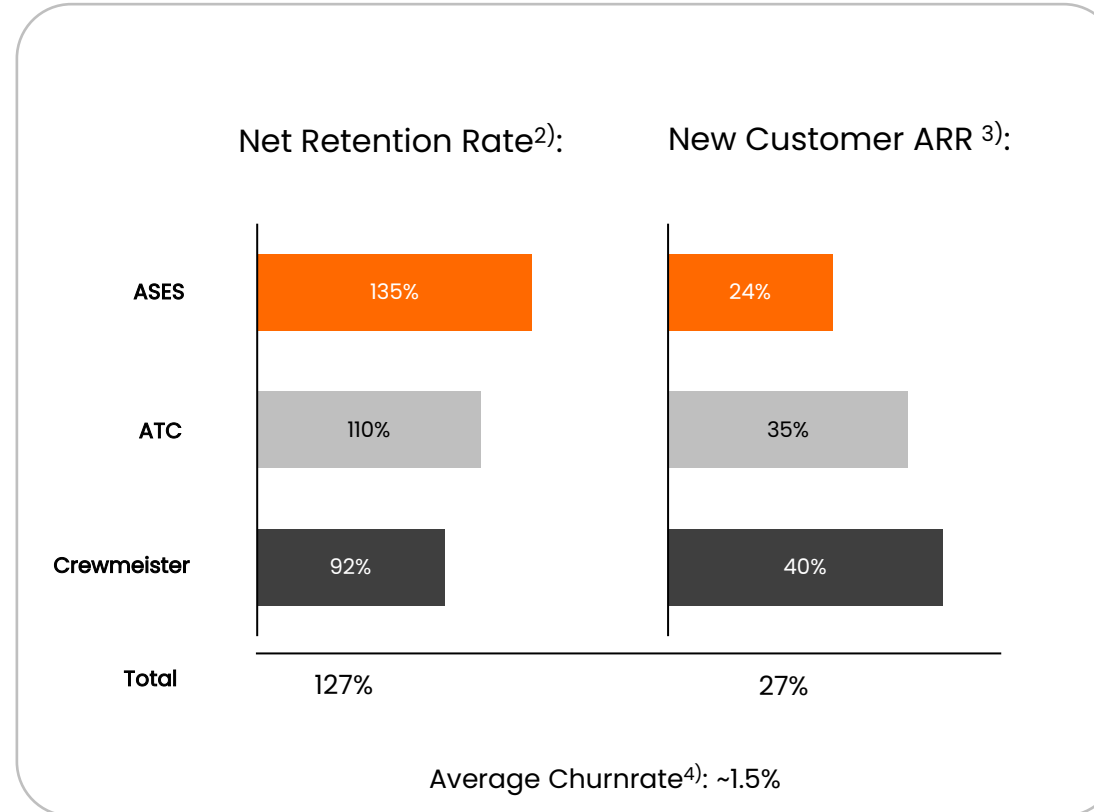
ATOSS Cloud development by products

FY 2022

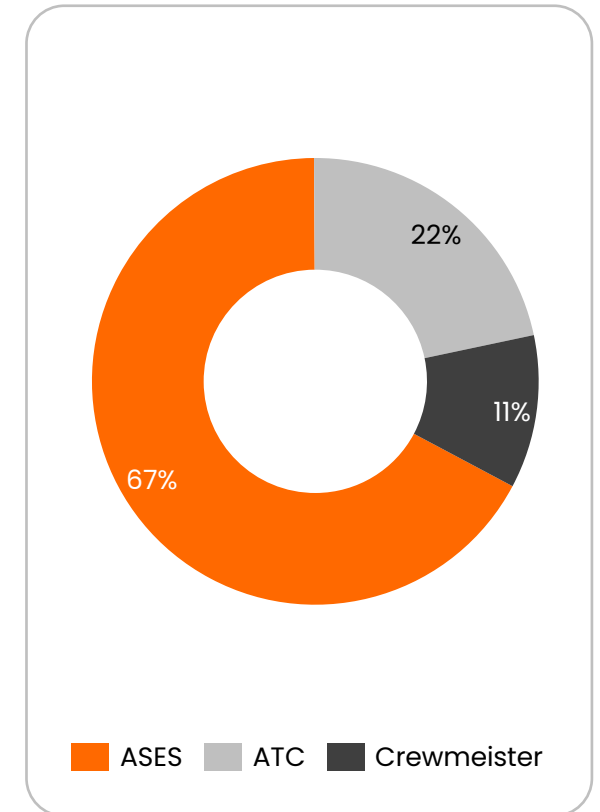
Cloud ARR¹
in EUR mill.



Cloud KPIs



New customer ARR
by product, in %



1) 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

2) Net Retention Rate: revenues generated from existing customers as of PY- taking into account expansion and churn

3) Share of New Customer ARR: revenues generated from new customers since Q4 PY – taking into account base, expansion, indexation and transfer of on-premise customers

4) Churnrate: calculated as contract terminations and contractions divided by ARR (w/o Crewmeister)

A large, blue-green patinated bronze statue of Saint Ulrich stands on a stone pedestal. The statue is depicted with a halo, a long robe with gold trim, and outstretched arms, one holding a book. In the background, a panoramic view of Munich, Germany, is visible under a hazy, golden sky at sunrise or sunset. The city's architecture, including domes and spires, is silhouetted against the light.

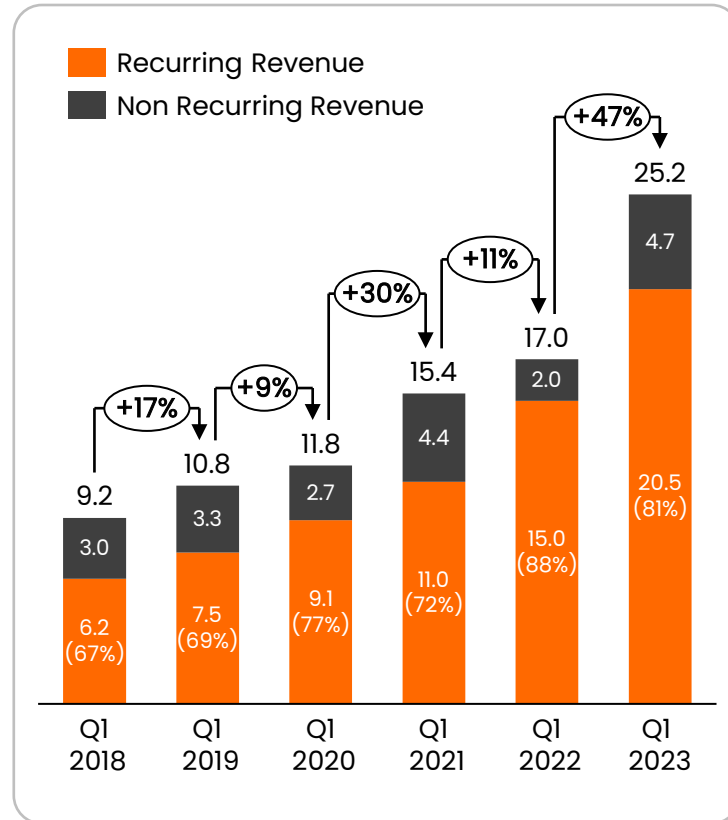
Financials & KPI's – Q1 2023

Landeshauptstadt München | Public & Social Services

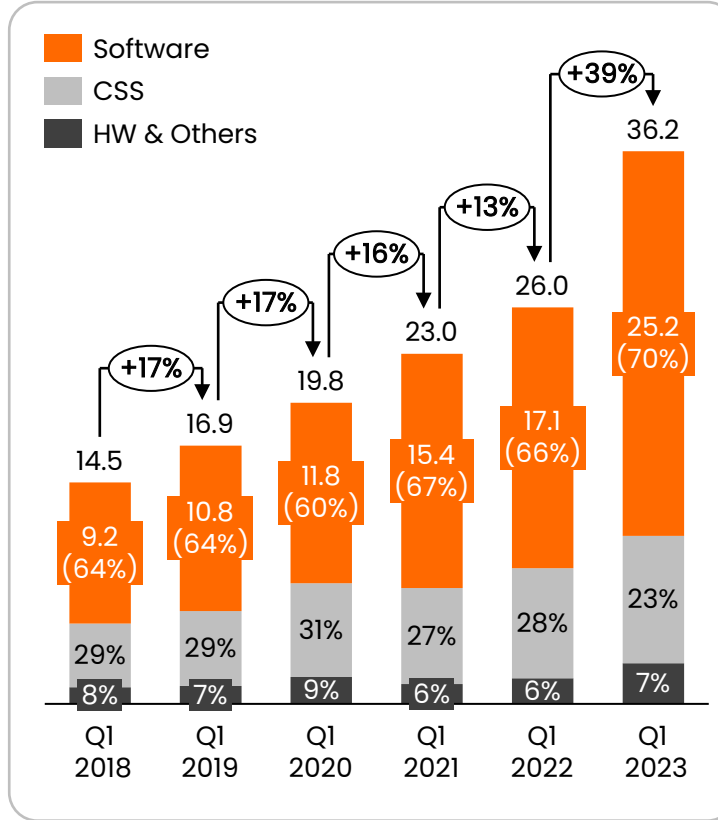
Top Key Figures

Q1 2023

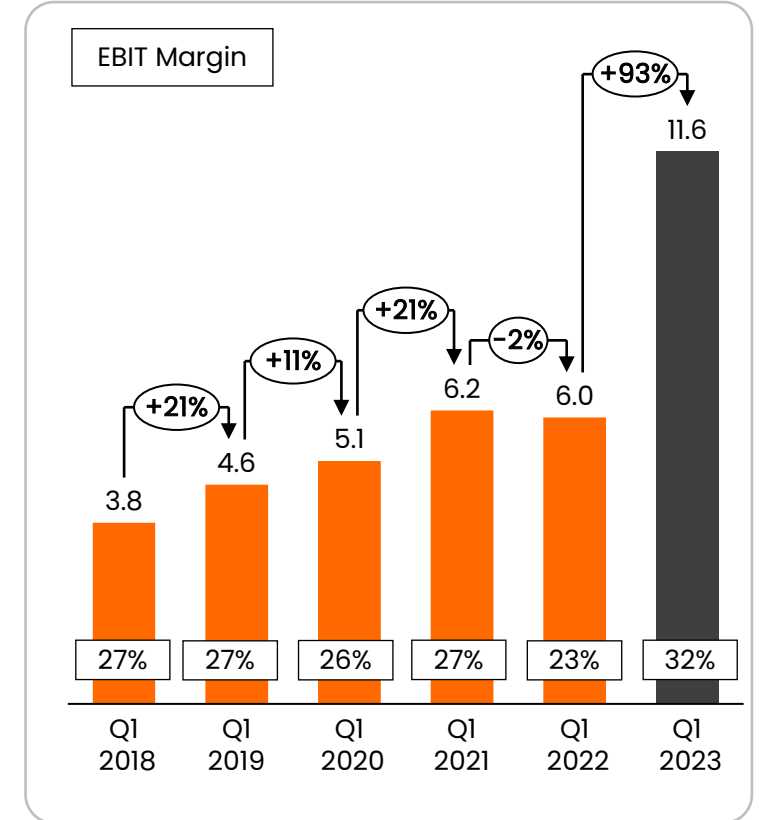
Software Revenue in EUR mill.



Total Revenue in EUR mill.



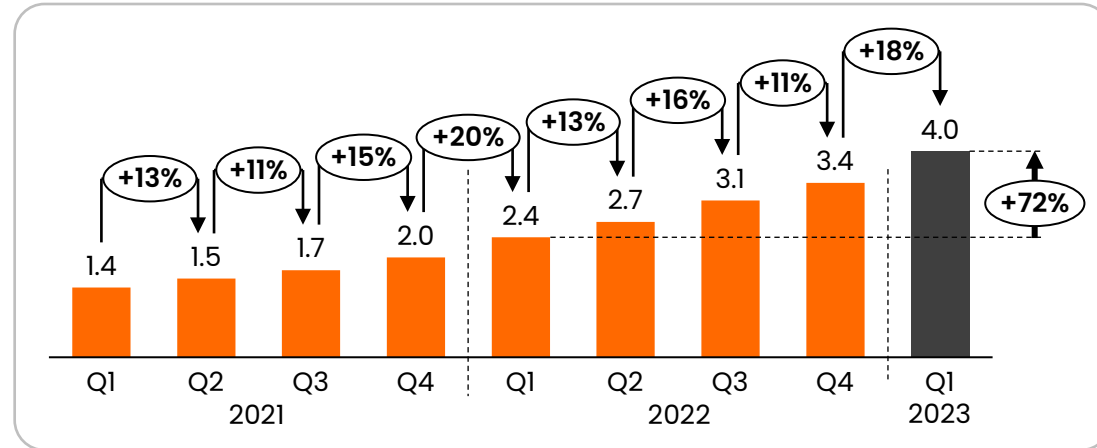
EBIT in EUR mill.



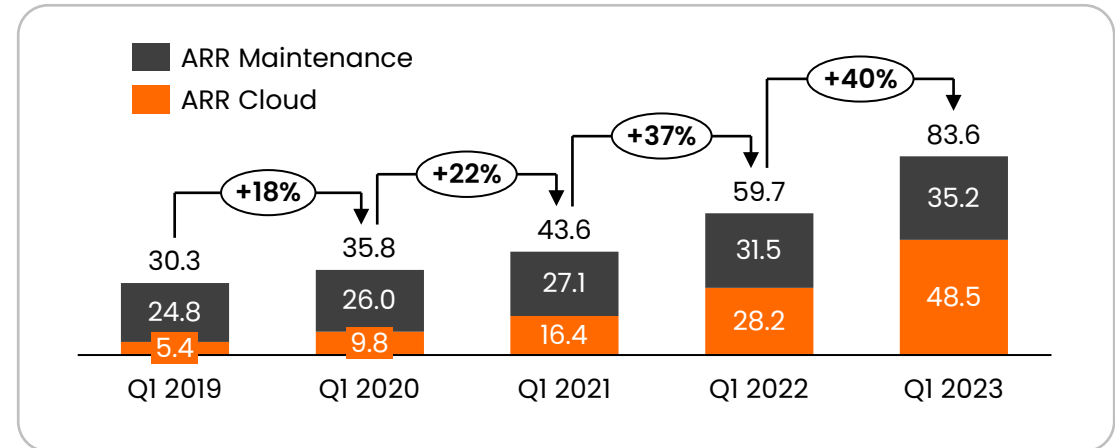
Cloud MRR & ARR (Cloud + Maintenance) Development

Q1 2023

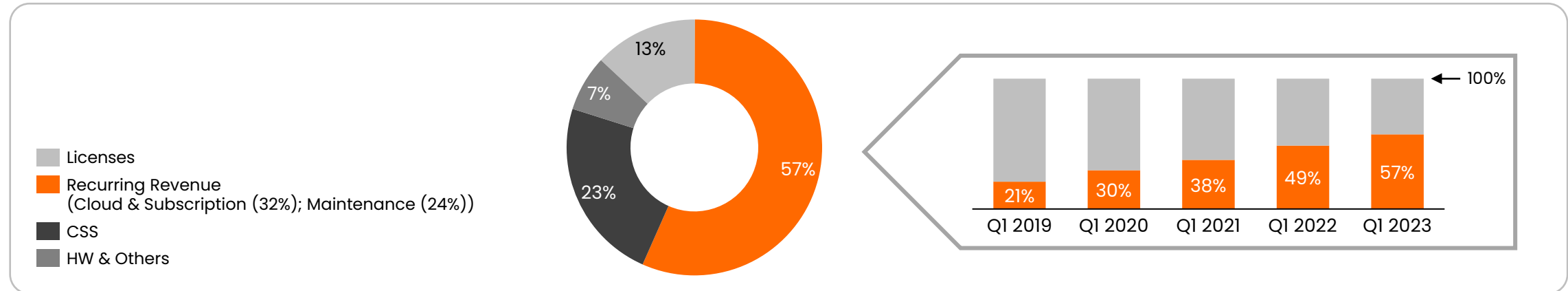
Cloud MRR: Quarterly development in EUR mill.



ARR Total (Cloud + Maintenance) in EUR mill.



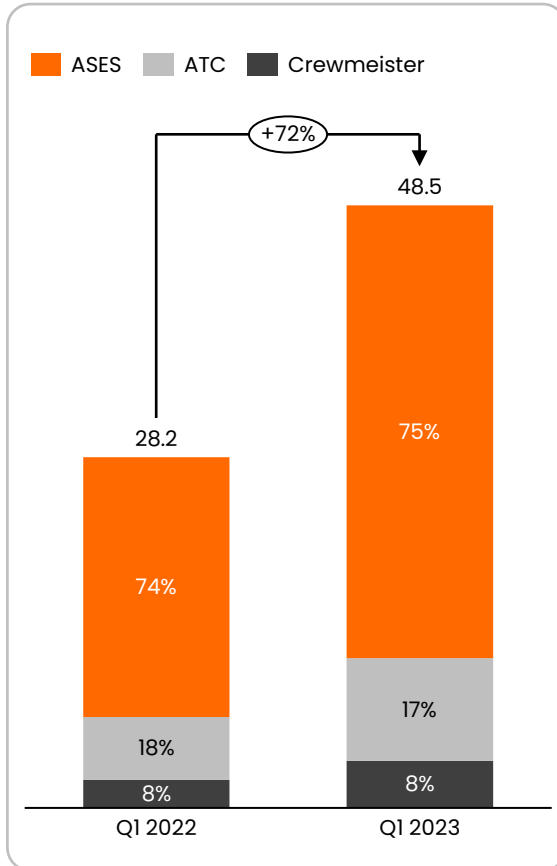
Share of Cloud & Subscription in Recurring Revenue in %



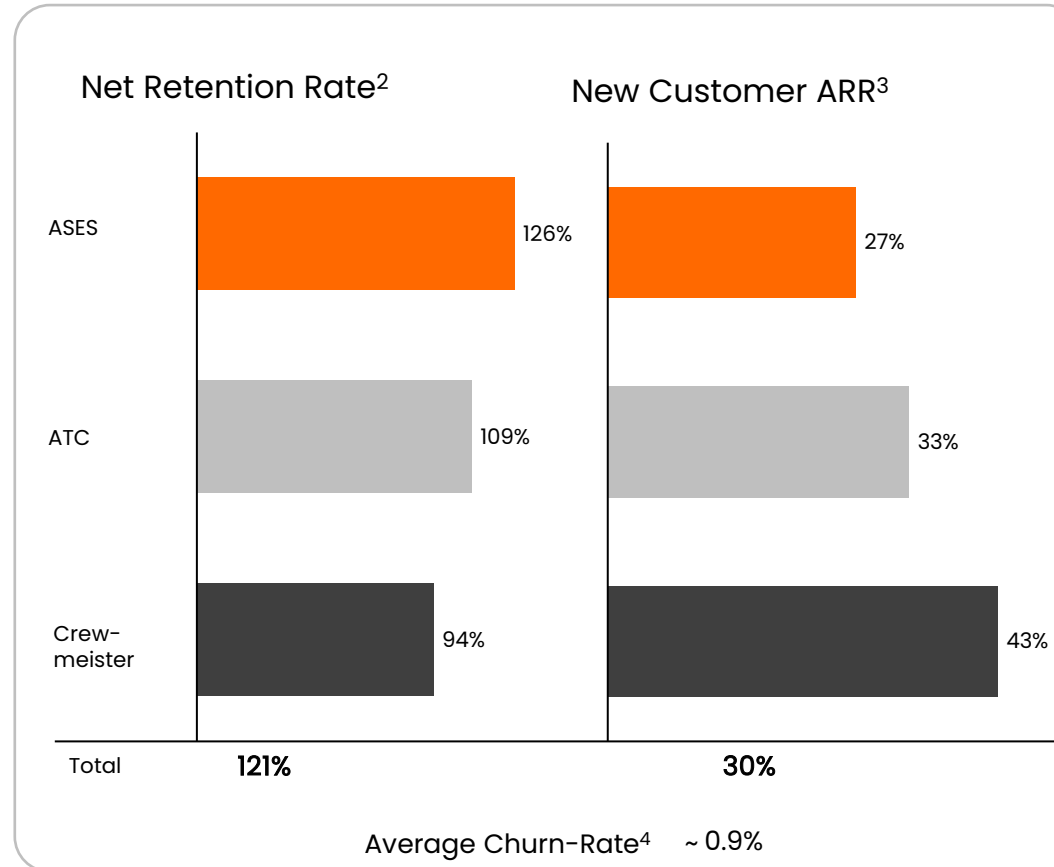
ATOSS Cloud development by products

Q1 2023

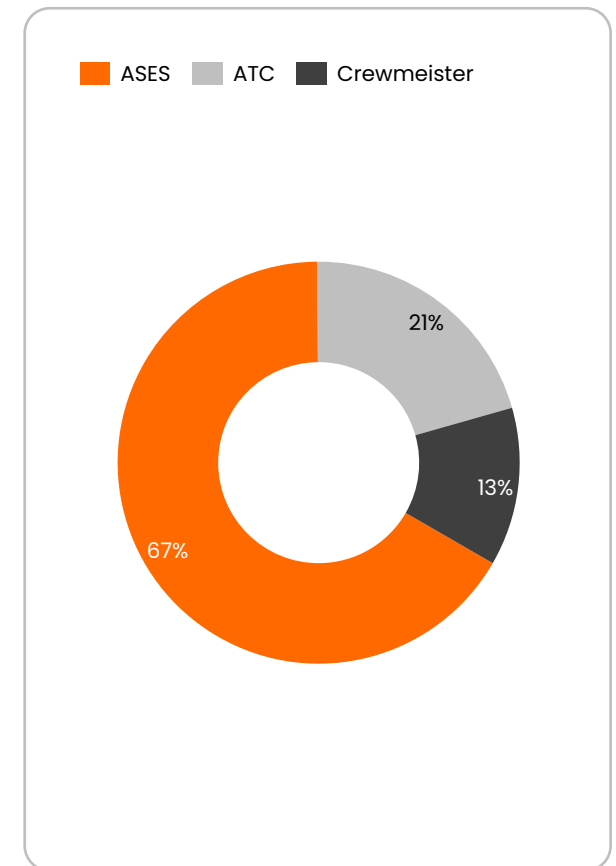
Cloud ARR¹
in EUR mill.



Cloud KPIs
in %



New customer ARR⁵
by product, in %



¹ 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

² Net Retention Rate: revenues generated from existing customers as of PY – taking into account expansion and churn

³ Share of New Customer ARR: revenues generated from new customers since Q4 PY – taking into account base, expansion, indexation and transfer of on-premise customers

⁴ Churn-Rate: calculated as contract terminations and contractions divided by ARR (w/o Crewmeister)

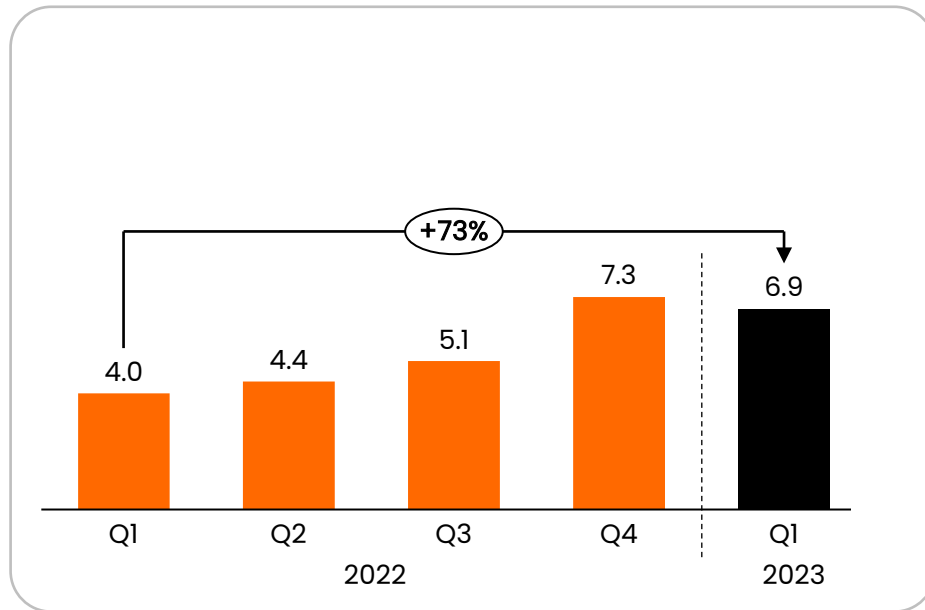
⁵ Share of New Customer ARR: revenues generated from new customers since Q4 PY – taking into account base, expansion, indexation and transfer; without migration of on-premise customers

Order backlog

Growth ambitions strongly supported by order backlog

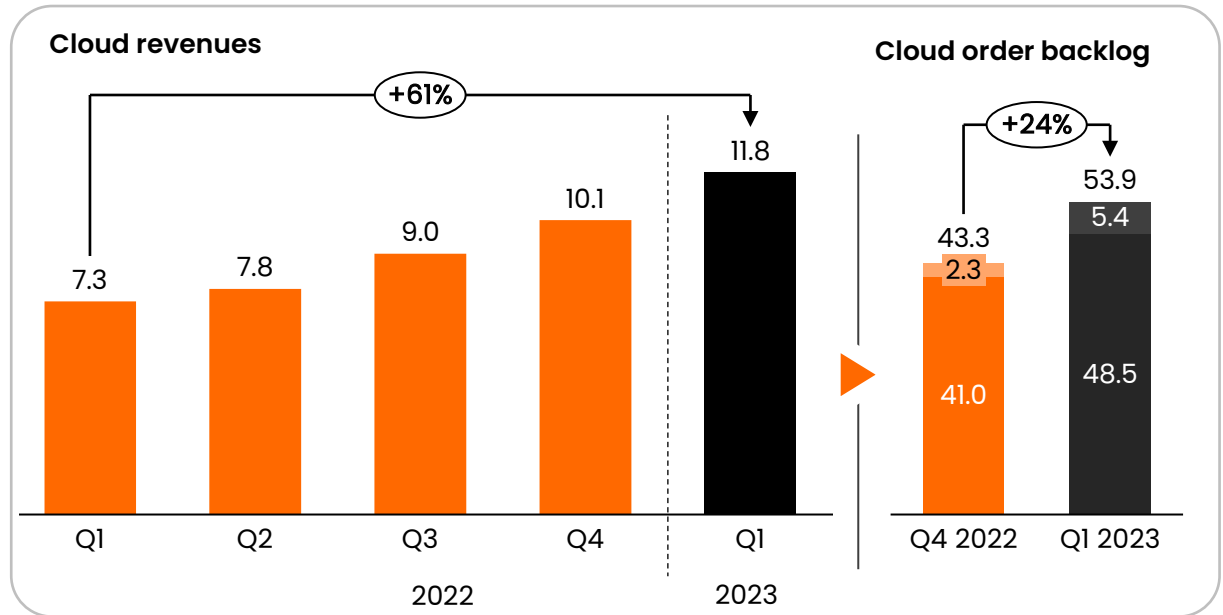
On-premises order backlog¹⁾

Quarterly development in EUR mill.



Cloud order backlog (12months)²⁾

in EUR mill.



1) Typically revenue transformation within 12-18 months

2) Cloud order backlog: ARR + contractually committed additions & expansions for the next 12 months

Growth Strategy

WISAG | Service Industry

Core Pillars of ATOSS' Growth Strategy

Growth leading the way for increased Recurring Revenue from Cloud Business and an ever-growing global subscriber base.

Continuous
steady growth
while actively
driving cloud
transformation of
business

Increase international
revenue share outside the
DACH region

Continued
focus on
operational
excellence to
maintain and
further expand
margins of
business

Advance **full
range strategy**
with solutions for
enterprise, mid-
market and SMEs
customers
(Crewmeister)

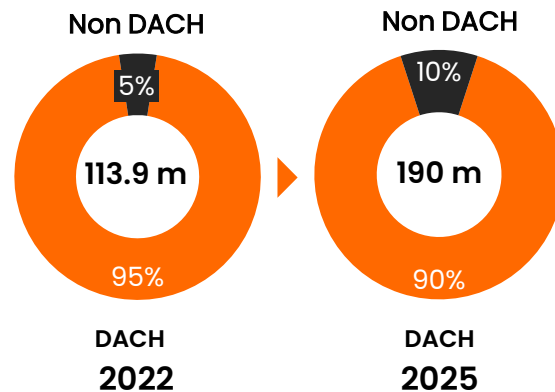
Maintain
commitment
of **further
product
development**

Projections 2023-2025

Total Revenue
Growth CAGR
19%

Increasing Share of
Recurring Revenue
≥ 70%

Allocation of revenue shares
(Projections)



EBIT Margin from
≥27% – ≥30%

Crewmeister
Outlook 2025

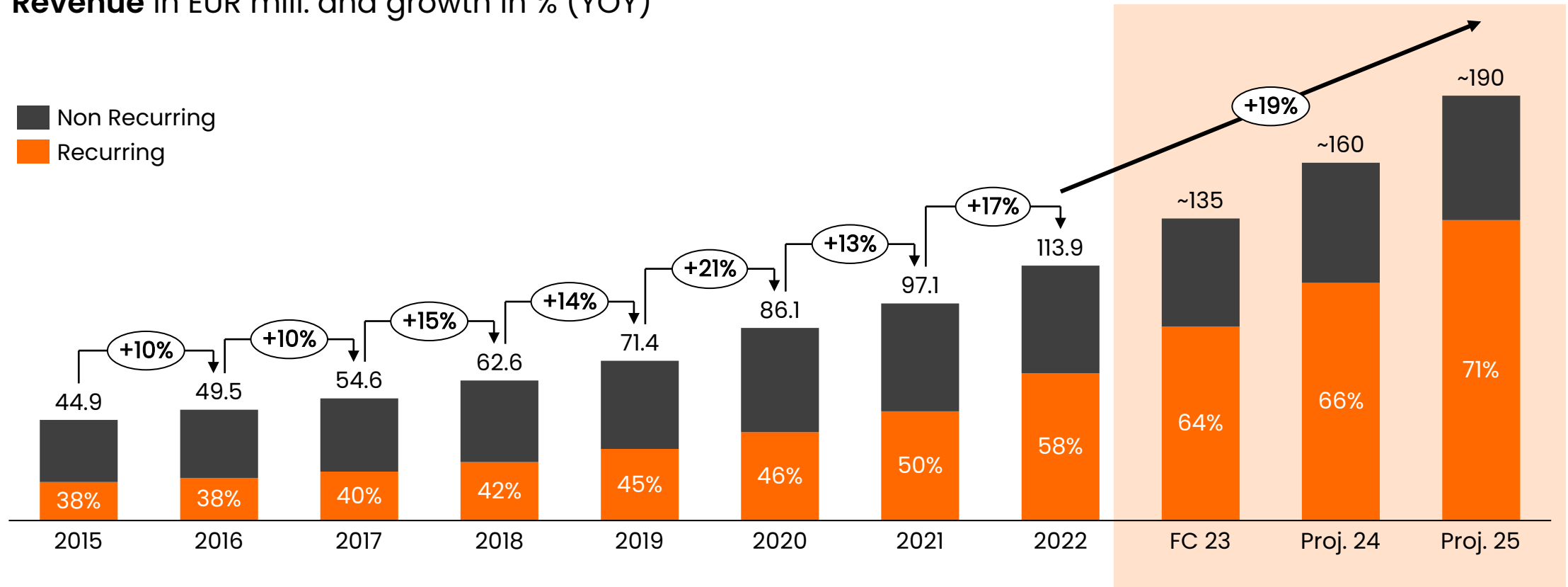
- Positive EBIT
- ~18.500 customers
- ARR of ~8m EUR

R&D investment
**≥17% of total
revenue**

ATOSS Cloud Transformation

Growth leading the way for increased Recurring Revenue (Model Projectory)

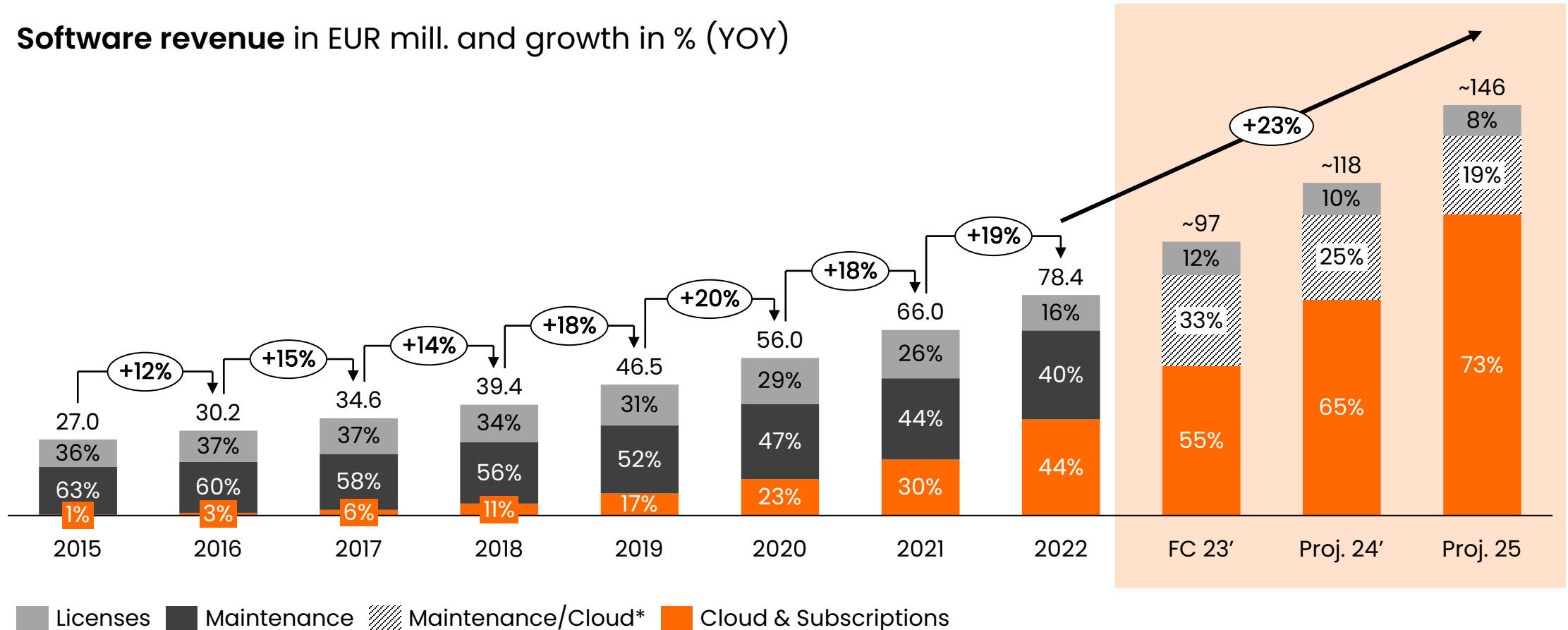
Revenue in EUR mill. and growth in % (YOY)



ATOSS Cloud Transformation

Growth Leading the way for increased Recurring Revenue (Model Projectory)

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



* depending on extent of transformation of existing on-premise customers into cloud and subscription customers

Internationalization strategy

ATOSS solutions operating worldwide

Increased International Revenue
Share non-DACH

ATOSS Solutions currently in **50+ countries: multilingual solutions, 11 software languages**

ATOSS Strategy

- **Expand regional sales & service hubs**
- **Expansion of international partner network**

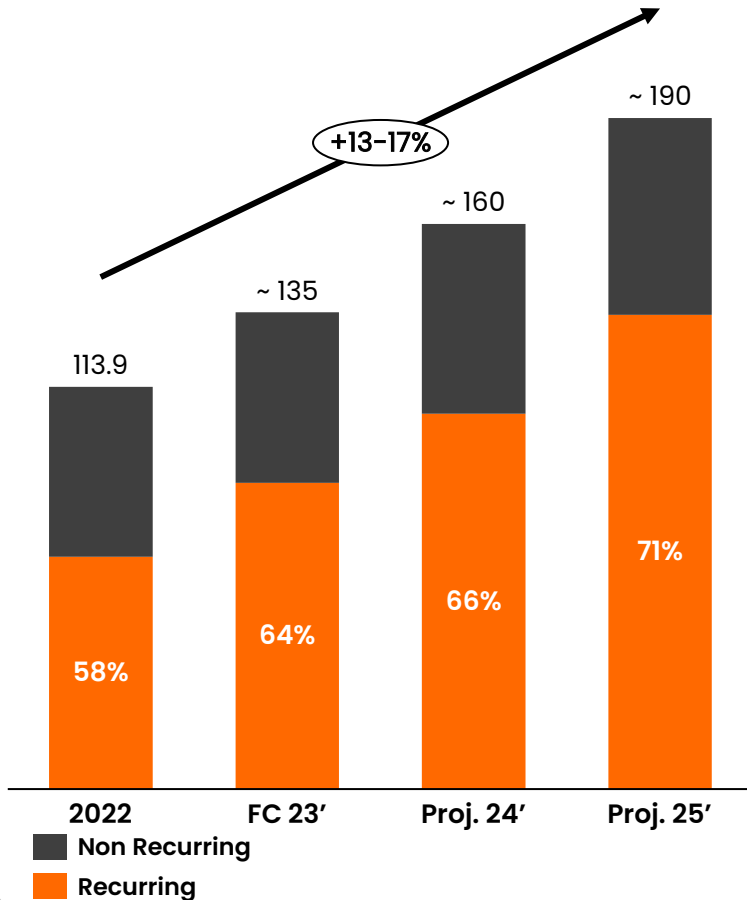
As of 31.12.2022



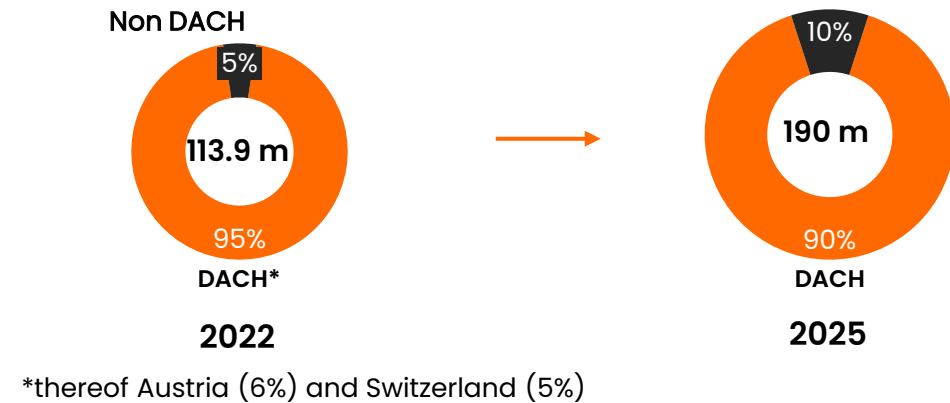
ATOSS Internationalization

Supporting overall growth strategy with expansion in Non-DACH countries

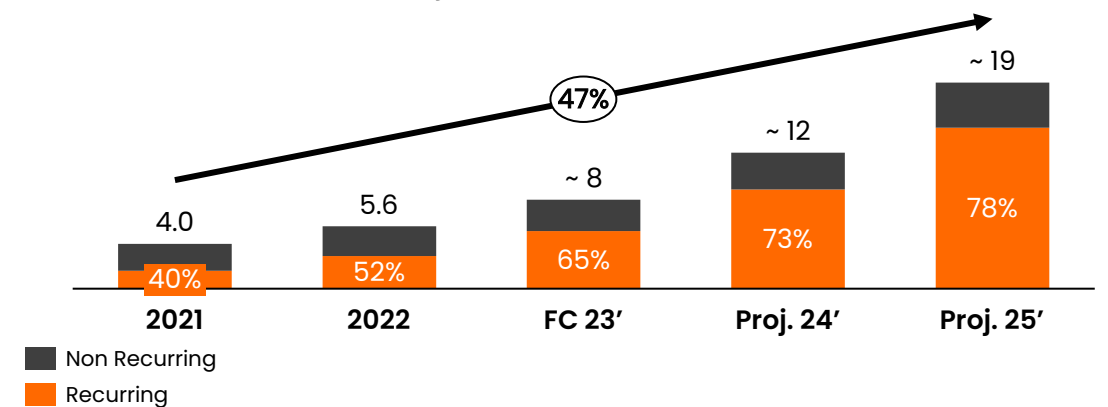
Total revenue (Projections, in EUR mill.)



Allocation of revenue shares (Projections)



Revenues Non-DACH (Projections, in EUR mill.)



ATOSS Full Range Strategy

Crewmeister continues successful development

Crewmeister

Highlights

- Positive impact by BAG decision
- New product features developed
- High customer satisfaction

Key metrics

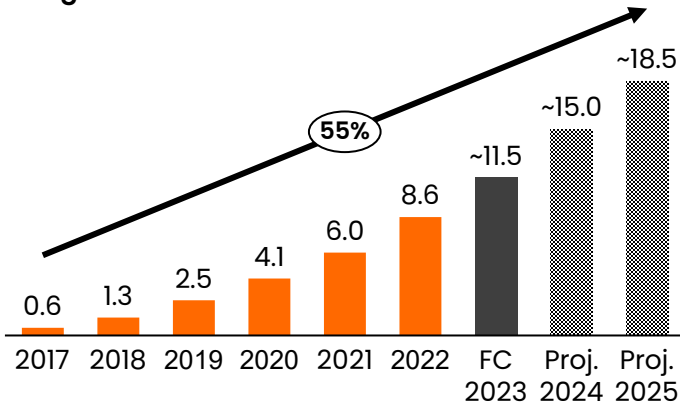
- Av. Customer Acquisition costs (CAC*): 290 EUR
- Av. Customer Lifetime Value (CLTV**): 1,331 EUR
- CLTV/CAC-Ratio: 4.5
- Av. Monthly Churnrate***: 1.71 %
- Cloud Gross Margin: +75%

Outlook 2025

- Positive EBIT
- ~18.500 Customers
- ARR of ~8m EUR

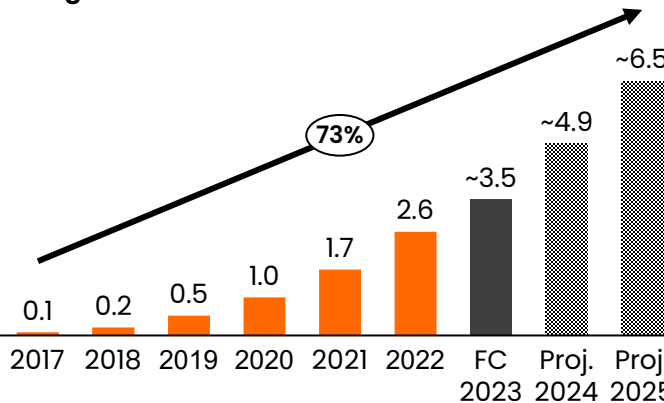
Customer Development (K)

Av. growth rate



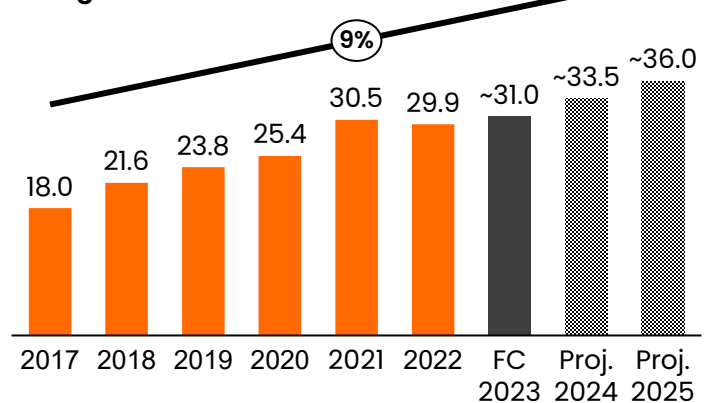
Sales Development (MEUR)

Av. growth rate



MRR/Customer Ratio (EUR)****

Av. growth rate



* CAC (Customer acquisition cost) (ø 2022): 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) (ø 2022): estimate of all the future gross profits to be accumulated from a relationship with a given customers

*** Churnrate (12/2022): 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

****MRR/Customer Ratio shows the monthly recurring revenues per customer calculated on the MRR and Customers as of the 31st of December each year

ATOSS – Growth Projections 2023 – 2025

Strong Growth and Margins while building Recurring Revenue

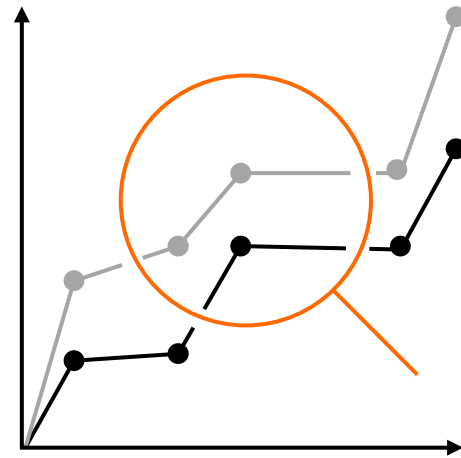
Guidance 2023

Total Revenue

135 EUR Mill.

EBIT Margin

≥27%



Projections 2023 – 2025

Total Revenue Growth

CAGR **19%**

Increasing Share of
Recurring Revenue


≥ 70%

Software Revenue
Growth

CAGR **23%**

EBIT Margin from

≥27% – ≥30%



Information on Investment of General Atlantic

Investment of General Atlantic in ATOSS

Transaction Overview

General Atlantic to become ATOSS' 2nd largest shareholder after the founder with the focus to support the existing strategy.

- GA is purchasing approx. 20% of shares¹ from AOB Invest GmbH ('AOB', Andreas Obereder's investment vehicle)
- Andreas Obereder will remain largest shareholder with 30%+2 shares ownership and will continue to lead the Company as CEO
- AOB Invest has granted GA a discount of -12.8% to the 6M VWAP², given
 - Long-term commitment with a 4-year lock-up on majority of each party's shares
 - Value-add offering to ATOSS in functional areas especially relevant to growth businesses and for the benefit of all shareholders of ATOSS (free-of-charge, more detail on following pages)
- Continuity for all stakeholders: employees, customers and shareholders can rely on continuation of existing strategy (including dividend policy, management team and continued investments supporting growth strategy)
- GA fully supports ATOSS' current strategy and, if desired by ATOSS, will support growth journey with dedicated expertise, value-add as well as strong Senior Advisor network
- GA can acquire additional shares (up to 5% minus one share) under options with AOB remaining the largest shareholder
- ATOSS is expected to hold a GM with the goal to increase the supervisory board to 4 members; GA representative Jörn Nikolay is expected to become the additional supervisory board member

(1) Equivalent to 1,590,627 shares; (2) Bloomberg "VWAP" screen as of June 14, 2023. 6-month VWAP calculated using the last 180 trading days, beginning 9/30/22.

Introduction to General Atlantic



Established in 1980, General Atlantic is a leading global growth equity firm providing capital and strategic support for growth companies. The firm invests in **innovative businesses** and **visionary management teams** to help them scale around the world.

\$57B invested in
511 companies
over 43 years¹

43% average
revenue growth
rate² across 217
current portfolio
companies

~90% of current
investments as a
minority shareholder³

General Atlantic's Approach: Active support to deliver long-term success

- Digital economy and global entrepreneurship drive large and growing opportunity set
- Focus on market-leading companies with strong fundamental performance and organic growth
- Brings collaborative global approach, sector-specific expertise, long-term investment horizon and deep understanding of growth drivers
- Proven company-building capabilities support value-creation
- 82% of portfolio is digital, with extensive expertise in software

\$75B
of assets under
management⁴

547 employees
supporting GA's
investments
globally⁵

Significant global
reach, with
17 offices spanning
5 regions

GLOBAL GROWTH BUSINESSES⁶



SOFTWARE⁶



(1) Capital Partnering figures as of March 31, 2023; (2) Average 2022 portfolio revenue growth; (3) As of March 31, 2023; (4) Assets Under Management or "AUM" refers to the assets managed by General Atlantic Service Company, L.P. and its affiliates as of the date indicated. Our Assets Under Management equals the sum of the AUM of our Global Growth Equity strategy, plus the AUM of our Liquidity Solutions and Credit strategies. The AUM of our Global Growth Equity strategy includes: (a) the aggregate fair value of the investments held by our investment vehicles for our Core Program and Companion Funds, including the fair value of investments held by the Sponsor Co-Investors and the LP Co-Investment Vehicles; and (b) Dry Powder of the Core Program and the Companion Funds. The AUM of our Liquidity Solutions and Credit strategies includes: (a) the aggregate fair value of the investments held by our investment vehicles for Red Ventures Continuation Funds, Titan Continuation Funds, Atlas Continuation Funds and the Atlantic Park Funds ("AP"), including the fair value of investments held by the Sponsor Co-Investors and the LP Co-Investment; (5) Human resources figures as of April 1, 2023. Investment professionals include investment teams and Capital Partnering, Portfolio and Value Creation professionals; (6) Logos represent select investments made by General Atlantic and include current and former portfolio companies that are representative of the themes of Global Growth Businesses and Software.

Investment Rationale



As ATOSS focuses on its strategic initiatives, General Atlantic will offer long-term support through significant value-add capabilities.

GENERAL ATLANTIC'S INVESTMENT RATIONALE AND CONVICTION IN ATOSS

- **Workforce management ("WFM") is a highly attractive category** supported by global mega trends:
 - Continued **shortage of skilled labour**
 - **Complex regulatory requirements**
 - Further **digitization of businesses**
- ATOSS is **well positioned in the WFM market, with a high-quality business model**, an **attractive financial profile** and proven growth track record
- Alignment with ATOSS' strategy around **cloud transformation**, continued focus on **operational excellence**, **increasing international revenue share** and maintaining commitment to **further product development** to meet customers' ever more complex needs

GENERAL ATLANTIC'S VALUE CREATION CAPABILITIES

- Assist **product innovation** and continued **cloud transformation** through **deep understanding of technology** and market trends
- **Extensive global platform** and proven expertise in **international expansion**
- **Support ATOSS' current strategy with dedicated expertise across functional areas** (e.g., go-to-market, technology, data insights, human capital, capital markets, digital marketing)
- Established network of **leading experts** to provide operational support and counsel (*more details on next page*)

The General Atlantic Team



Premier Senior Advisor network to support ATOSS over the coming years, with Jörn Nikolay expected to join the supervisory board.¹

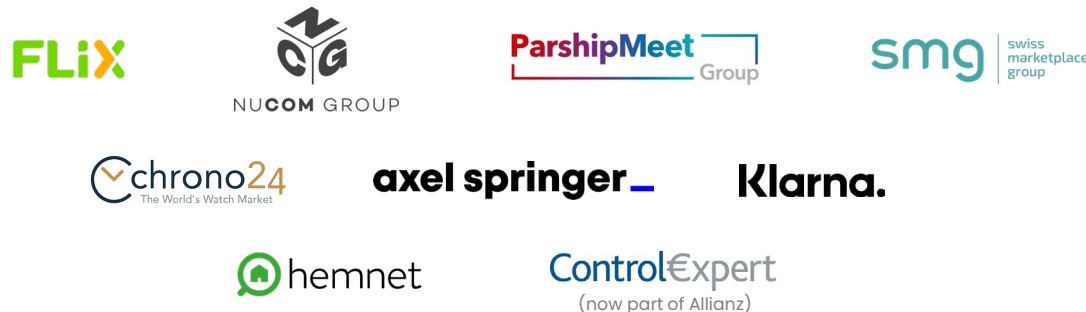


JÖRN NIKOLAY

Managing Director, Head of GA's activities in DACH since 2012

- Joined General Atlantic in 2008 and heads the firm's activities in DACH out of Munich since 2012
- Longstanding track record of investing in leading technology companies in Europe
- Currently on the boards of Flix, NuCom Group, ParshipMeet Group, Swiss Marketplace Group and Chrono24, having previously also served on the boards of Axel Springer Digital Classifieds (incl. StepStone, Immonet, Immoweb, SeLogger), Klarna, Hemnet and ControlExpert

SELECT INVESTMENTS:



GA SENIOR ADVISORS



HENRI DE CASTRIES | *Chairman of EMEA*

- *Former CEO of AXA*
- Board member and lead independent director at Stellantis and Nestlé (Vice Chairman)
- Former board member at HSBC



VITTORIO COLAO | *Vice Chairman of EMEA*

- *Former CEO of Vodafone*
- Non-Executive Director at Verizon, former board member at Unilever Plc
- Former Minister of Technological Innovation and the Digital Transition for the Italian government (2021-22)



ACHIM BERG | *Senior Advisor*

- *Former CEO of Arvato AG and Executive Board Member of Bertelsmann, Former Executive Board Member of Microsoft Germany*
- Board member at Anydesk, Staffbase, Flix, Gieseke & Devrient and Powercloud;
- Former board member at Allianz Germany, RTL Group and ControlExpert
- President of BITKOM



PABLO ISLA | *Global Senior Advisor*

- *Former Chairman and CEO of Inditex*
- Board member at Nestlé and Bertelsmann (from April 2024)
- Former board member at Telefónica



LOEK VAN DEN BOOG | *Senior Advisor*

- *Former SVP of EMEA at Oracle*
- Former chairman of the board at Mendix, Global Collect, Myriad and abaXX
- Former board member at Myriad Group, GWI and Patni Computer Systems

Sustainability at ATOSS

”

It's our vision to create a
working world, in which
everyone benefits

Christof Leiber
CFO, ATOSS



Sustainability at ATOSS

Our sustainability pillars



Customer and society

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

Employees at ATOSS

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



Sustainability at ATOSS

Our sustainability pillars



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

Environmental protection

- Energy & CO2 reduction
- Conservation of resources



Sustainability at ATOSS

Our goals (1/2)

Customer and society

Customers

Goals for 2025:

- Recurring revenue: >70%
- Revenue CAGR: 19%
- Grow Customer Number: 20,000+
- Expand International Customer base

In addition:

- Cloud Churn: < 2% per year
- Net Retention Rate: > 110%
- R&D investment: ≥ 17% of total revenue
- Net promoter score: ≥ 35

Social

- Continued donations in the areas of culture, environment, children and social projects
- Launch pilot project "ATOSS Impact Day"

Employees at ATOSS

Employee Experience

Goals by 2023:

- Employee Engagement Index: >80%
- Introduction of new HR-KPI's:
- Leadership Index
- Employee Net Promoter Score: ≥ 35
- Health Culture & Working Flexibility Satisfaction Index

Diversity & Inclusion

Goals by 2027:

- Company-wide gender distribution:
50% female / 50% male
- Gender distribution of managers:
40% female / 60% male
- Gender distribution Executive Leadership Team:
30% female / 70% male

Sustainability at ATOSS

Our goals (2/2)

Integrity and Compliance

Integrity and Compliance

- Compliance training: **100% success rate**
- Continuing to raise awareness of compliance and security issues
- Further internal training measures on topics such as equal treatment and compliance

Information security

- Extension of ISO 27001 certification & preparation of further certifications for IT security and data protection
- Availability of cloud services: **>99.5%**

Environmental protection

CO2 footprint

Goals by 2023:

- Establishment of an **environmental task force**
- Establishment **base line** for CO2-Emissions (travel & car-fleet)
- **100% green electricity** at our headquarters & data centre in Munich (since 2022)

Goals by 2025:

- Development of a **reduction path for CO2 emissions**
- **100% green electricity** at all ATOSS sites by 2025

Resource efficiency

Goals by 2023:

- Switch to recycled, certified or verified sustainable paper
- Switch to environmentally friendly cleaning agents at all sites

Employees at ATOSS

Working with Passion & Purpose

“The team is the key to sustainable success”

- Intensive and structured onboarding
- Detailed career model
- Working in diverse teams / short decision-making paths
- Meaningful working environment

„We are top employer“

- Employee Engagement Index: 81%



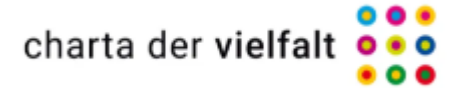
“Continuous employee growth”

- 693 employees (12/21: 630)



„We live diversity and promote equal opportunities and inclusion“

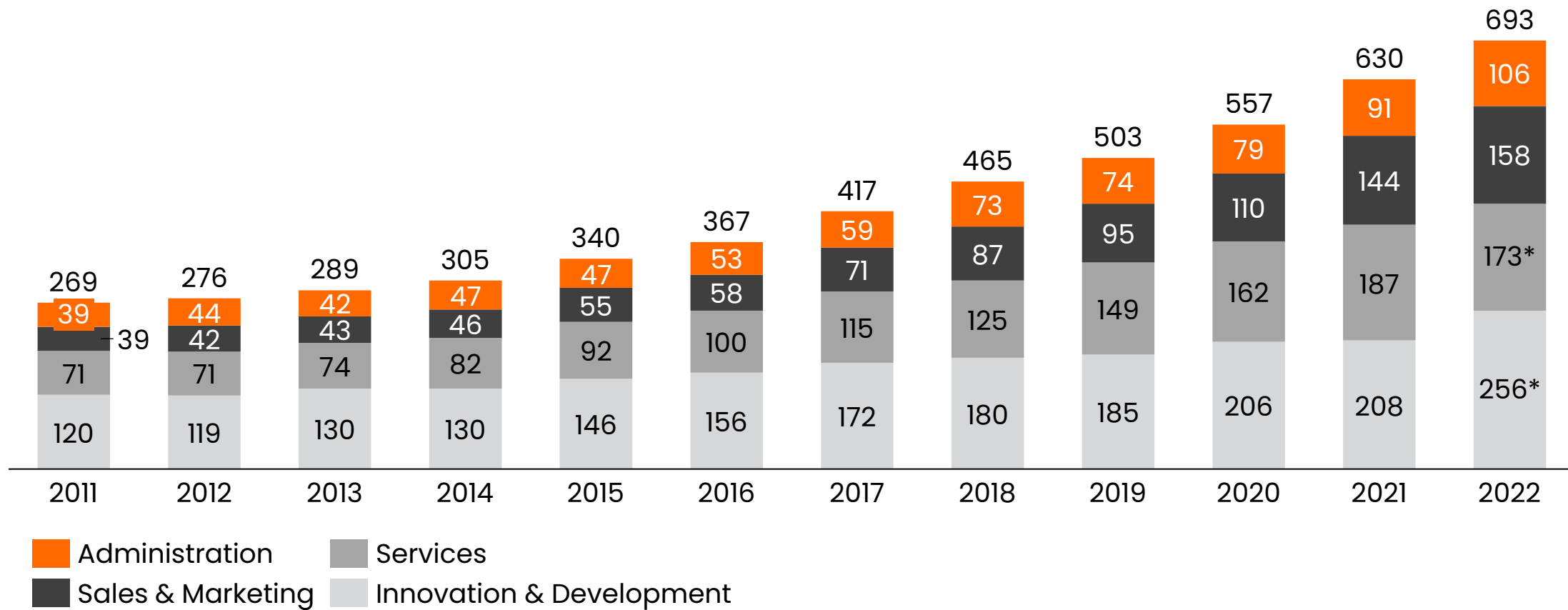
- Member of “Charta der Vielfalt”
- Employees from around 40 countries
- 57% male/43% female > ongoing diversity goals by 2027



“Individuality in Working Life – Employee Well-being in Focus”

- Hybrid and flexible working model
- Sport offers and health management
- Team and after-work events

Continuous Expansion of Personnel Capacities



* In FY 2022 shift of Cloud Services Team from Services Department to Innovation & Development Department



Additional Attachments

The ATOSS Share

Share price performance* (01/2020 – 06/16/2023)

19 Jan 2021:

Preliminary FY 2020 results

Total rev. growth: +21%

Software growth: +20%

Recurring rev. growth: +23%

EBIT Margin: 30%

31 Jan 2022:

Preliminary FY 2021 results

Total rev. growth: +13%

Software growth: +18%

Recurring rev. growth: +23%

EBIT Margin: 28%

Mid-term sales growth
guidance upgraded to 13-17%

31 Jan 2023:

Preliminary FY 2022 results

Total rev. growth: +17%

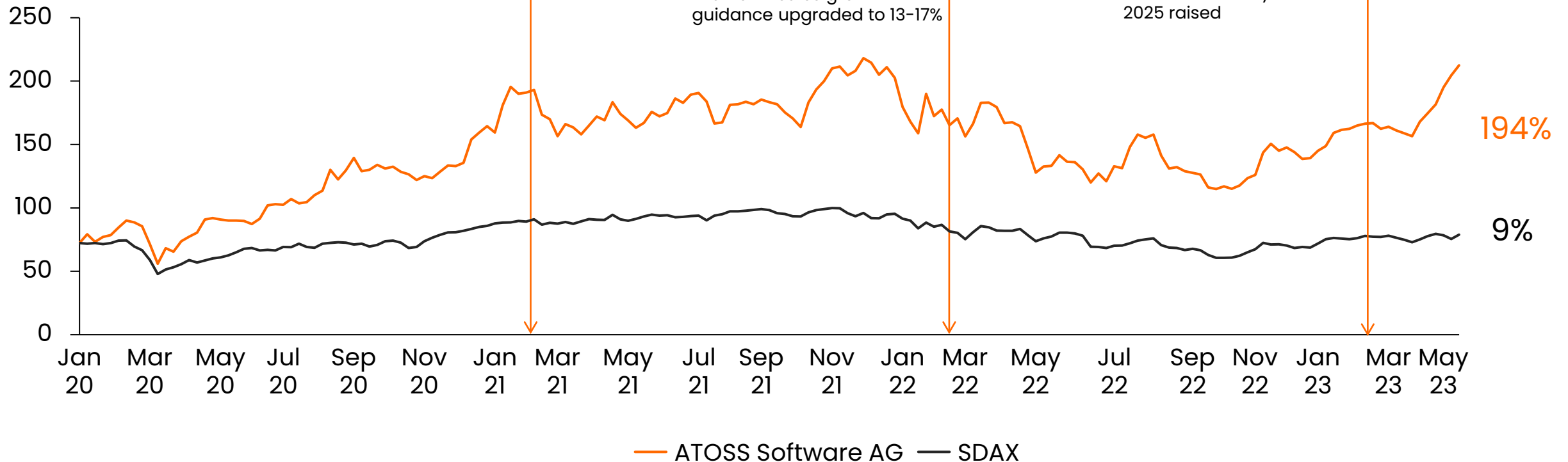
Software growth: +19%

Recurring rev. growth: +35%

EBIT Margin: 27%

Forecast for the years 2023-
2025 raised

(Share price in EUR)

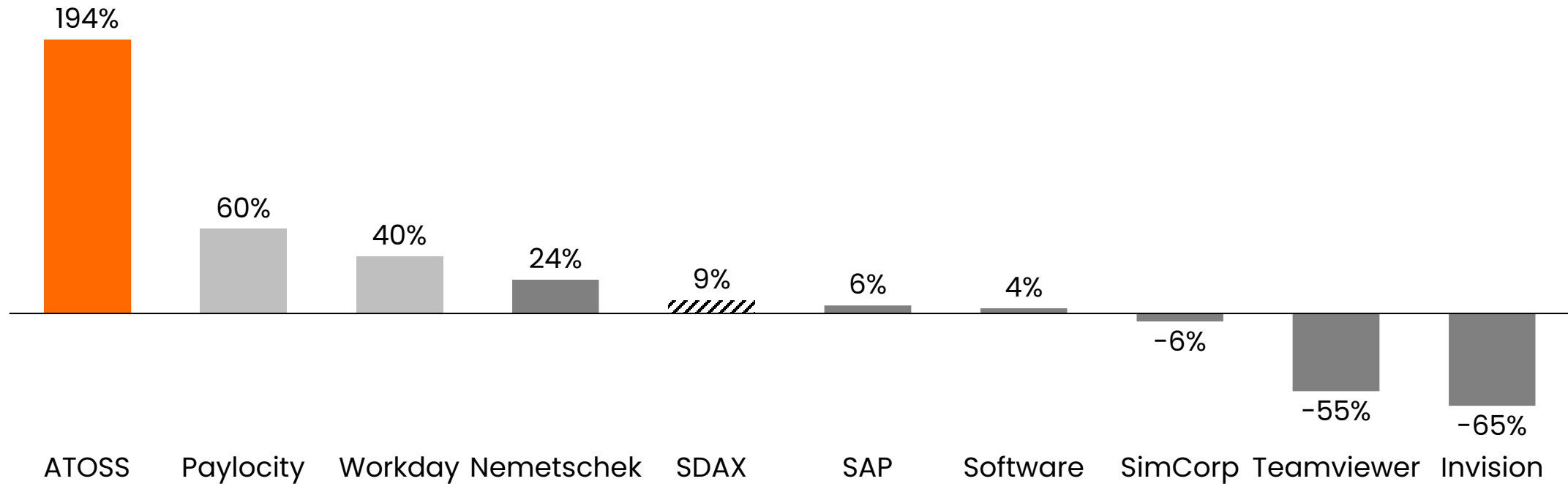


*SDAX Index rebased on ATOSS' share price of EUR 72,25 as of 01/02/2020

ATOSS Stock

High Performer in European Software and HCM Stocks since COVID

Share price performance* (01/2020 – 06/16/2023)



■ HCM Saas ■ European Software

* ATOSS, Nemetschek, Software, Teamviewer, SAP, Invision, SDAX: XETRA-Opening price 01/02/2020 and -Closing price 06/16/2023; Paylocity: Frankfurt Stock Exchange-Opening price 01/02/2020 and -Closing price 06/16/2023; Workday, Simcorp: Tradegate-Opening price 01/02/2020 and -Closing price 06/16/2023

Income Statement

Q1 2023

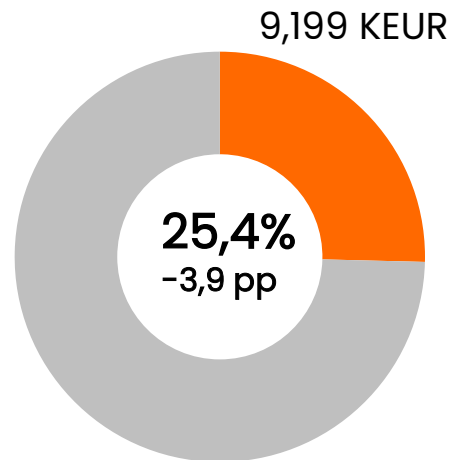
in KEUR	Q1 2023	Proportion of total revenues	Q1 2022	Proportion of total revenues	Change 2023 / 2022
Total revenues	36,223	100%	26,002	100%	39%
Software	25,213	70%	17,094	66%	47%
Licenses	4,685	13%	2,048	8%	129%
Maintenance	8,771	24%	7,724	30%	14%
Cloud & Subscription	11,757	32%	7,322	28%	61%
Consulting	8,337	23%	7,228	28%	15%
Hardware	1,794	5%	1,071	4%	68%
Others	879	2%	610	2%	44%
EBITDA	12,572	35%	6,980	27%	80%
EBIT	11,593	32%	6,010	23%	93%
EBT	11,662	32%	5,291	20%	120%
Net profit	7,731	21%	3,545	14%	118%
EPS in euro	0.97		0.45		118%

Cost ratios

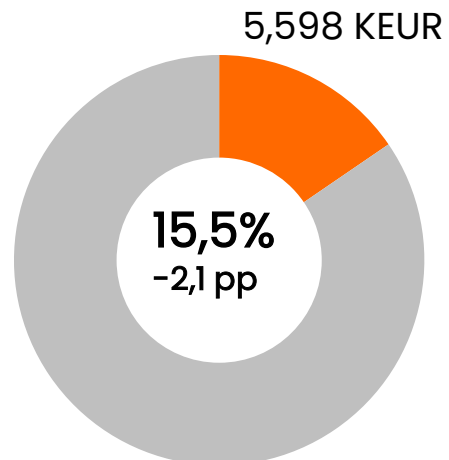
Q1 2023

Total revenue: EUR 36.2 million

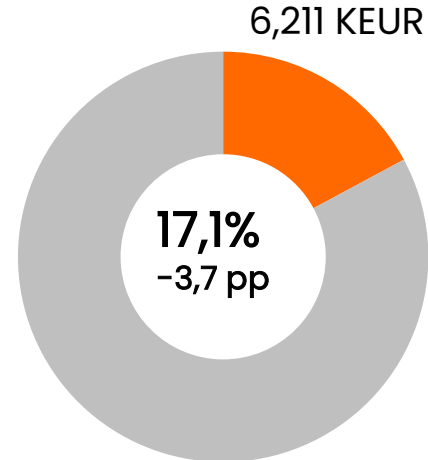
Cost of sales
as % of total revenue



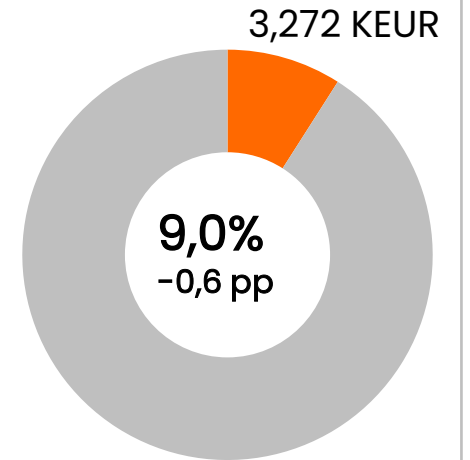
I&D
as % of total revenue



S&M
as % of total revenue

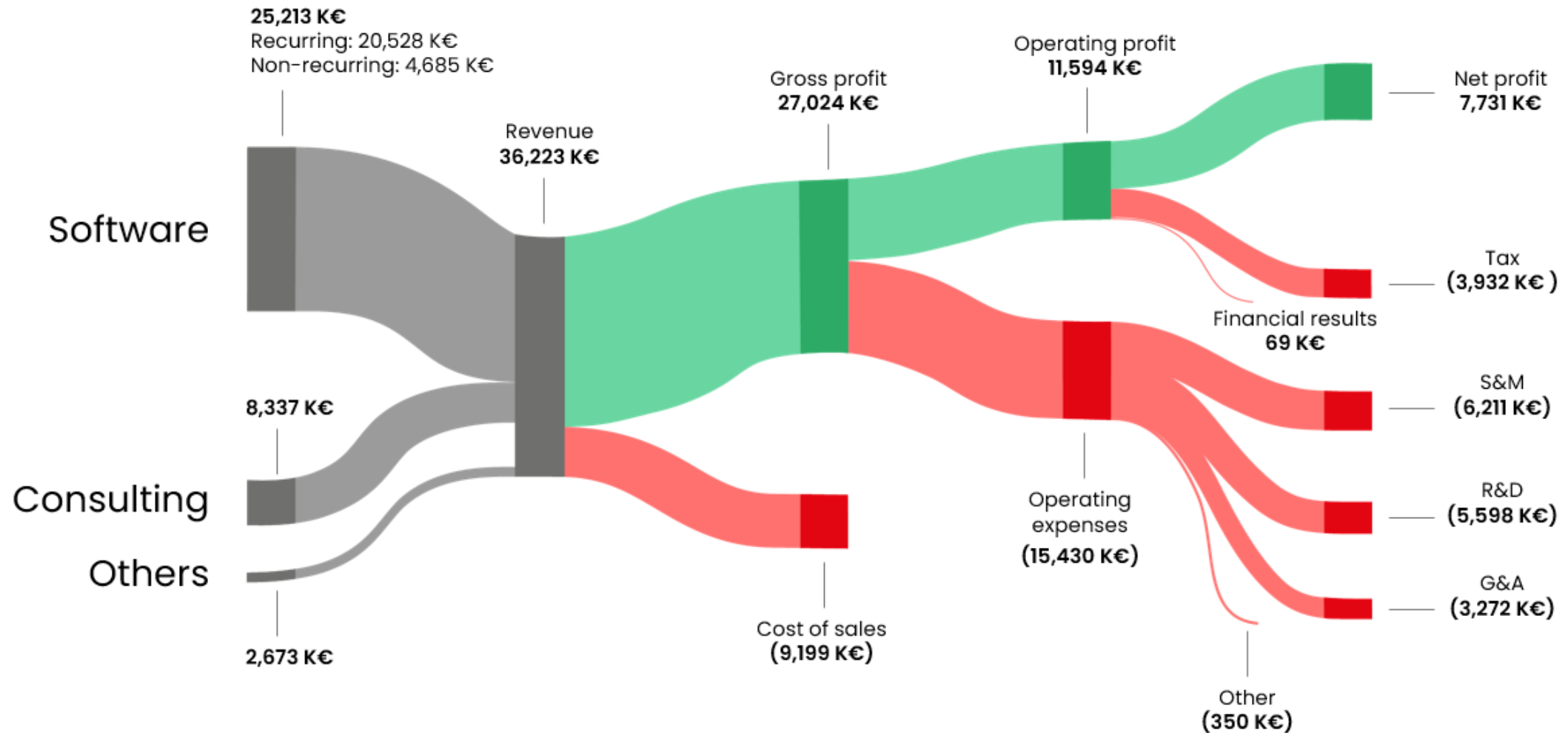


G&A
as % of total revenue



Income Statement

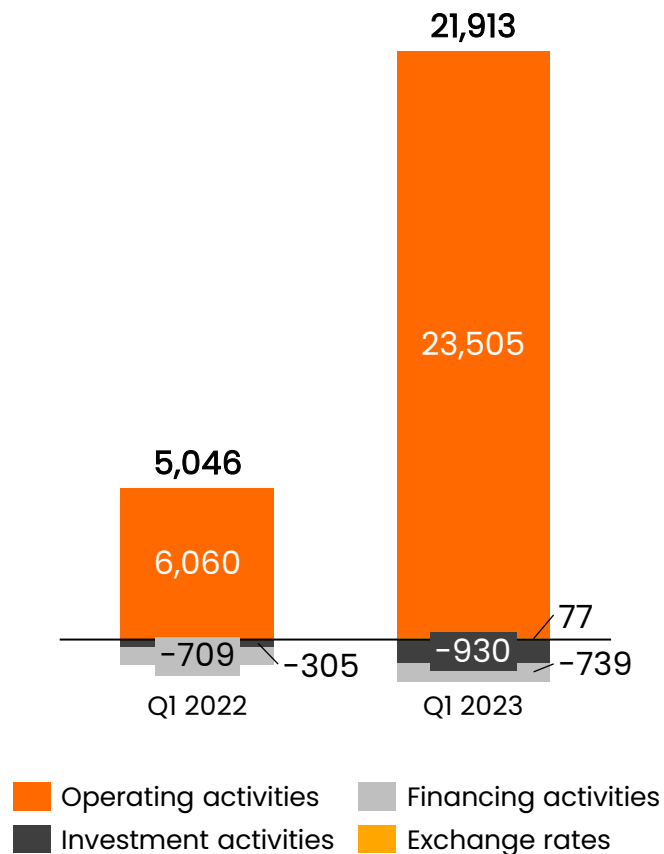
Q1 2023



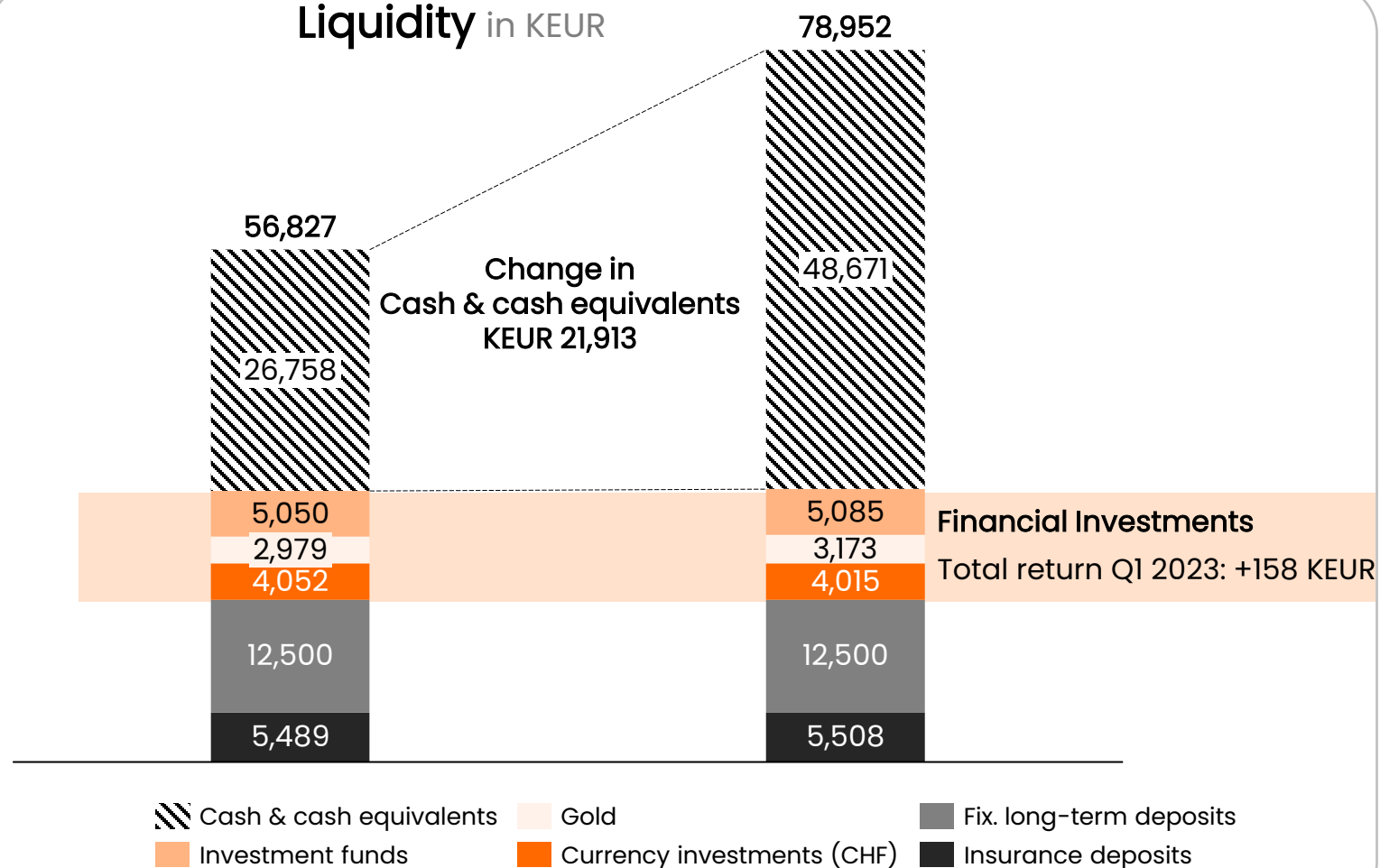
Financial Development Q1 2023

Impressive cash position

Cash Flow in KEUR



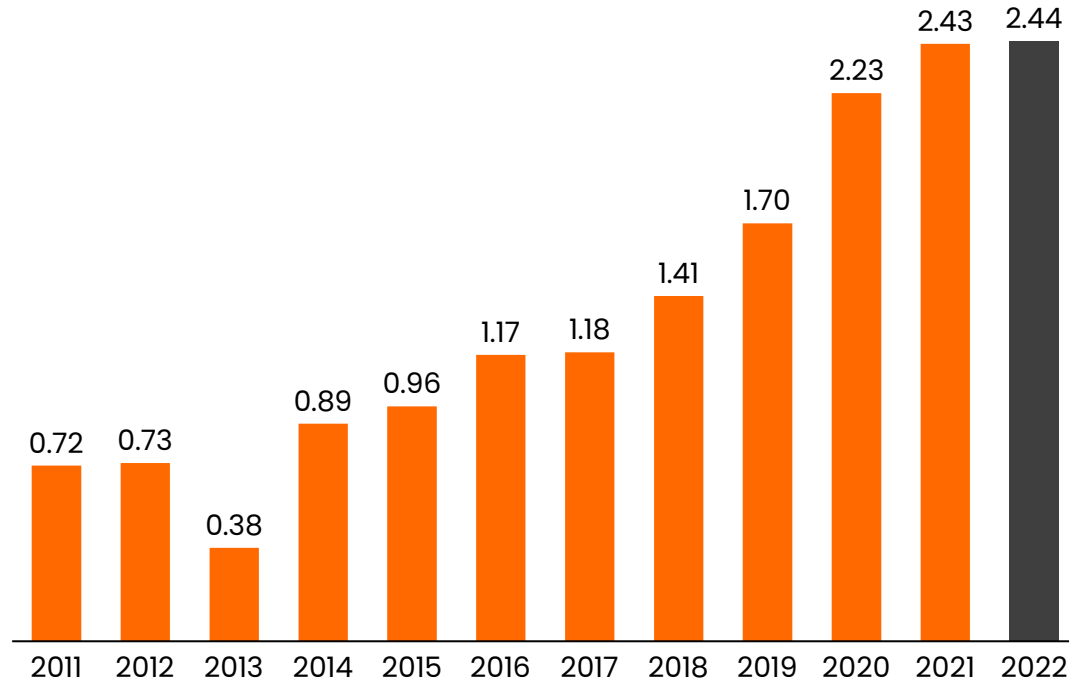
Liquidity in KEUR



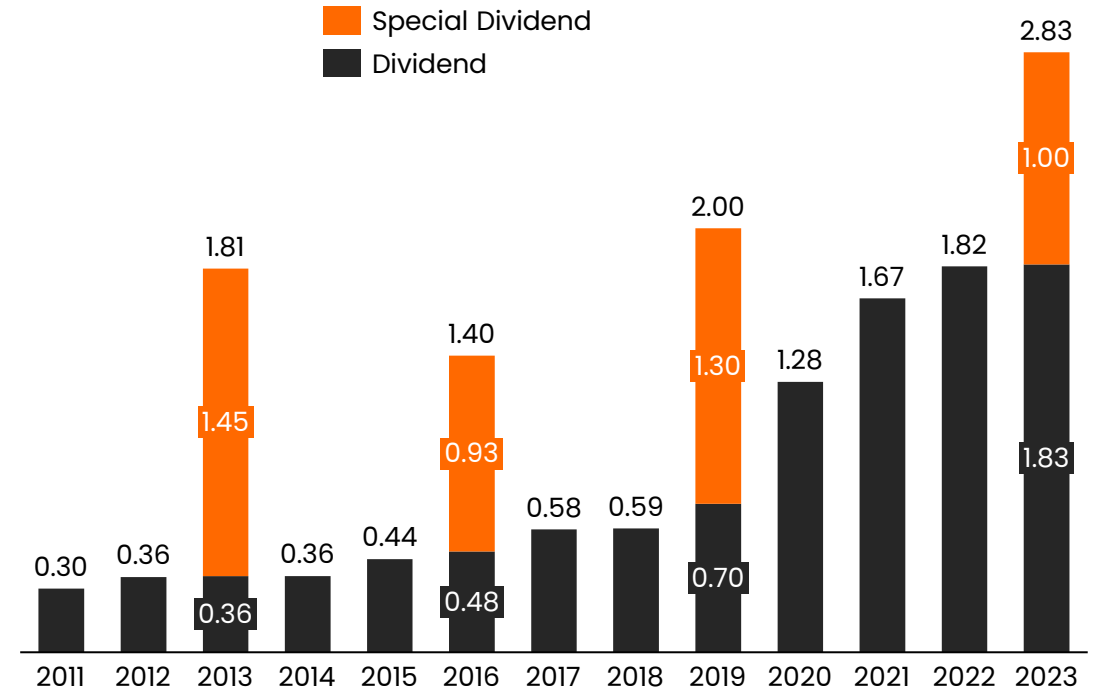
The ATOSS Share

Dividend Policy

EPS* per 31. December in EUR



Dividend* in EUR



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

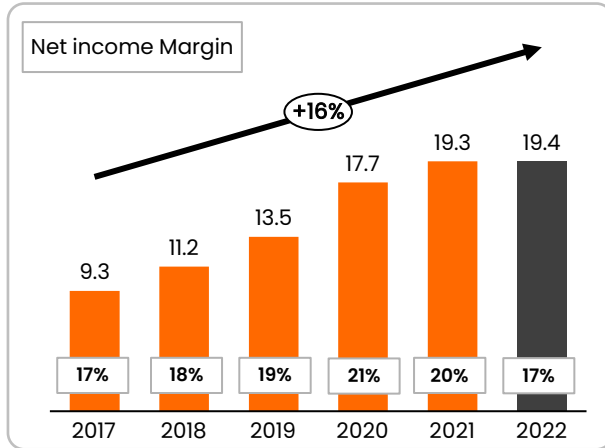
* The previous year's figures have been adjusted due to stock split in 2020; Rounding up to 2 decimal places

Financial KPIs

Financial strength excellent base for further growth

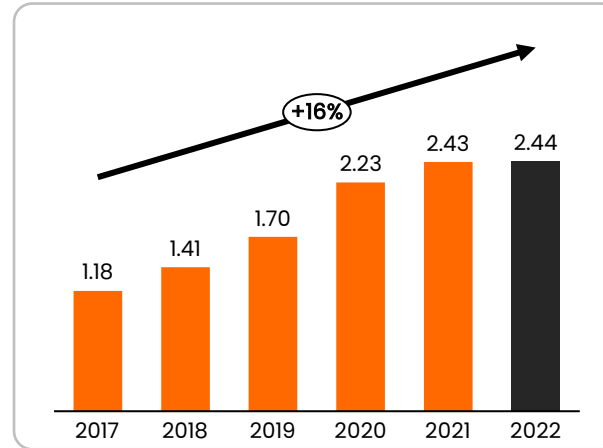
Net Income

EUR mill.



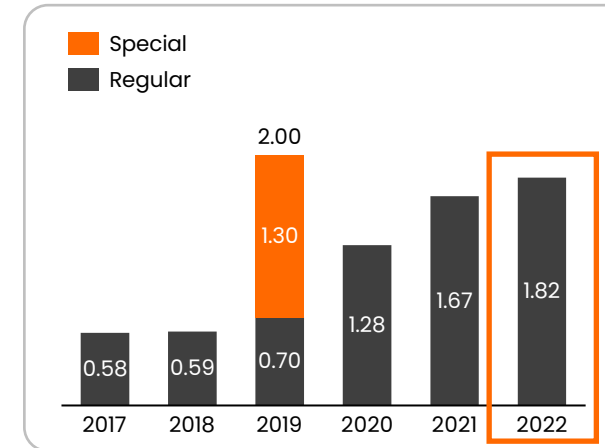
EPS

EUR



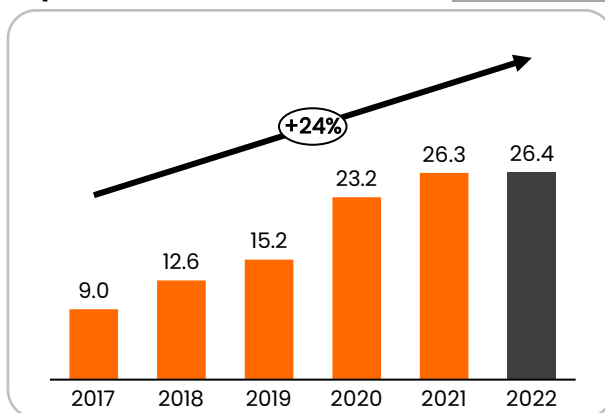
Dividend per share

EUR



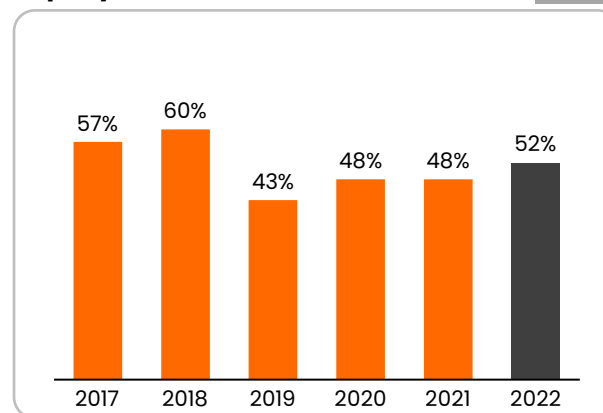
Operational Cashflow

EUR mill.



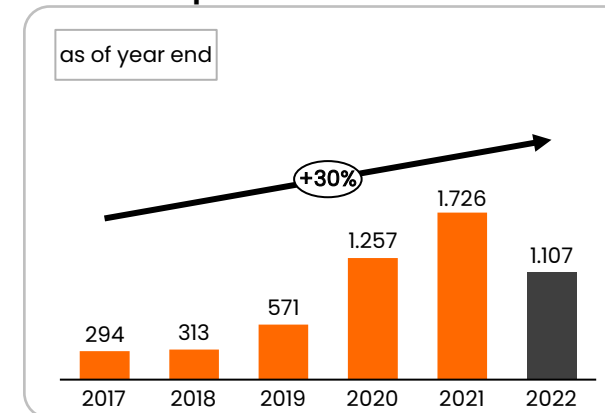
Equity Ratio

%



Market Capitalization

EUR mill.

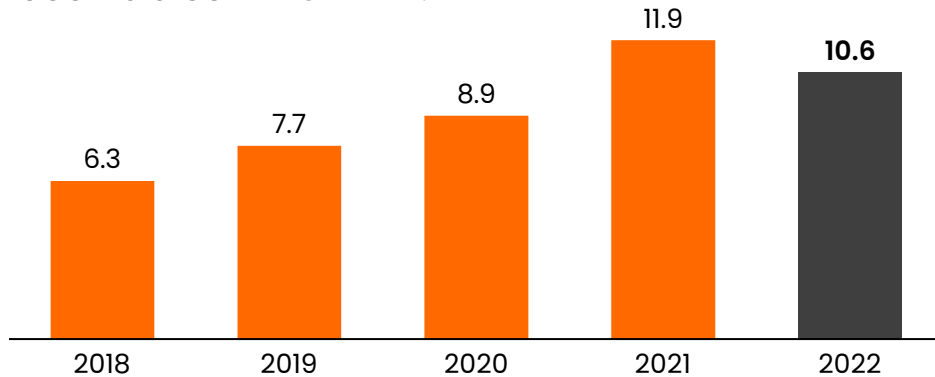


Highlights

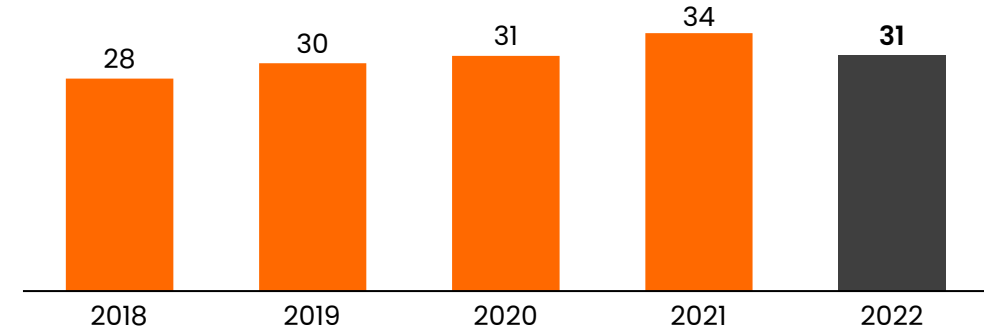
- **Strong EPS Performance:** EPS continuously increased
- **Market capitalization decreased to 1.1 EUR mill** (-36% vs. PY) due to the global economic recession and declined stock markets
- ATOSS stays true to its **dividend policy** with **continuity to the previous year**

Benchmark for Customer Satisfaction and Stability

Receivables in EUR mill.

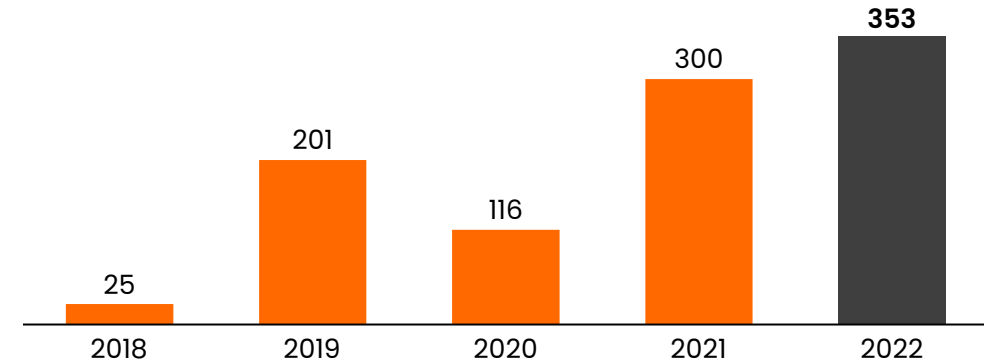


Collection period in days*



- 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

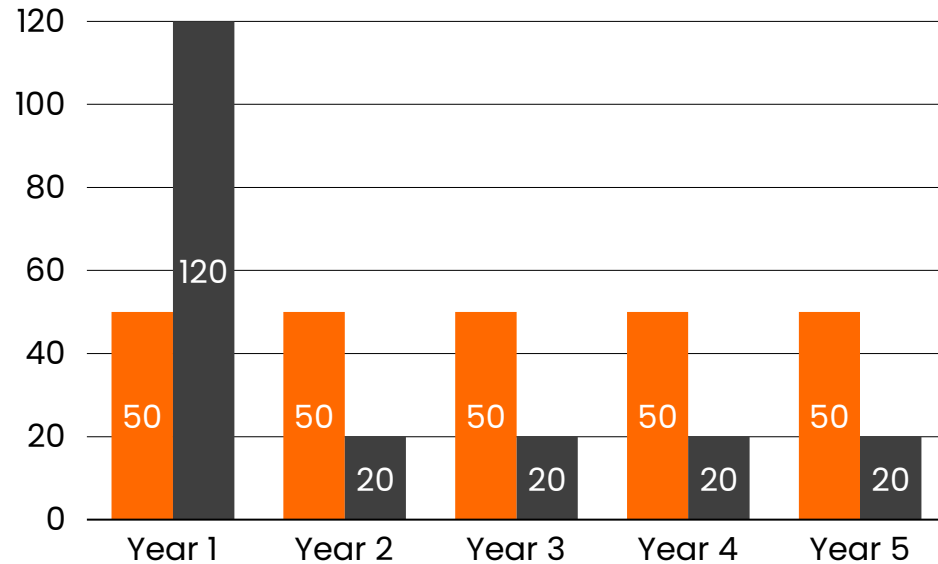


* Collection period = (average net receivables x 365)/revenues

On Premise vs. Cloud Model

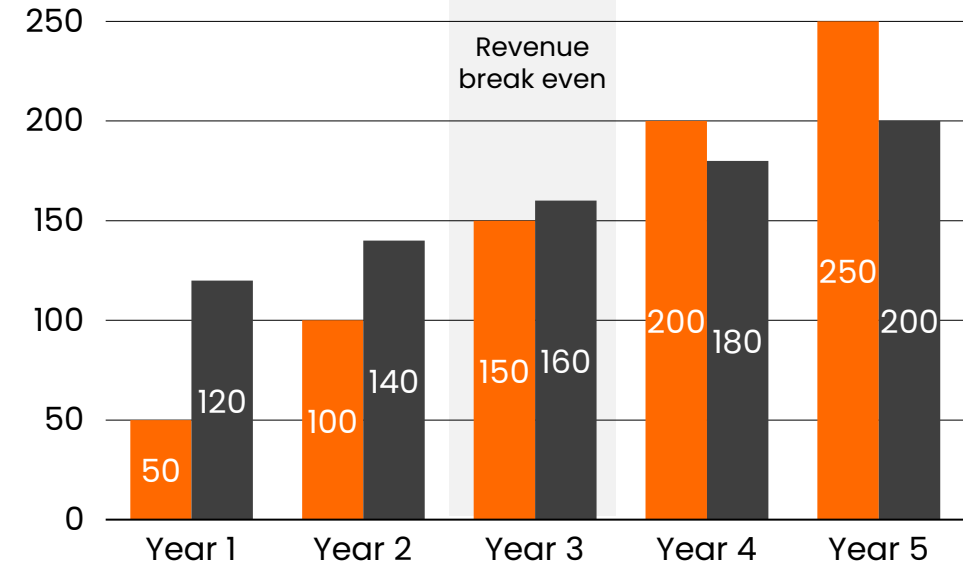
Revenue/Payment scheme

Cloud vs. On Premise



Cloud (Saas) On Premise

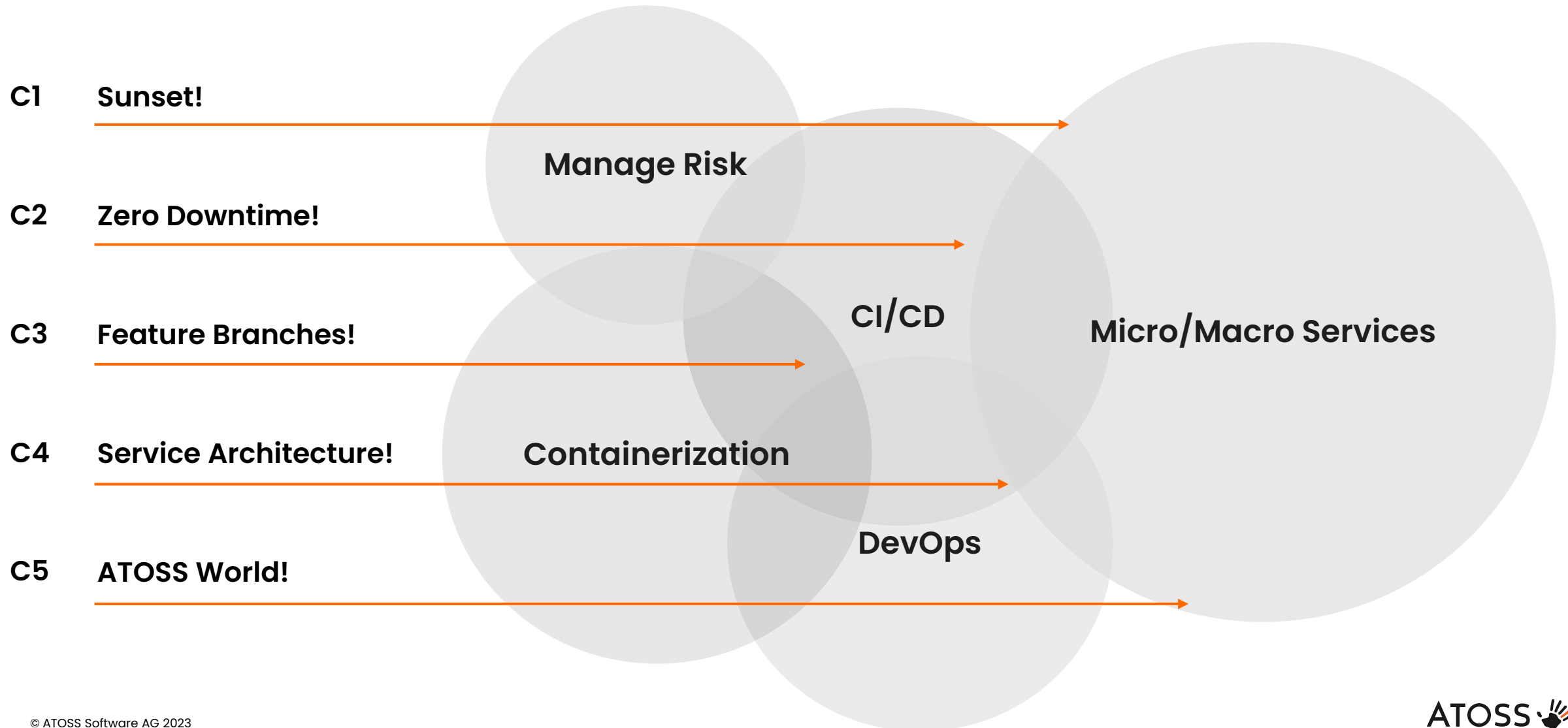
Cloud vs. On Premise (accumulated)



Cloud (Saas) On Premise

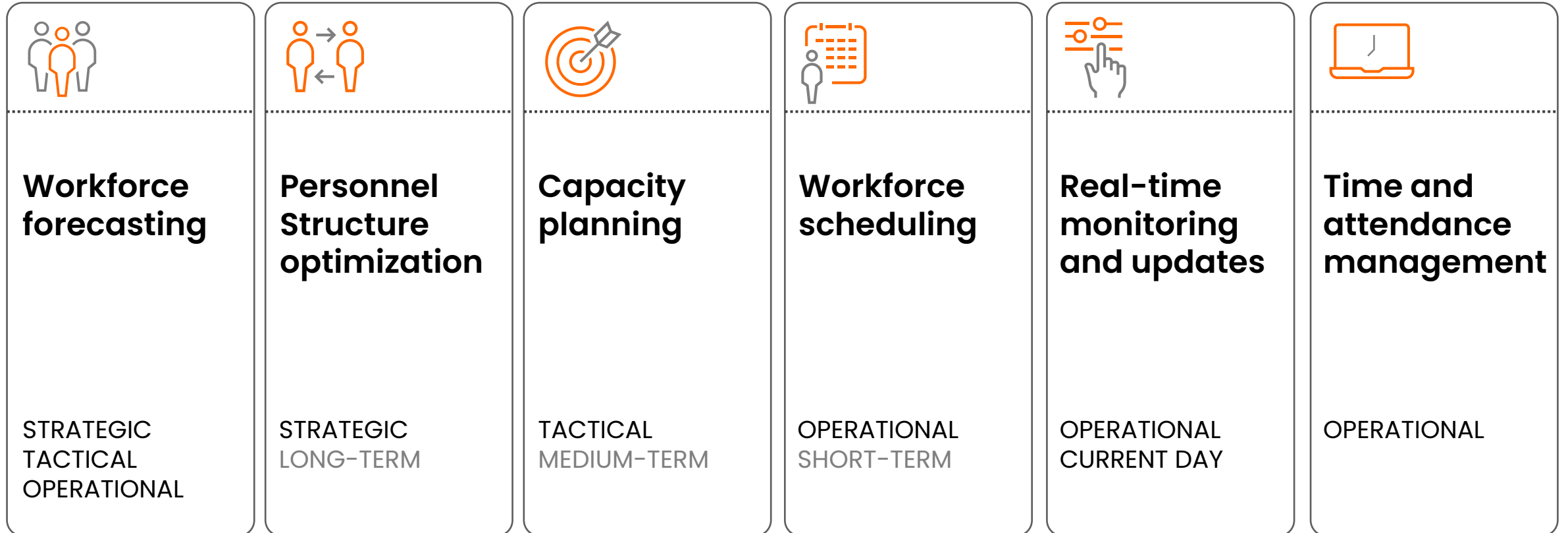
- Cloud Services lead to Service Optimization & Cost Savings for ATOSS Customers
- Service Optimization & Cost Savings allow for increased accumulated revenues after 3.5 years

Cloud Transformation – Technical Approach



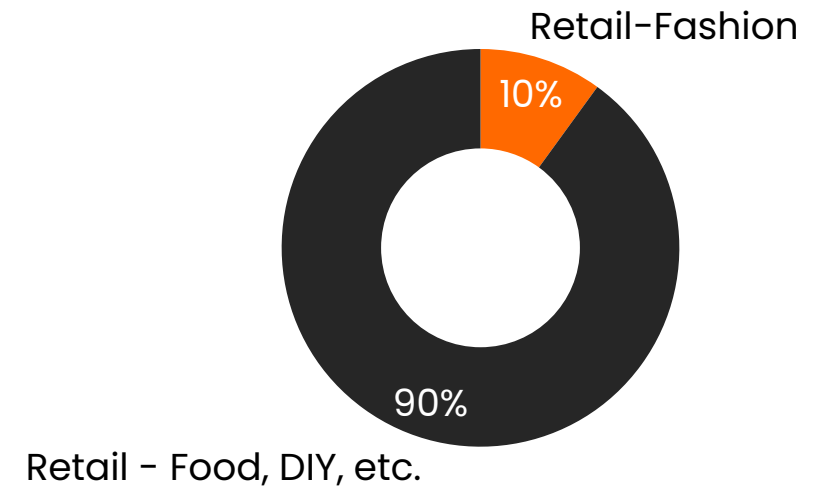
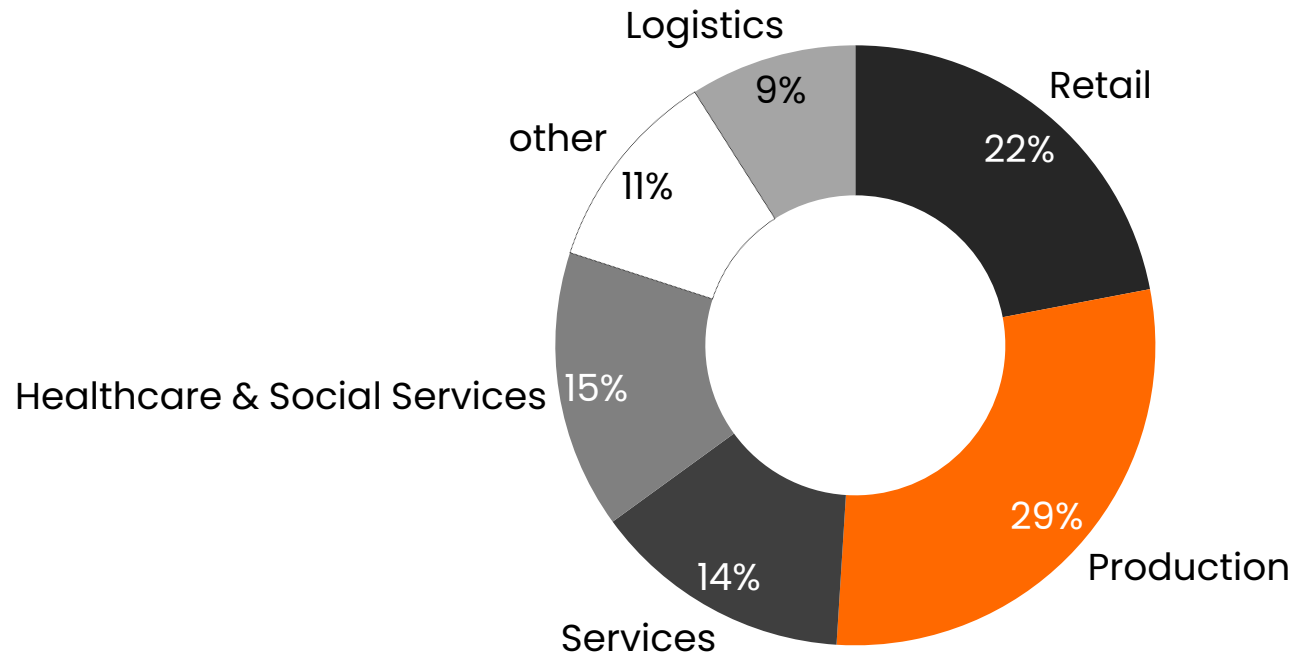
Comprehensive Workforce Management

6 steps for success



Flexibilisation of working time →

ATOSS Sales by Segment*



The five largest customers account for approx. 7 percent of company's sales.

* FY 2022/revenues

Disclaimer



This presentation contains forward-looking statements based on the beliefs of ATOSS Software AG. Such statements reflect current views of ATOSS Software AG with respect to future events and results and are subject to risks and uncertainties. Actual results may vary materially from those projected here, due to factors including changes in general economic and business conditions, the introduction of competing products, lack of market acceptance of new products, services or technologies and changes in business strategy. ATOSS Software AG does not intend or assume any obligation to update these forward-looking statements.

ATOSS Software AG 2023