

Excellence in Workforce Management

ATOSS Software AG

ATOSS 

ATOSS – Leading in the field of Workforce Management

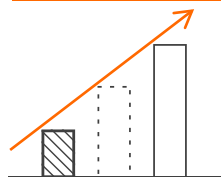
Highlights at a glance

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 (YoY since FY 2014)

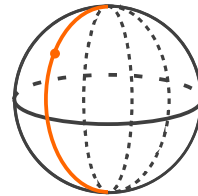
As of 12/31/2023; * subscription & maintenance customers

~ 15,600

Customers worldwide from SMB to blue chips*

Customers in

50



countries worldwide, including 31 in Europe

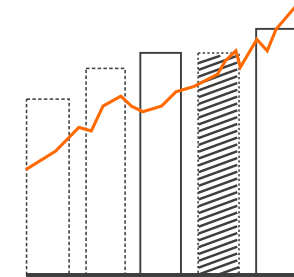
34%

EBIT margin

SDAX

07/2021

High visibility as stock corporation



TecDAX

05/2023

770+

Employees

11

Software languages

> 4 million

Employees integrated in ATOSS solutions

~ 12,700

Cloud customers*



Market for Workforce Management & Business Model

Acer

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

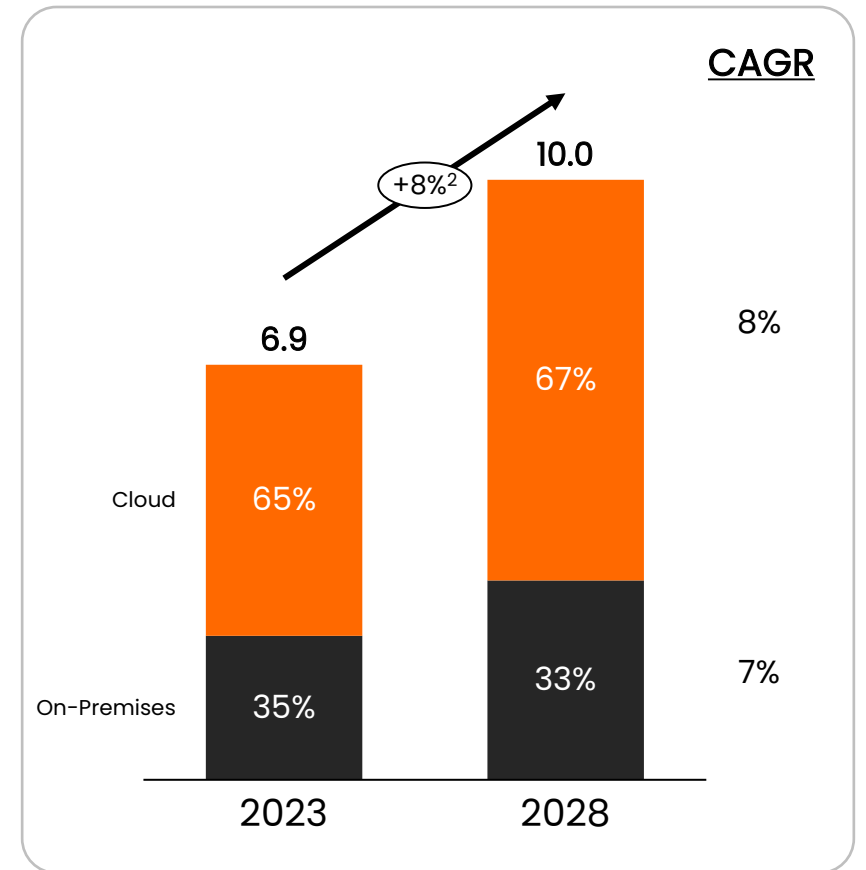


Scarcity of resources and skilled staff

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, Workforce Management (WFM) Software Market Analysis – North America, Europe, APAC, Middle East and Africa, South America-US, Canada, China, UK, Germany – Size and Forecast 2023-2028; (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

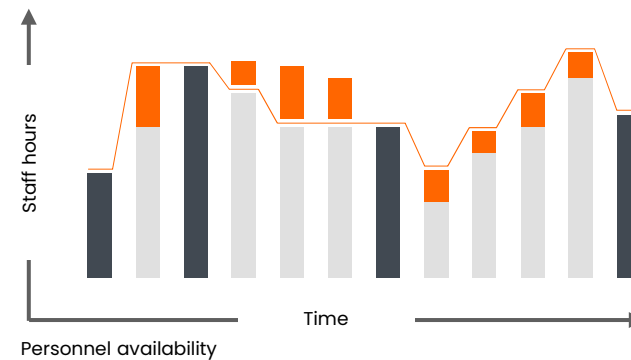
...at the right cost

...at full compliance

Current situation

Fluctuation in demand
Little flexibility and long response times

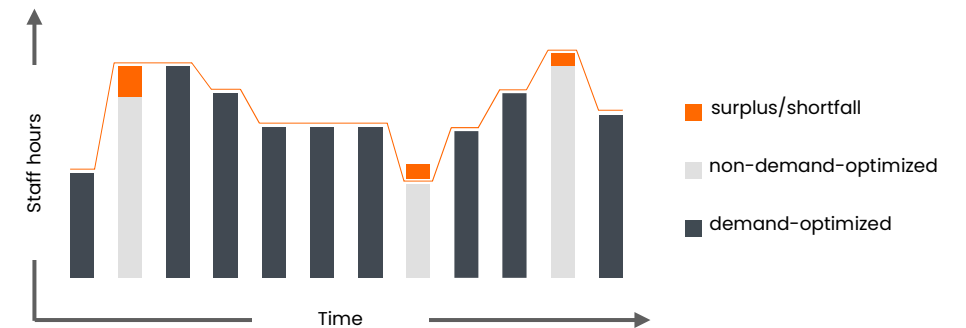
OPTIMIZATION POTENTIAL



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

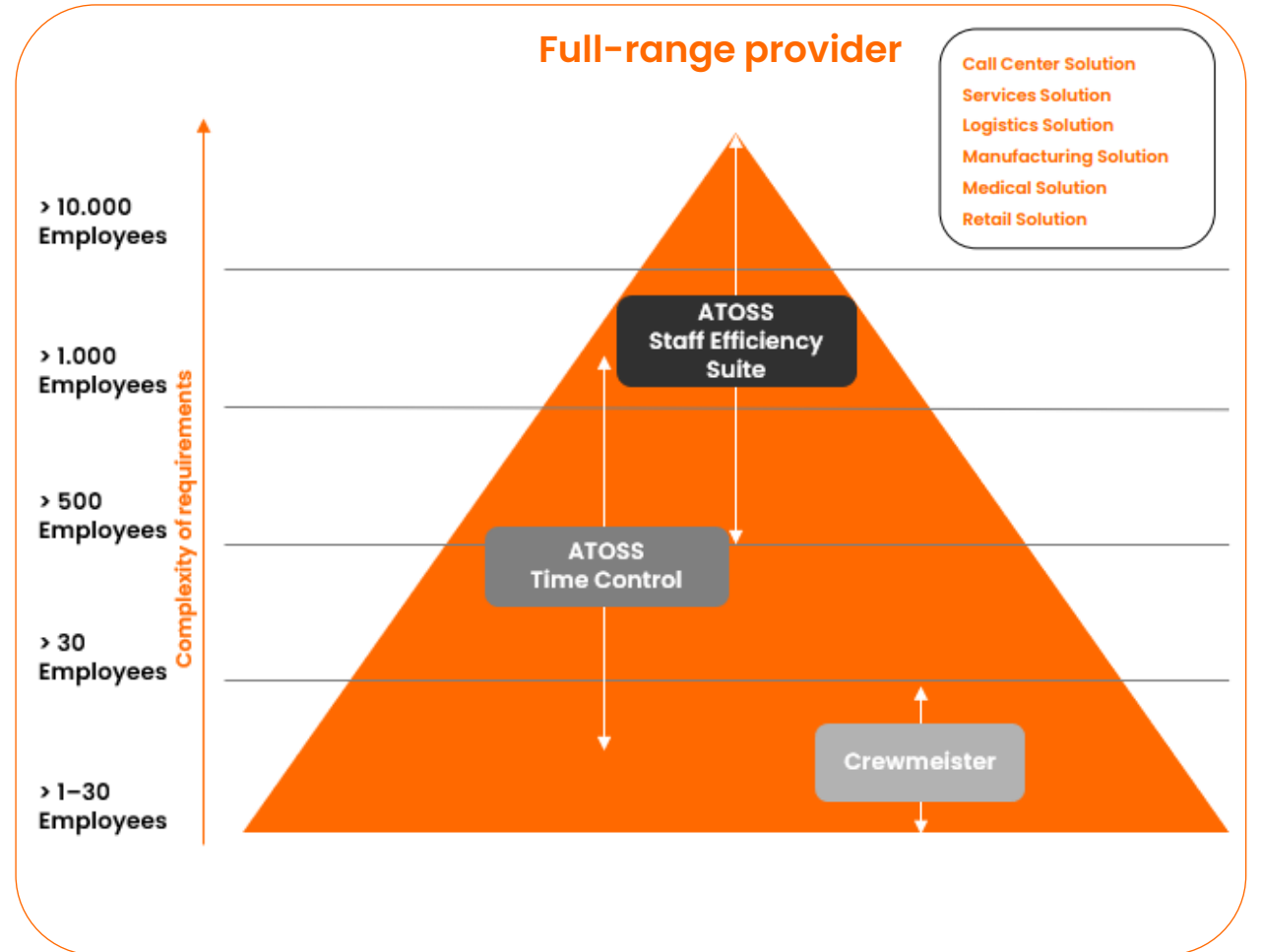
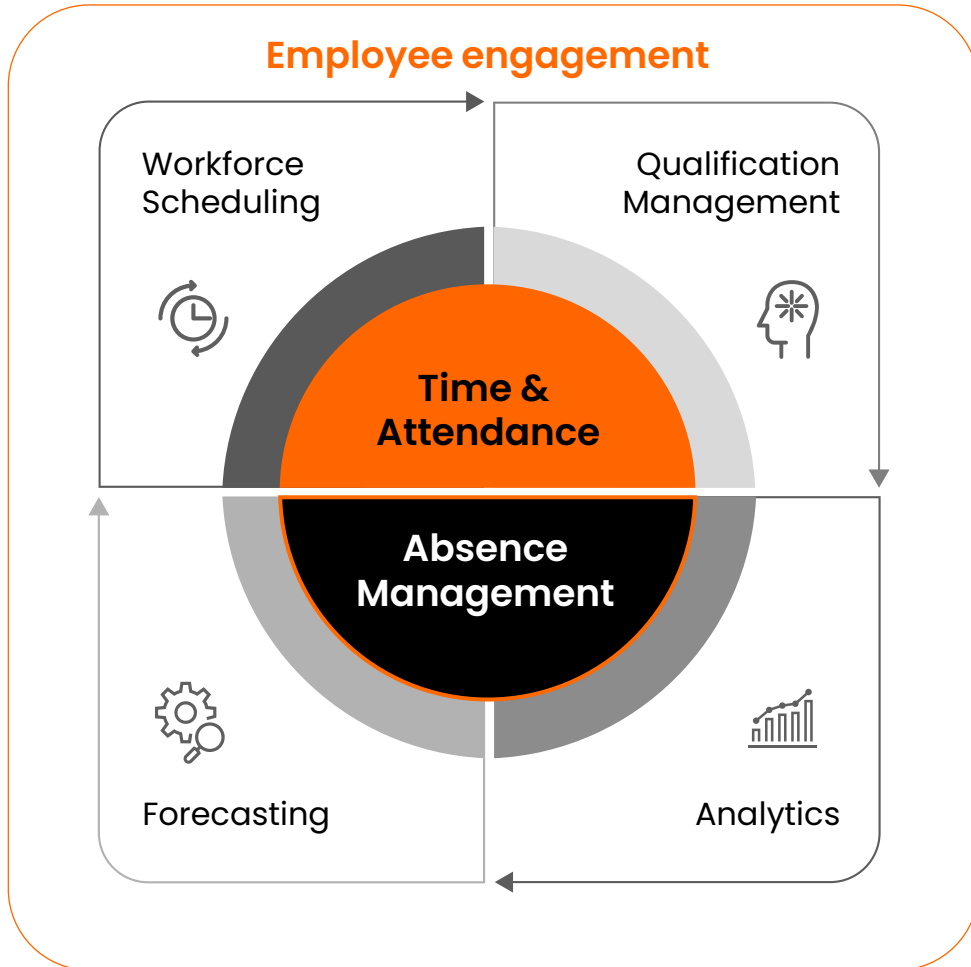
+5%

Conversion rate

+11% Revenue

Workforce Management in a Nutshell

Efficiency via Highly Flexible Staff Deployment



Financials & KPI's

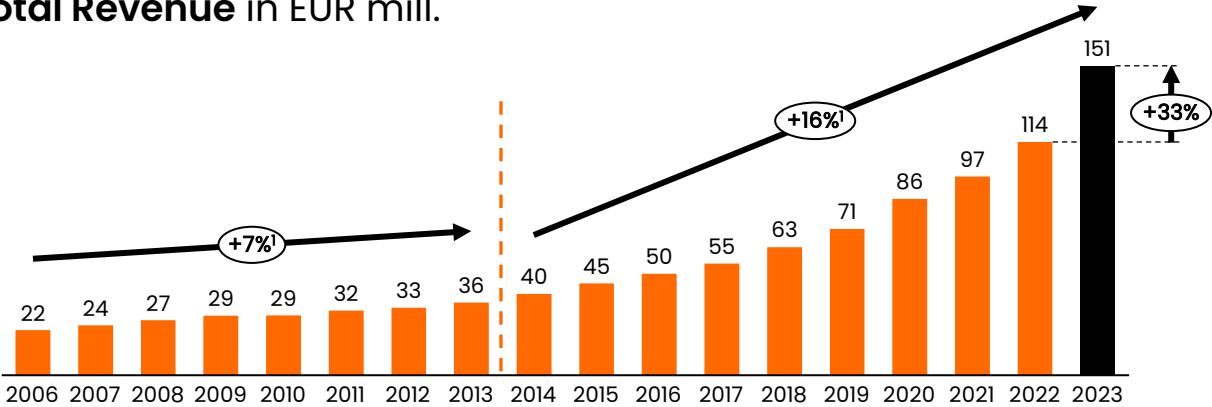
Adelholzener

ATOSS – 18th Record in Succession

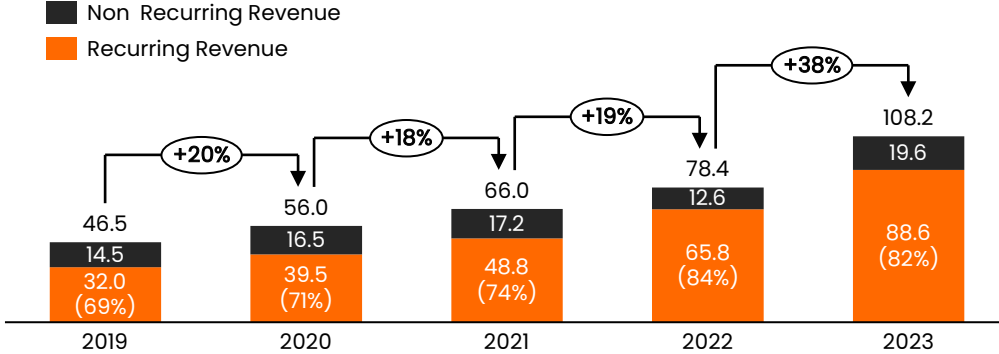
Running like Clockwork

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

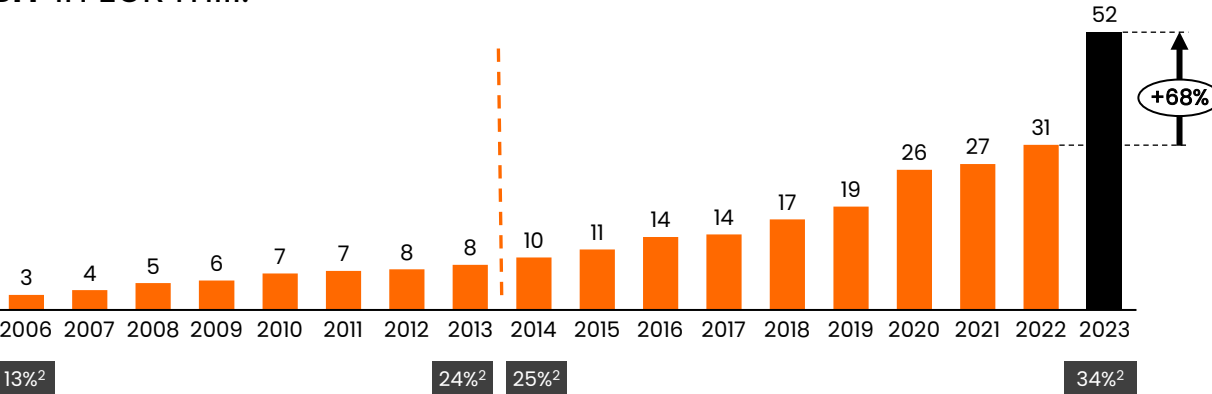
Total Revenue in EUR mill.



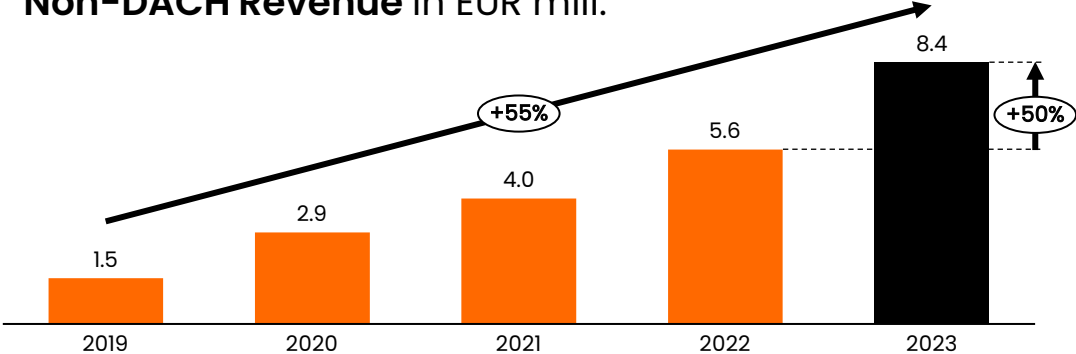
Software Revenue in EUR mill.



EBIT in EUR mill.



Non-DACH Revenue in EUR mill.



(1) Average growth rate; (2) EBIT as % of total revenue.

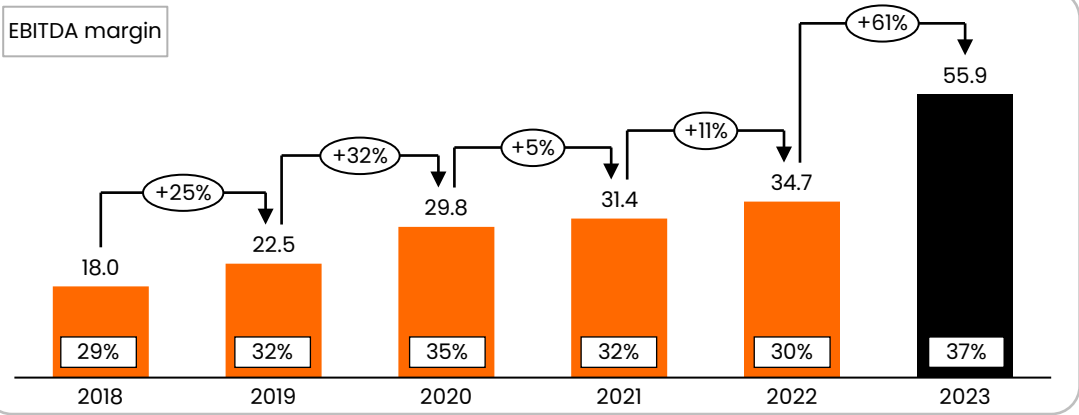


ATOSS – 18th Record in Succession

Top Key Figures 2023

EBITDA in EUR mill.

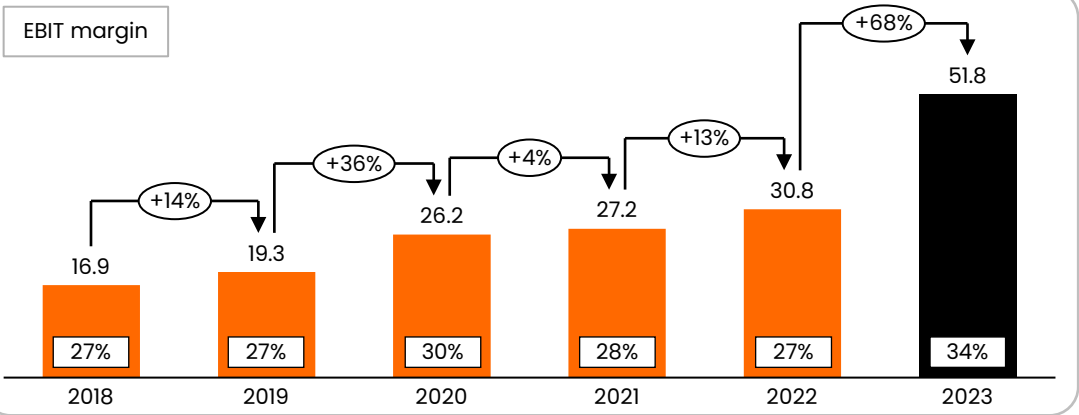
EBITDA margin



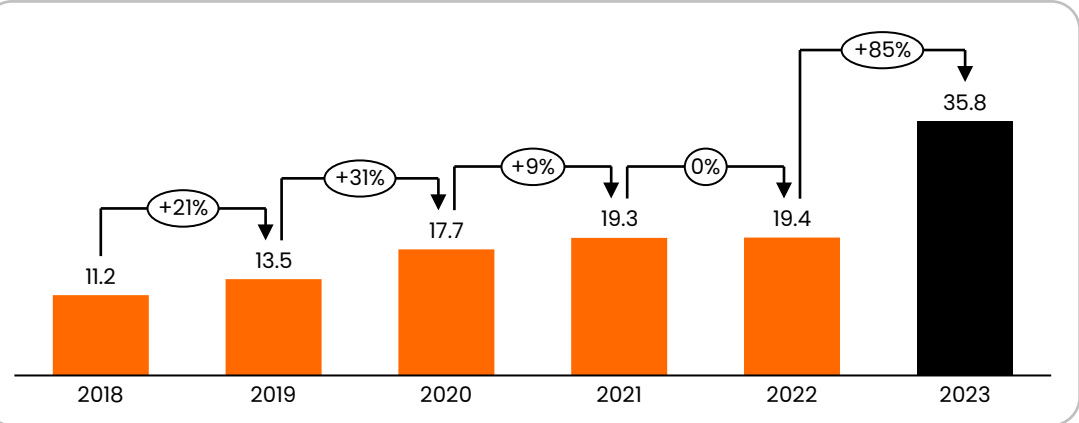
EBIT

in EUR mill.

EBIT margin

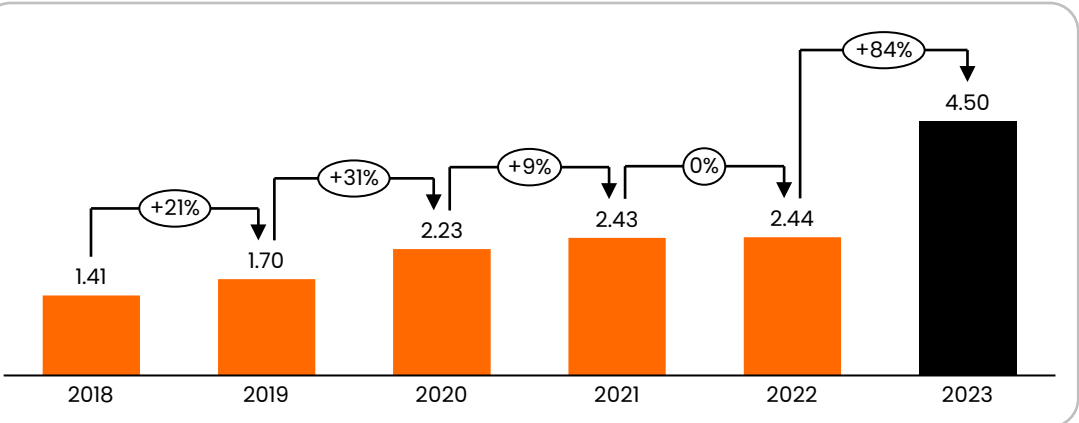


Net profit in EUR mill.



EPS

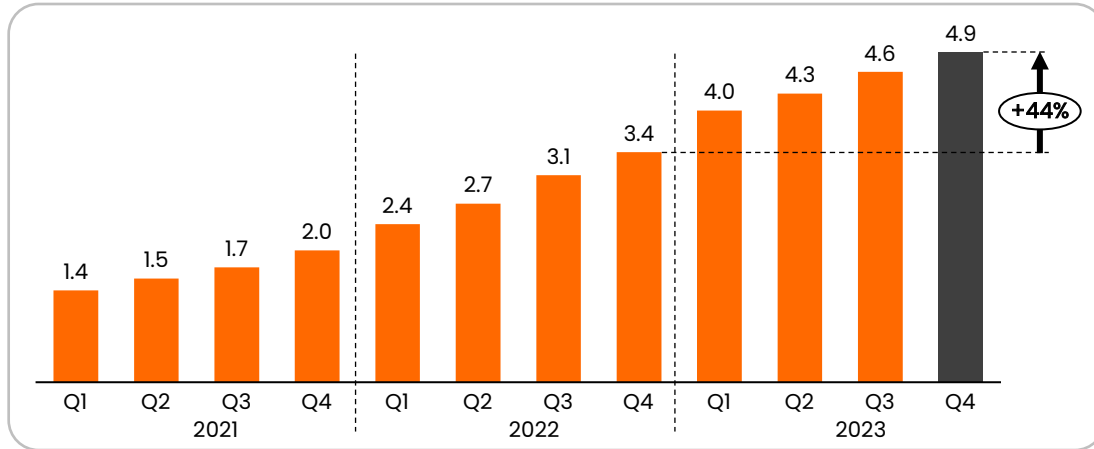
in EUR



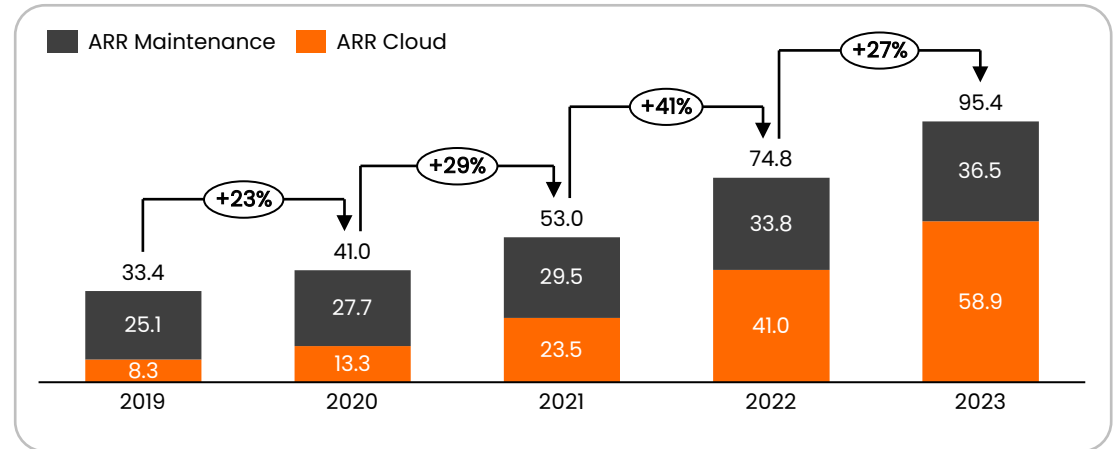
ATOSS Cloud Strategy - Excellent foundation for further success

(Cloud + Maintenance) Quarterly Development 2023

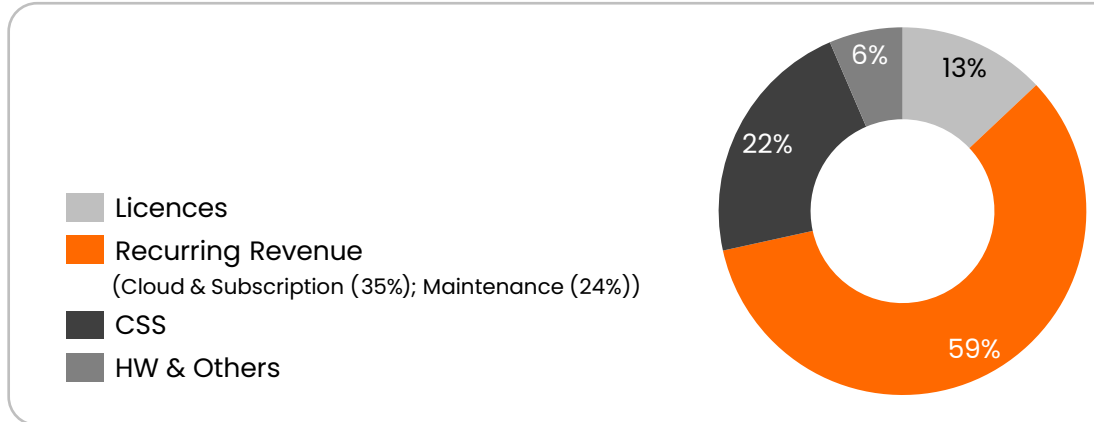
Cloud MRR: Quarterly development in EUR mill.



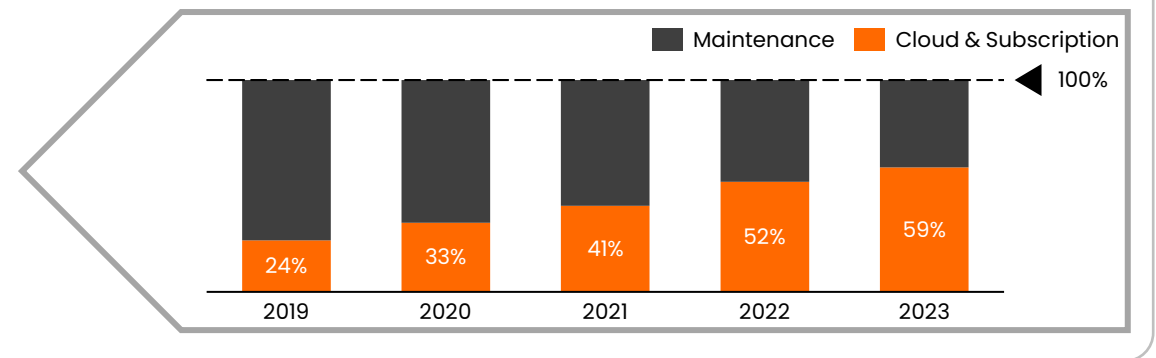
ARR Total (Cloud + Maintenance) in EUR mill.



Share of Cloud & Subscription in Recurring Revenue in %



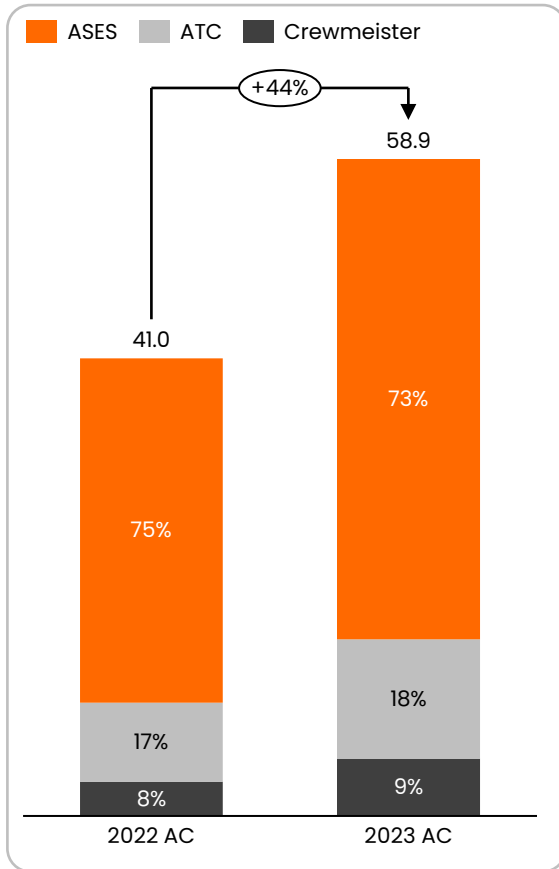
Increasing Share of Cloud & Subscription in Recurring Revenue



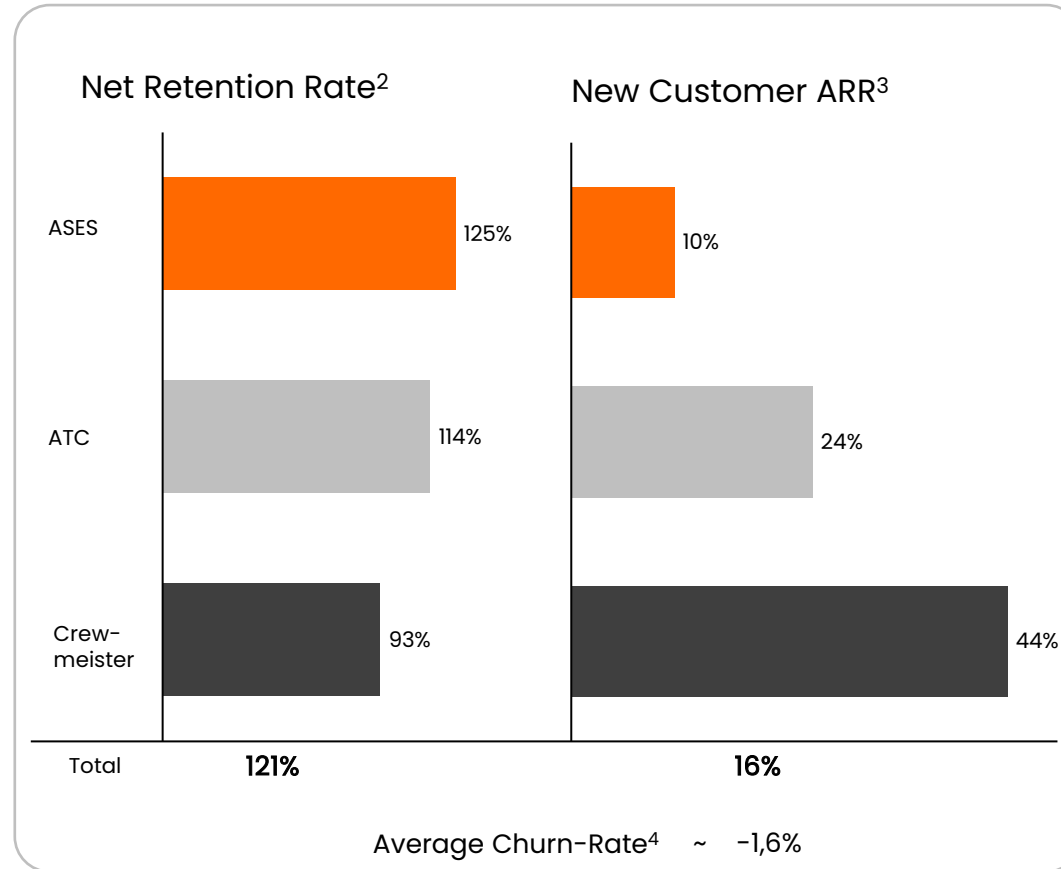
ATOSS Cloud development by products

Q4 2023

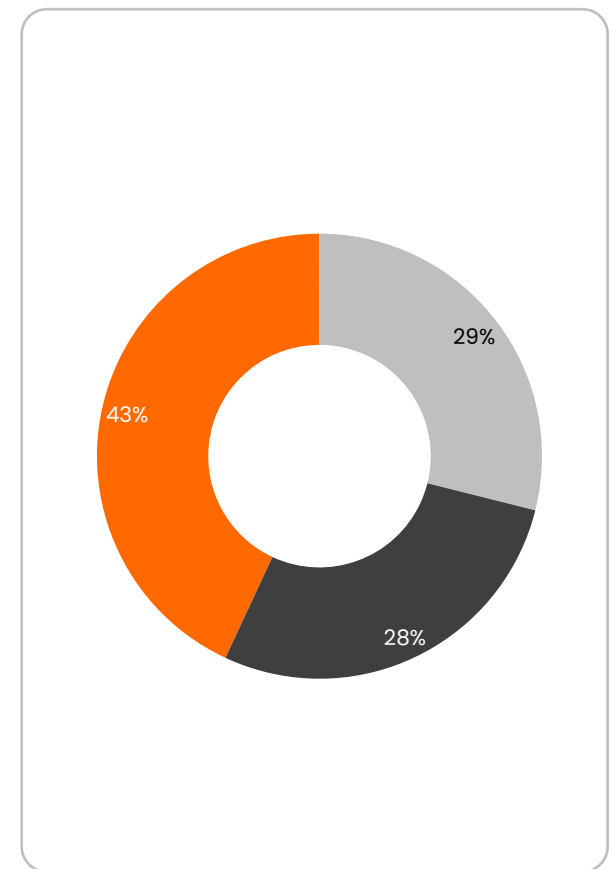
Cloud ARR¹
in EUR mill.



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: revenue generated from existing customers as of PY- taking into account expansion and churn

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

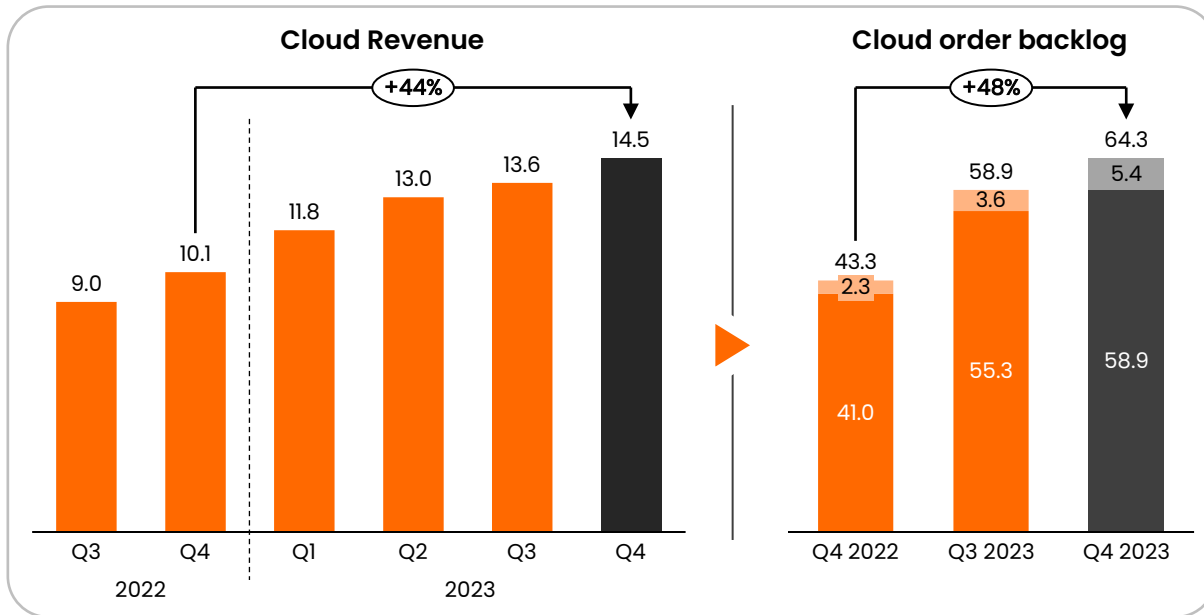
⁴ Churn-Rate: calculated as contract terminations and contractions divided by ARR (w/o Crewmeister)

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

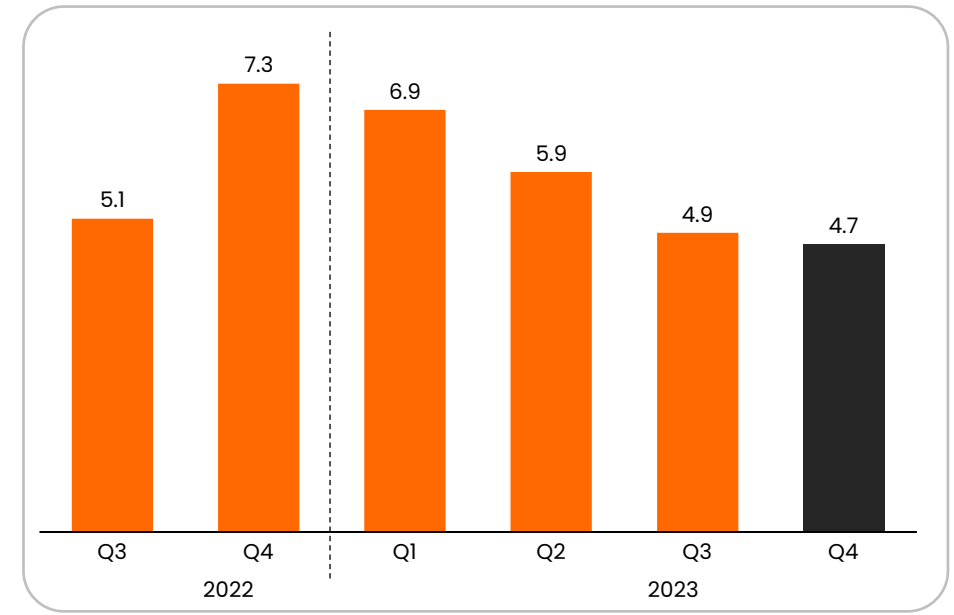
Order backlog

Growth ambitions strongly supported by order backlog

Cloud order backlog (12months)¹⁾
in EUR mill.



On-premises order backlog²⁾
Quarterly development in EUR mill.



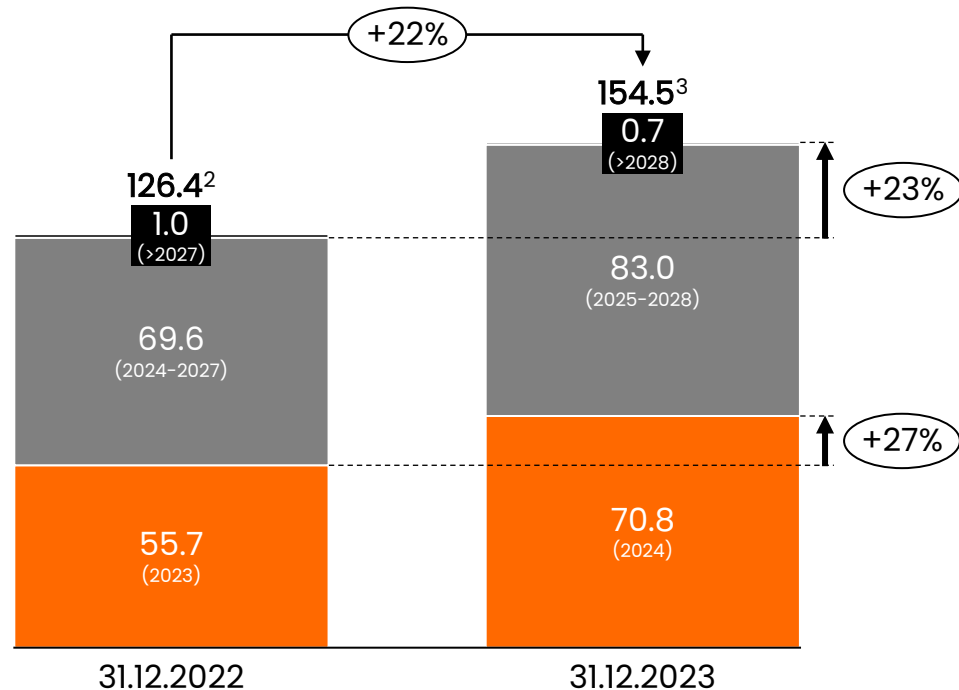
1) Cloud order backlog: ARR + contractually committed additions & expansions for the next 12 months

2) Typically revenue transformation within 12 -18 months

Total committed future revenue from contracts with customers

Cloud, Maintenance and Hotline

Future Revenue from contracts¹ (in EUR mill.)



¹ The total committed revenue from contracts with an original term of more than 12 months as of YE 2022 and YE 2023

² Cloud: 98.4 EUR mill. (78%); Maintenance & Hotline: 28.0 EUR mill. (22%)

³ Cloud: 128.1 EUR mill. (83%); Maintenance & Hotline: 26.5 EUR mill. (17%)

Rise in total committed revenues from contracts with customers by **+ 22 %** vs. 31.12.2022

70.8 EUR mill.

contractually committed revenues from cloud & maintenance in 2024

Contractually committed revenues from contracts with customers within the next 2 – 5 years increased by **+23 %** (vs. 31.12.2022) to 83 EUR mill.

Growth Strategy

Hermes Fulfilment



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)

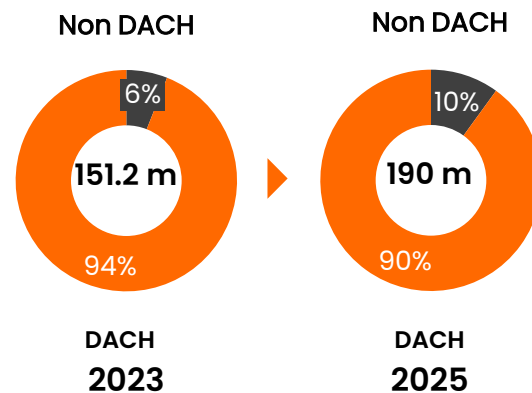
Maintain commitment of further product development

Projections 2023-2025

Total Revenue Growth CAGR*
19%

Increasing Share of Recurring Revenue
~ 70%

Allocation of revenue shares (Projections)



EBIT Margin from **≥30%**

Crewmeister Outlook 2025

- Positive EBIT
- ~19.000 customers
- ARR of ~9m EUR

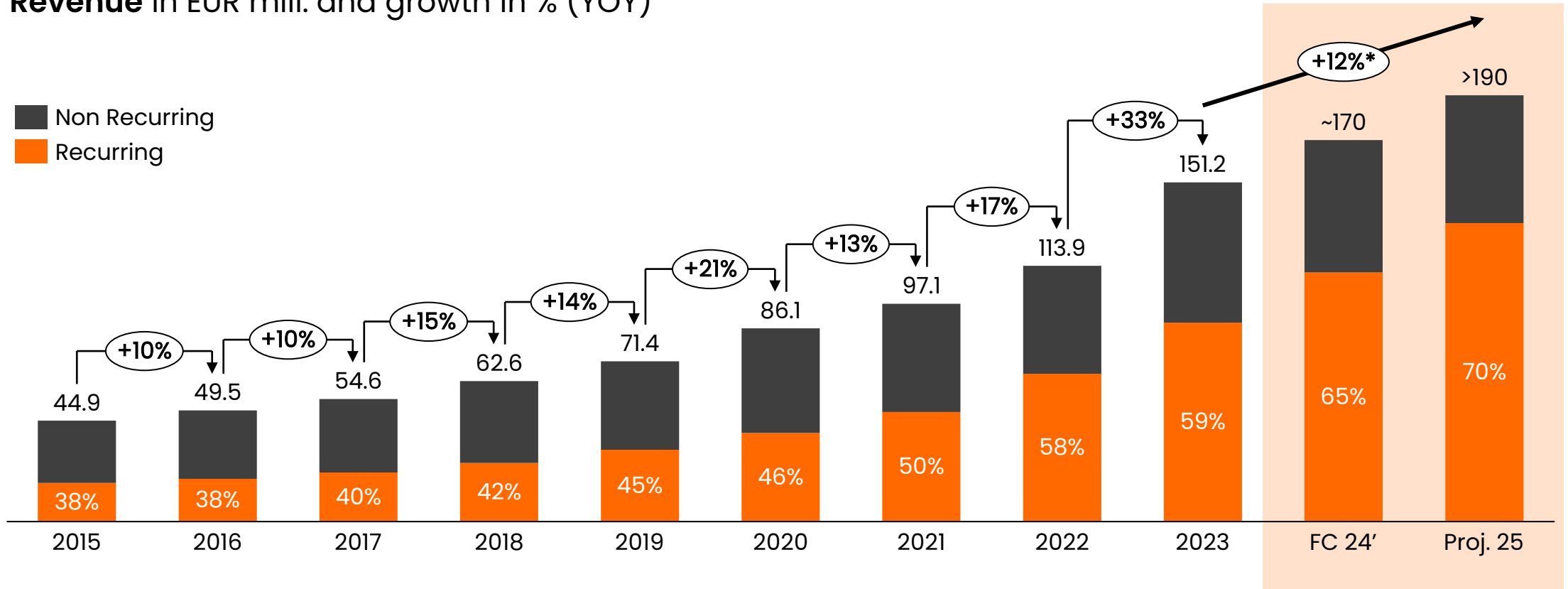
R&D investment
~ 17% of total revenue

*Base: Year end 2022

ATOSS Cloud Transformation

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

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

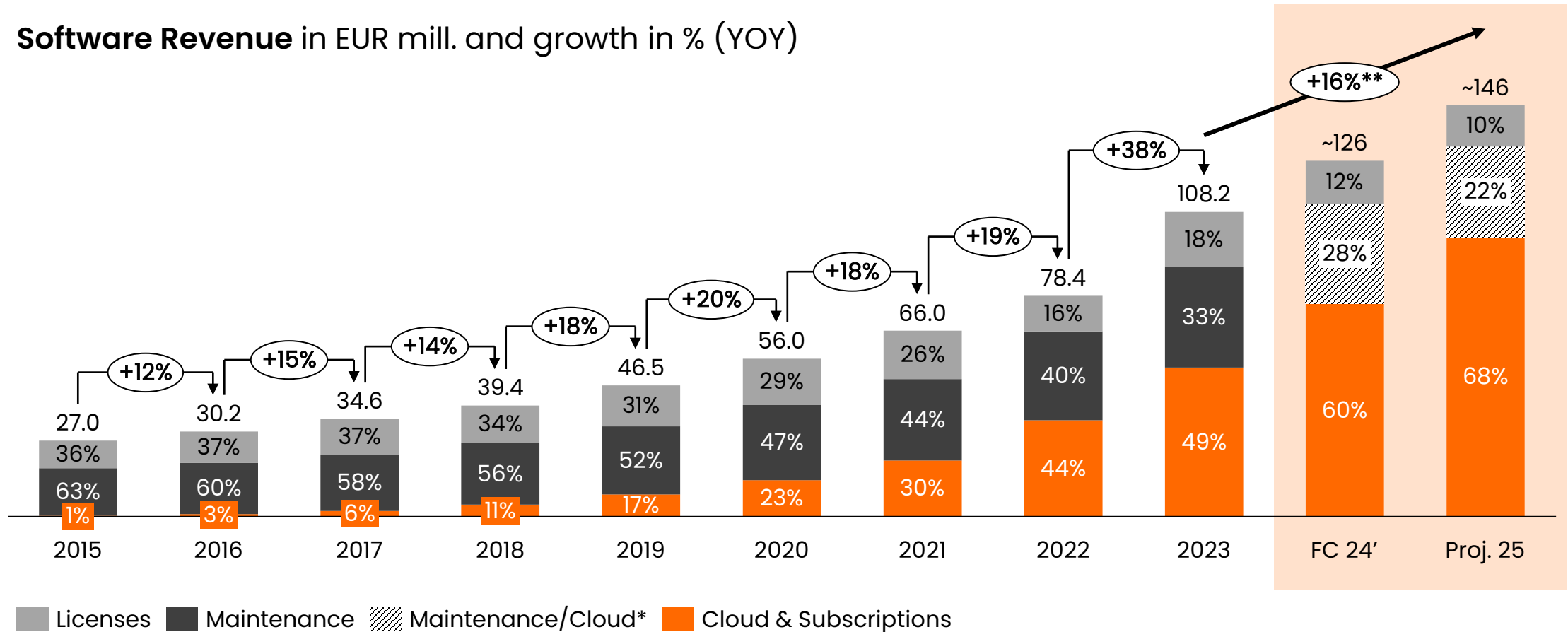


* Compound Annual Growth Rate

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; ** Compound Annual Growth Rate

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

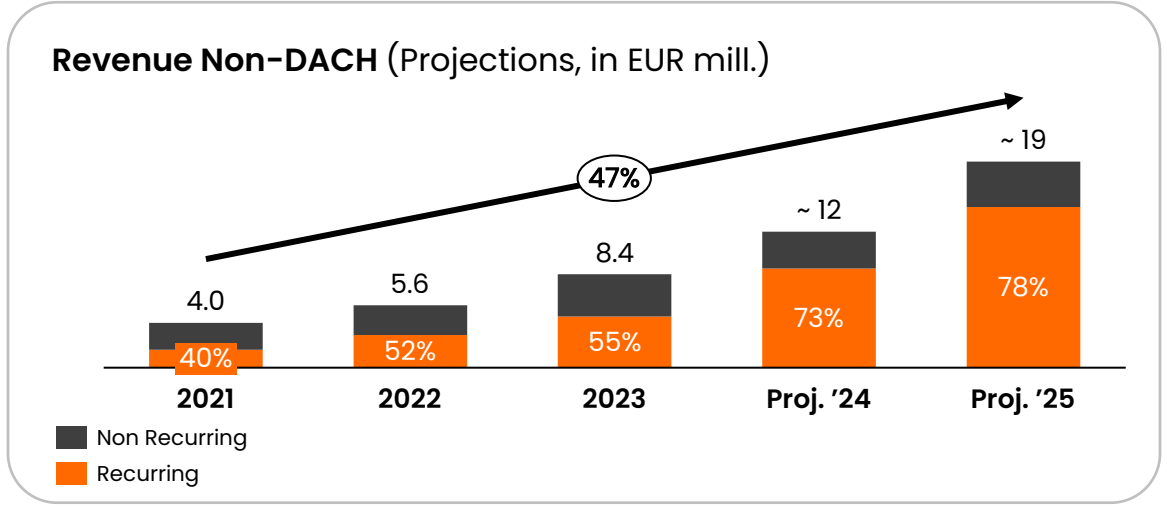
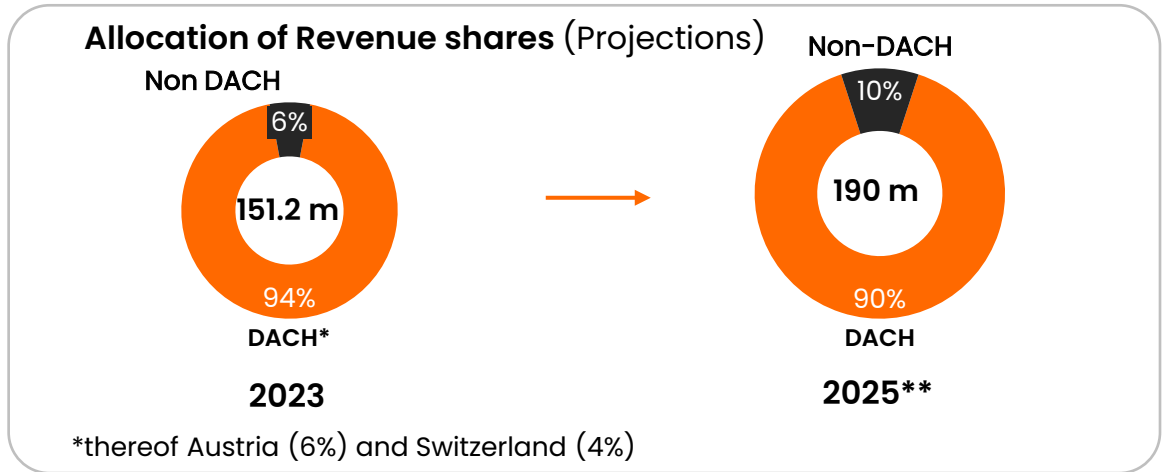
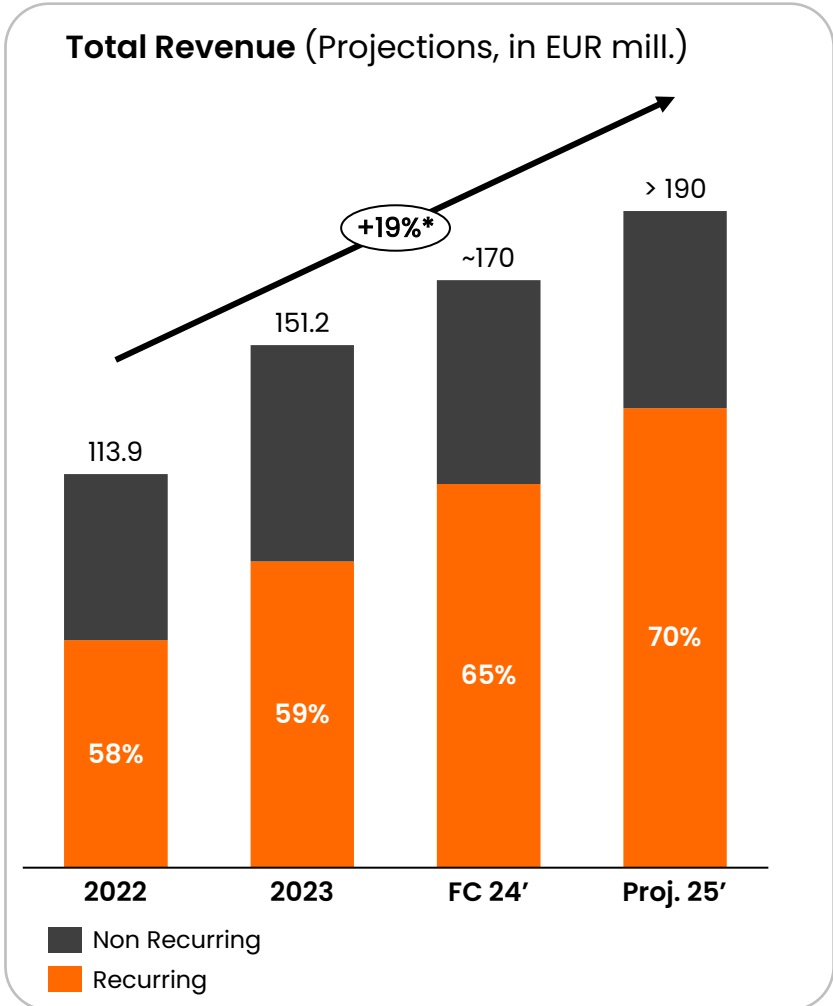
- **Expand regional sales & service hubs**
- **Expansion of international partner network**

As of 31.12.2023



ATOSS Internationalization

Supporting overall growth strategy with expansion in Non-DACH countries



* Compound Annual Growth Rate;

ATOSS Full Range Strategy

Crewmeister continues successful development



Highlights

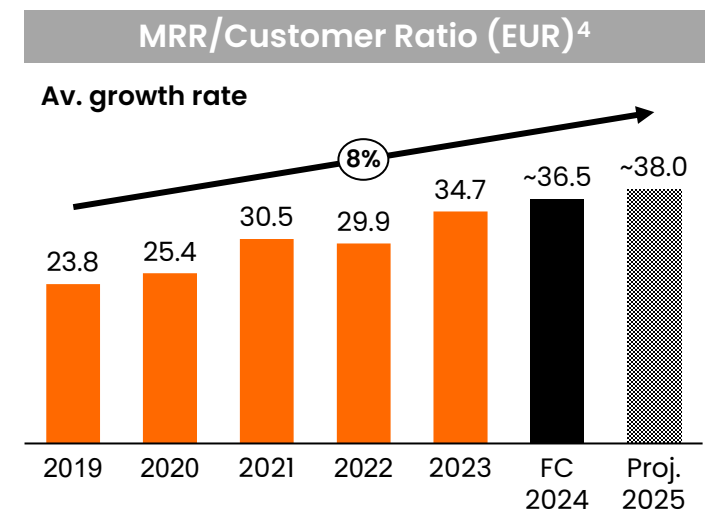
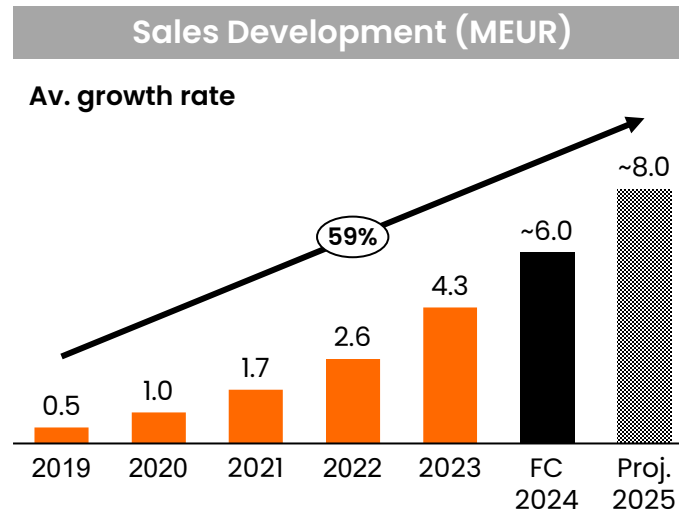
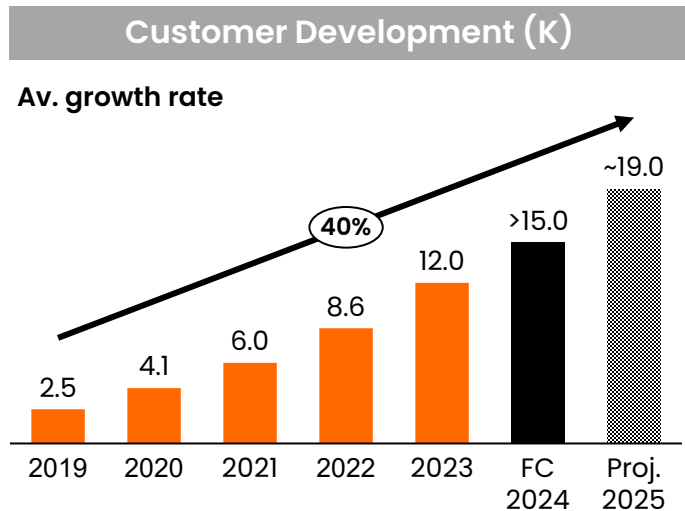
- Positive impact by BAG decision
- New product features developed
- High customer satisfaction

Key metrics

- Av. Customer Acquisition costs (CAC¹): 299 EUR
- Av. Customer Lifetime Value (CLTV²): 1,736 EUR
- CLTV/CAC-Ratio: 5.8
- Av. Monthly Churnrate³: 1.52 %
- Cloud Gross Margin: +79%

Outlook 2025

- Positive EBIT
- ~19.000 Customers
- ARR of ~9m EUR



¹ CAC (Customer acquisition cost) (ø 2023): cost of resources for the business in order to acquire a new customer. Customer acquisition cost involves sales and marketing costs.

² CLTV (Customer lifetime value) (ø 2023): estimate of all the future gross profits to be accumulated from a relationship with a given customers

³ Churnrate (12/2023): 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

⁴ MRR/Customer Ratio shows the monthly recurring revenue per customer calculated on the MRR and Customers as of the 31st of December each year

ATOSS – Growth Projections

Strong Growth and Margins while building Recurring Revenue

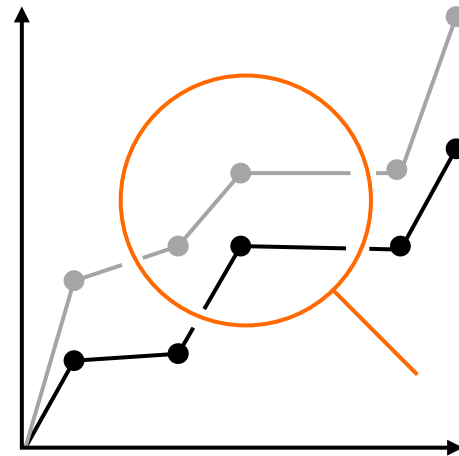
Guidance 2024

Total Revenue

170 EUR Mill.

EBIT Margin

30%



Projections 2023 – 2025

Total Revenue Growth
(Base: Year end 2022)

CAGR **19%**

Increasing Share of
Recurring Revenue
(Target: Year end 2025)

~ 70%

Software Revenue
Growth
(Base: Year end 2022)

CAGR **23%**

EBIT Margin
(Target: Year end 2025)

≥30%

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

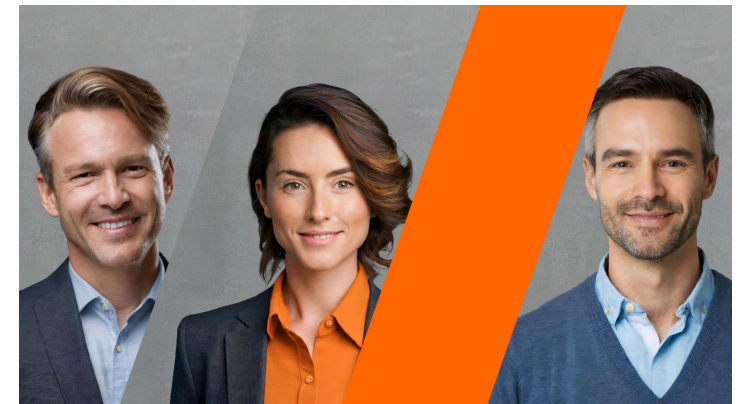


Customer and society

- 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 till 2025:

- Recurring revenue: ~70%
- Revenue CAGR (2023–2025): 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: ≥ 10

Social

- Continued donations in the areas of culture, environment, children and social projects

Employees at ATOSS

Employee Experience

Goals by 2024:

- Employee Engagement Index: >80%
- Leadership Index: 3.7
- Employee Net Promoter Score: ≥ 25
- Working Flexibility Satisfaction Index: ≥ 75

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

- Recertification according to ISO/IEC 27001:2022
- Availability of cloud services: **>99.5%**

Environmental protection

CO2 footprint

Goals by 2024:

- Development of a **reduction path** for CO2 emissions till 2030 (incl. base line for CO2-Emissions acc. Scope 1,2 and 3)
- Extension ATOSS **sustainability reporting** due to new legal requirements (“Corporate Sustainability Reporting Directive” (CSRD))
- Further actions for reducing emissions in the **area of employee mobility**

Goals by 2025:

- **100% green electricity** at all ATOSS sites by 2025

Resource efficiency

Goals by 2024:

- Rollout **electronic-signature software**

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: 80%

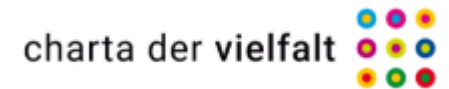


“Continuous employee growth”

- 775 employees (12/22: 693)

„We live diversity and promote equal opportunities and inclusion“

- Member of “Charta der Vielfalt”
- Employees from around 49 countries
- 59% male/41% female > ongoing diversity goals by 2027

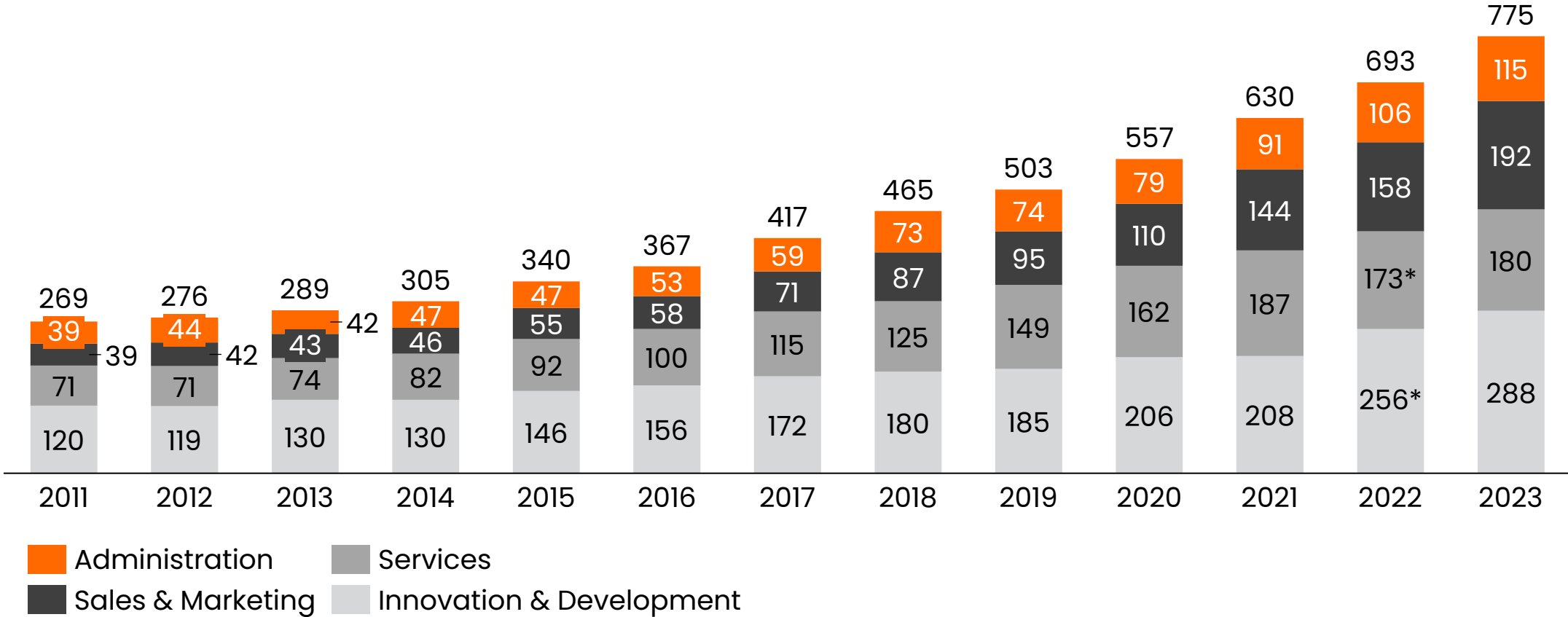


“Individuality in Working Life - Employee Well-being in Focus”

- 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

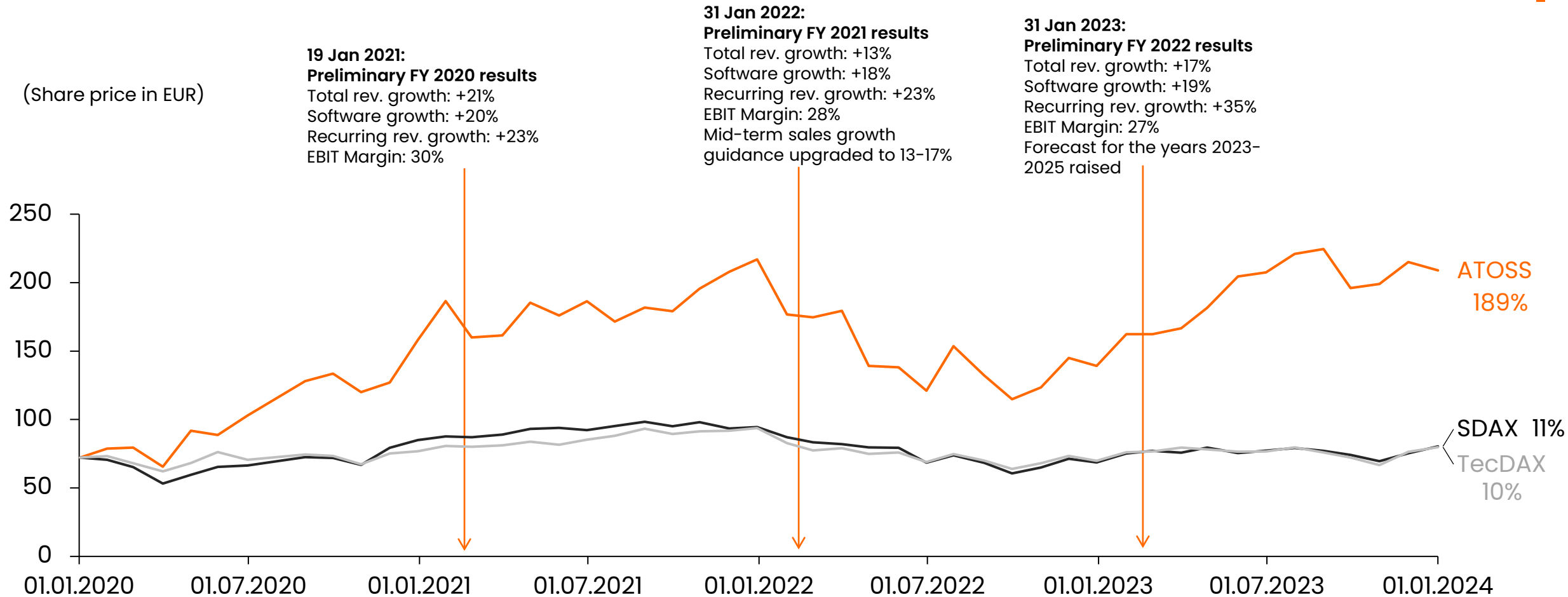


Additional Attachments

The ATOSS Share

Share price performance* (01/2020 – 12/2023)

(Share price in EUR)

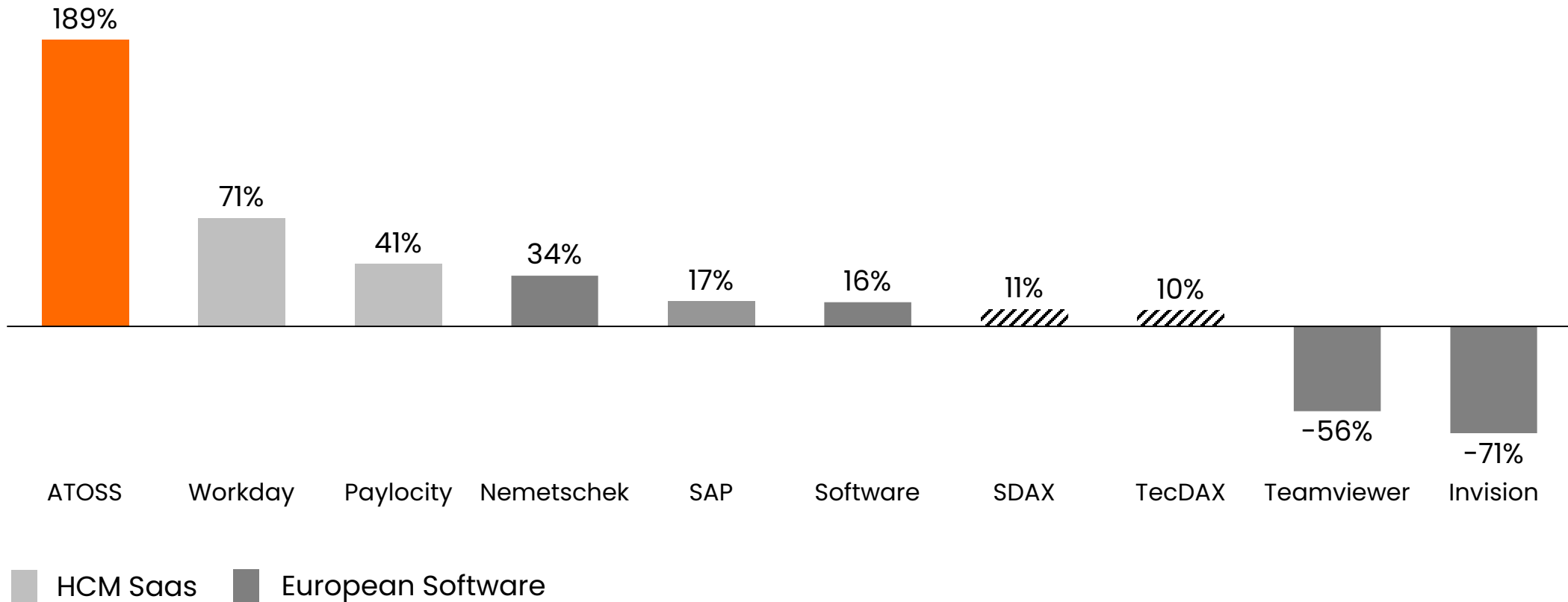


*SDAX/TecDax Index rebased on ATOSS' share price of EUR 72,25 as of 01/02/2020

ATOSS Stock

High Performer in European Software and HCM Stocks since COVID

Share price performance* (01/2020 – 12/2023)



* ATOSS, Nemetschek, Software, Teamviewer, SAP, Invision, SDAX: XETRA-Opening price 01/02/2020 and -Closing price 12/31/2023; Paylocity: Frankfurt Stock Exchange-Opening price 01/02/2020 and -Closing price 12/31/2023; Workday: Tradegate-Opening price 01/02/2020 and -Closing price 12/31/2023

Balance sheet (IFRS)

FY 2023

Assets (KEUR)	31 December 2023	31 December 2022
Non-current assets		
Intangible assets	232	160
Property, plant and equipment	4,326	3,585
Rights of use	7,791	9,575
Capitalized contract costs	5,339	4,858
Other non-current financial assets and precious metals	1,336	1,318
Total non-current assets	19,024	19,496
Current assets		
Trade receivables	10,430	10,130
Other current financial assets	17,536	29,294
Other current non-financial assets	3,207	4,663
Cash and cash equivalents	64,201	26,758
Total current assets	95,374	70,845
Total assets	114,398	90,341

Equity and liabilities (KEUR)	31 December 2023	31 December 2022
Equity		
Subscribed capital	7,953	7,953
Capital reserve	572	202
Equity deriving from unrealized profits/losses	610	79
Unappropriated net income	52,730	39,465
Equity attributable to the equity holders of the parent company	61,865	47,699
Non-controlling interests	-109	-109
Total equity	61,756	47,590
Non-current liabilities		
Pension provisions	1,826	2,410
Other non-current provisions	2,335	1,184
Non-current leasing liabilities	8,097	9,641
Deferred tax liabilities	2,025	945
Total non-current liabilities	14,283	14,179
Current liabilities		
Trade accounts payable	2,379	1,743
Contractual liabilities	3,732	4,156
Current leasing liabilities	327	610
Other current financial liabilities	5,856	4,679
Other current non-financial liabilities	18,172	15,848
Tax liabilities	7,672	1,465
Other provisions	221	71
Total current liabilities	38,359	28,572
Total equity and liabilities	114,398	90,341

Income statement (IFRS)

FY 2023

in KEUR	FY 2023	Proportion of total revenue	FY 2022	Proportion of total revenue	Change 2023 / 2022
Total revenue	151,198	100%	113,916	100%	33%
Software	108,197	72%	78,393	69%	38%
Licenses	19,610	13%	12,607	11%	56%
Maintenance	35,669	24%	31,632	28%	13%
Cloud & Subscription	52,918	35%	34,154	30%	55%
Consulting	33,229	22%	28,115	25%	18%
Hardware	6,084	4%	4,476	4%	36%
Others	3,688	2%	2,932	3%	26%
EBITDA	55,865	37%	34,707	30%	61%
EBIT	51,819	34%	30,802	27%	68%
EBT	53,326	35%	29,310	26%	82%
Net profit	35,773	24%	19,377	17%	85%
EPS in euro	4.50		2.44		84%

Cash flow development (IFRS)

FY 2023

in KEUR

FY 2023

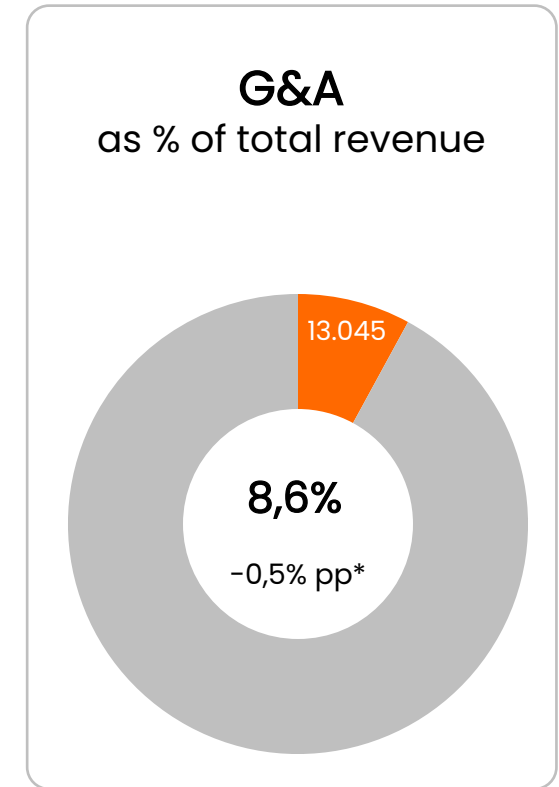
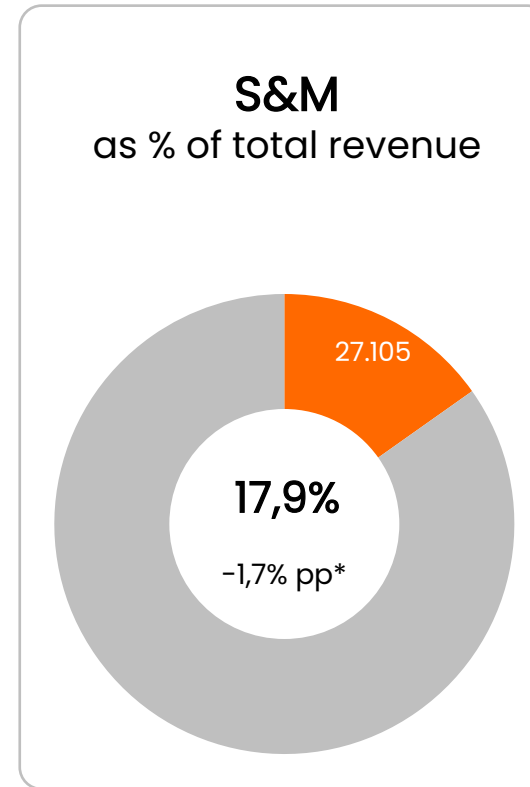
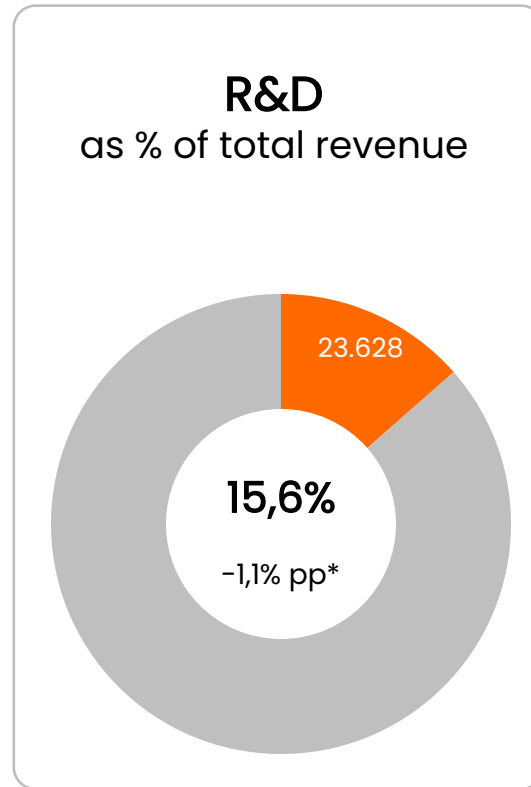
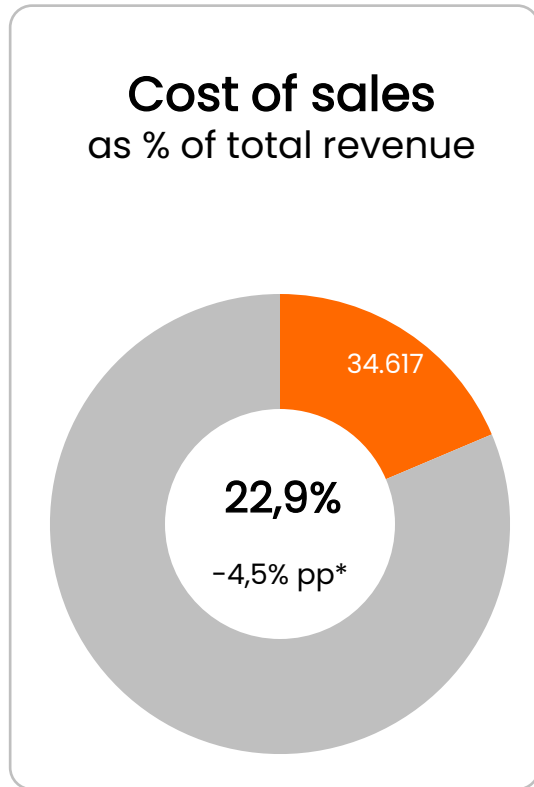
FY 2022

	FY 2023	FY 2022
Cash flow from operating activities (1)	52,654	26,269
Cash flow from investment activities (2)	10,071	-2,680
Cash flow from financing activities (3)	-25,505	-17,377
Changes in cash and cash equivalents – total (1) to (3)	37,220	6,212
Cash and cash equivalents at the beginning of the period	26,758	20,453
Effects of exchange rate changes on cash and cash equivalents	224	93
Cash and cash equivalents at the end of the period	64,201	26,758

Cost ratios

FY 2023

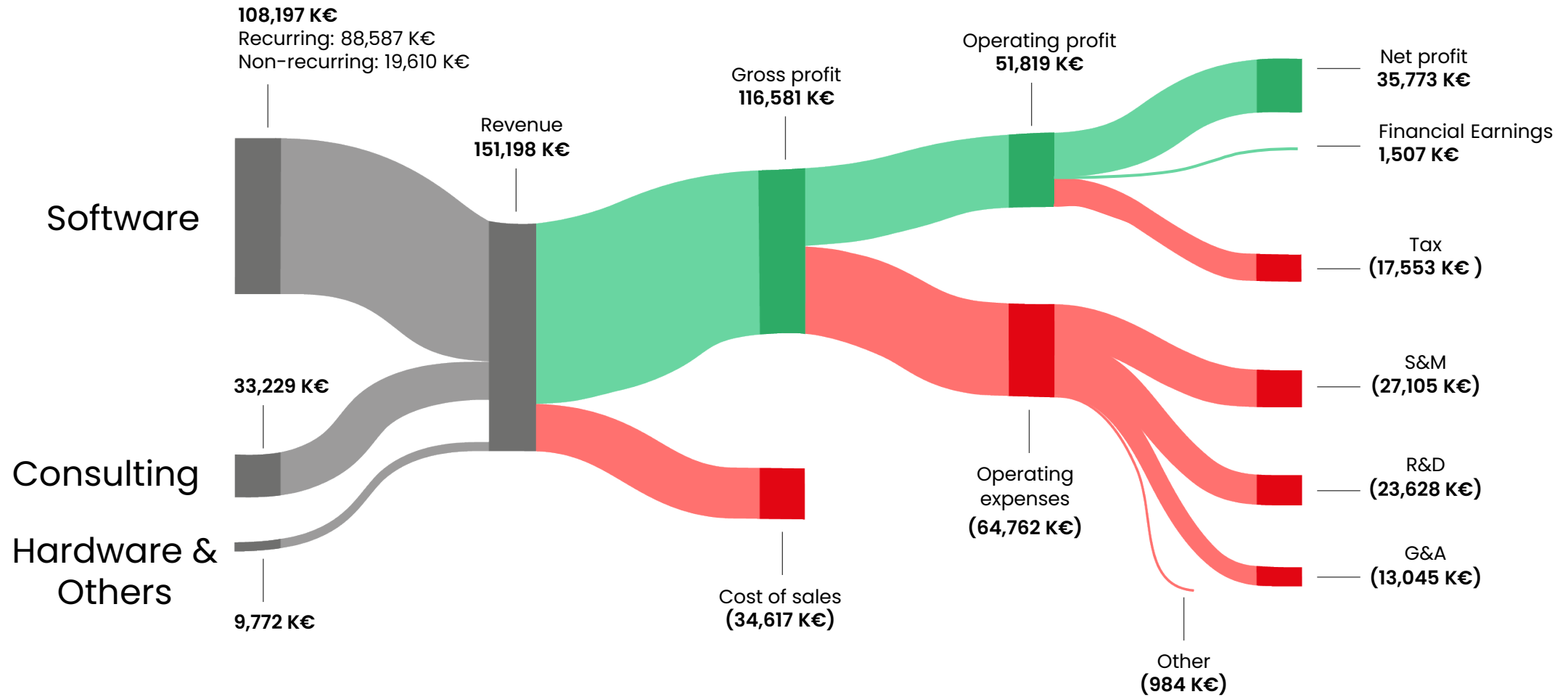
Total Revenue: EUR 151.2 million



* Delta to PY YTD

Income Statement

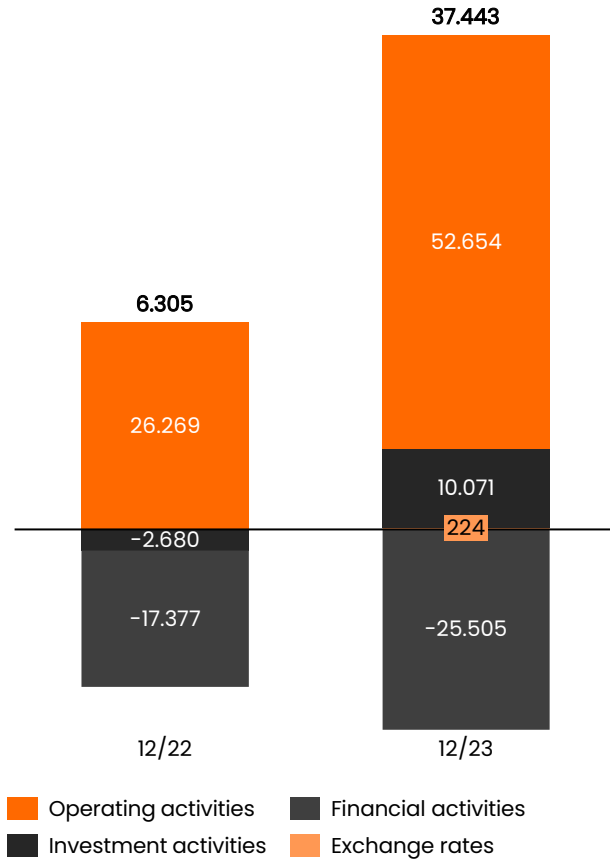
FY 2023



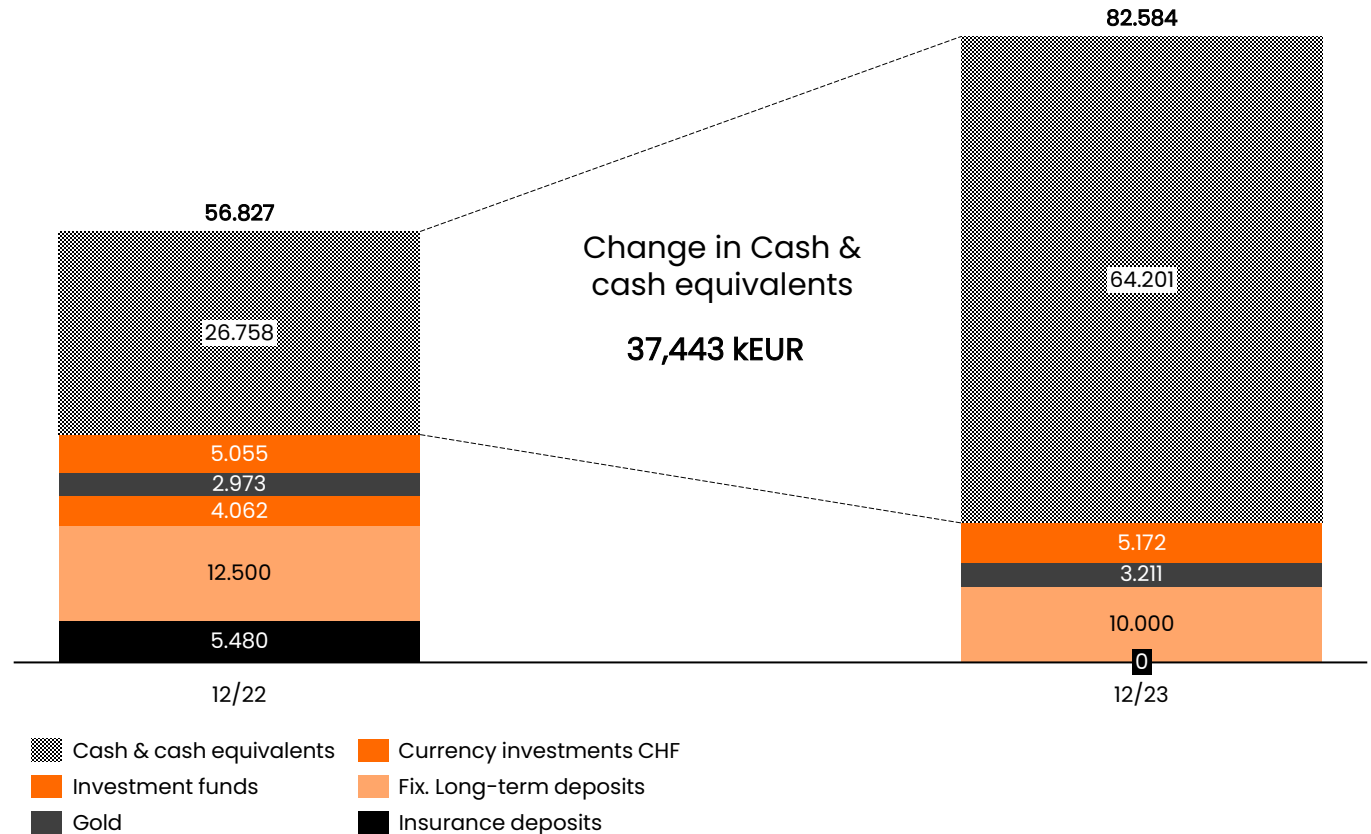
Financial Development – FY 2023

Impressive cash position

Cash Flow in KEUR



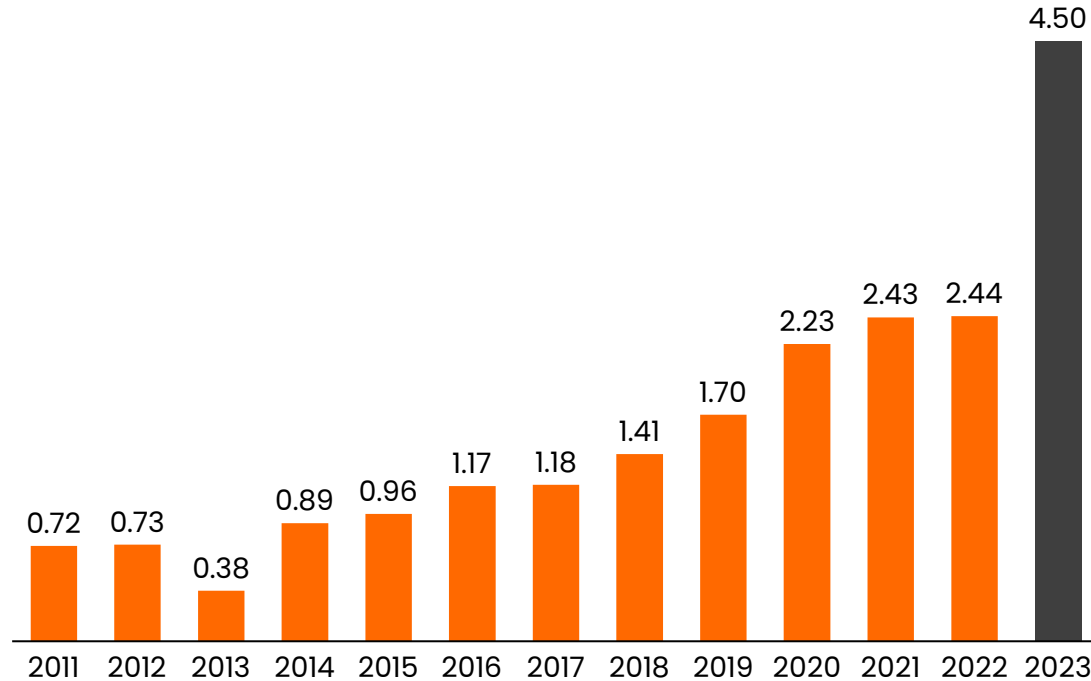
Liquidity in KEUR



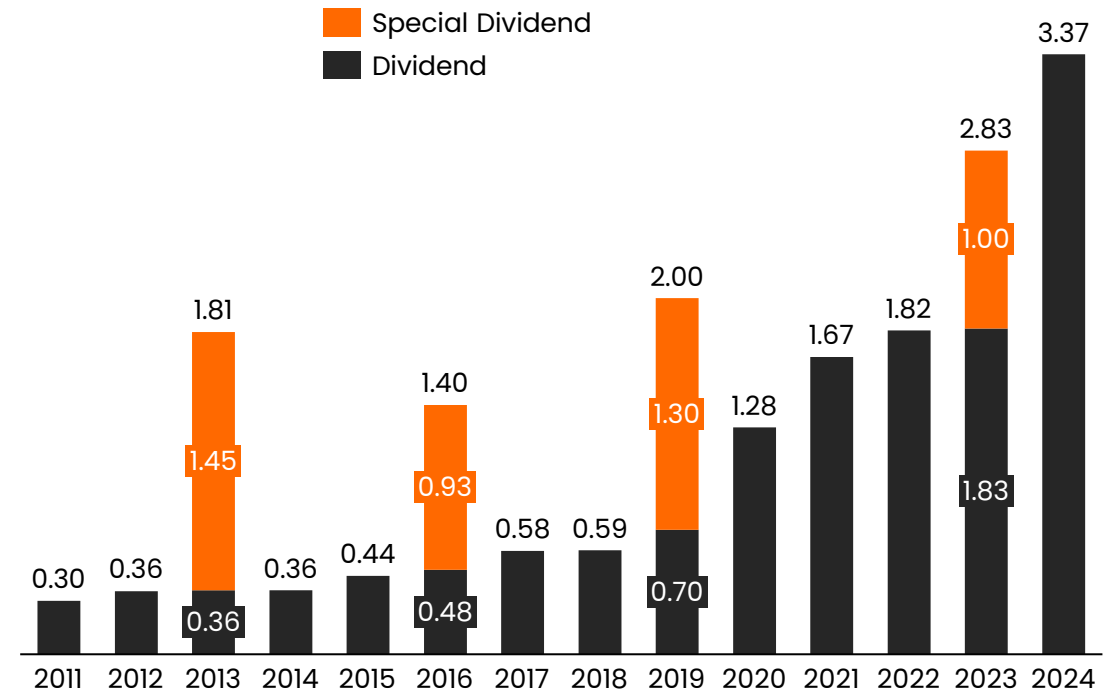
The ATOSS Share

Dividend Policy

EPS* per 31. December in EUR



Dividend* in EUR



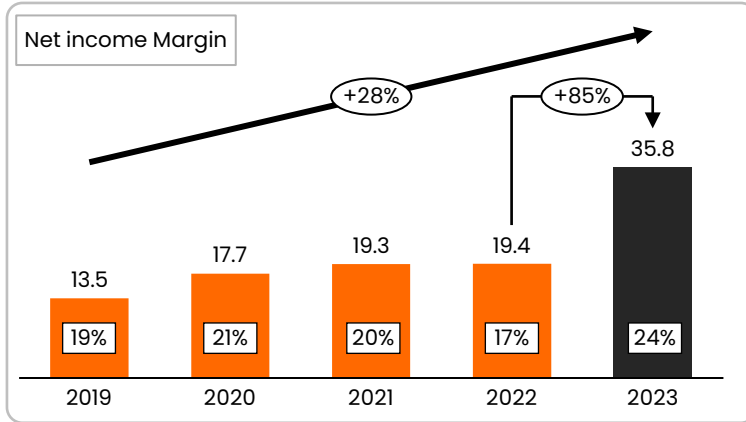
ATOSS stays true to its dividend policy with continuity to the previous year

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

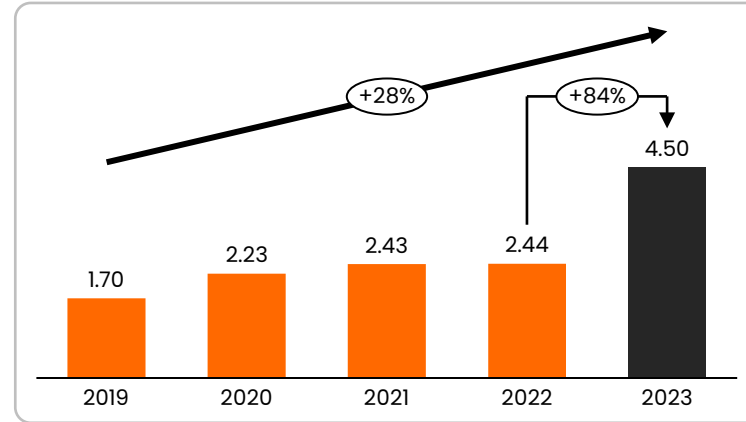
Financial KPIs

Financial strength excellent base for further growth

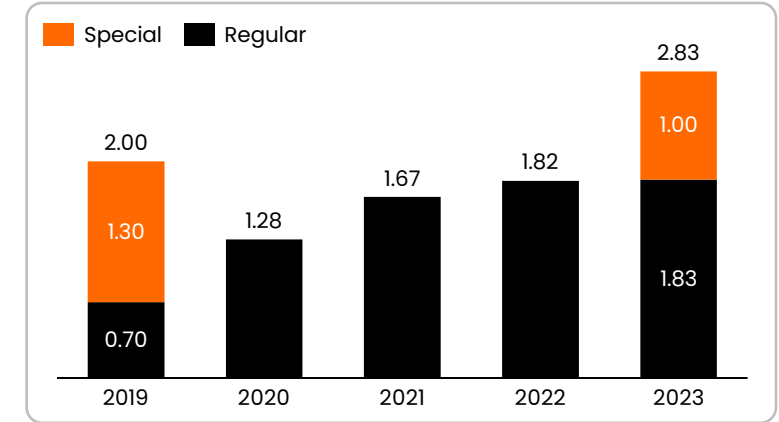
Net income in EUR mill.



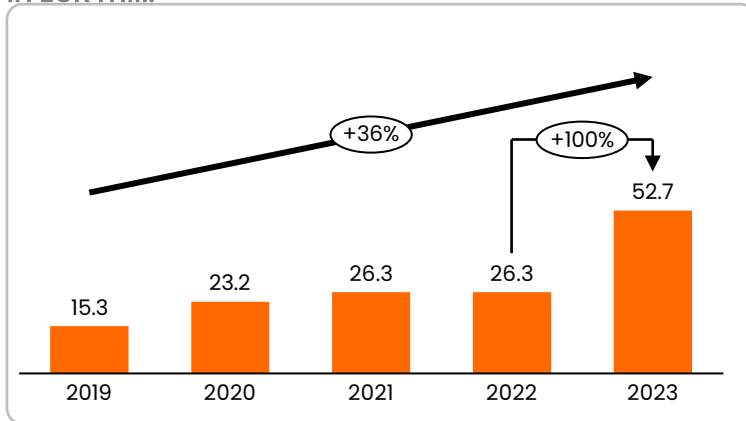
EPS* in EUR



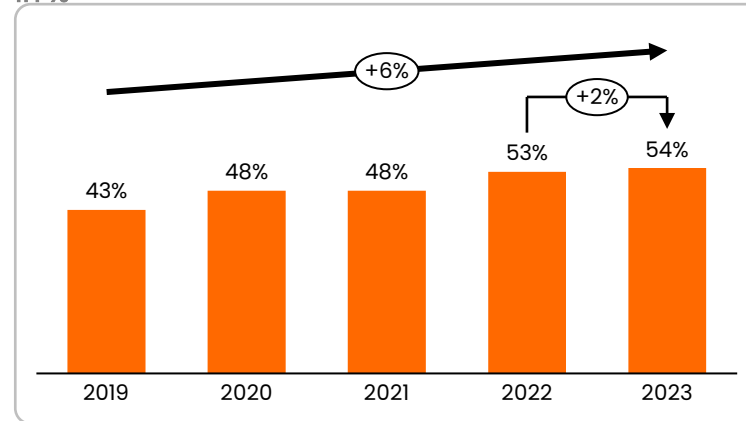
Dist. Dividend per share* in EUR



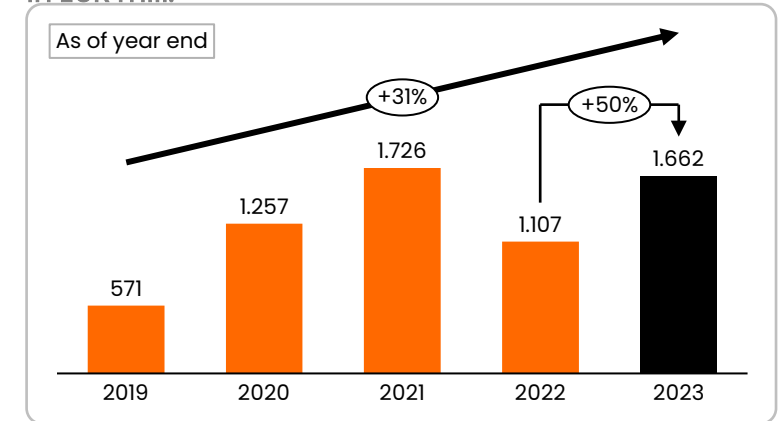
Operational Cashflow in EUR mill.



Equity Ratio in %



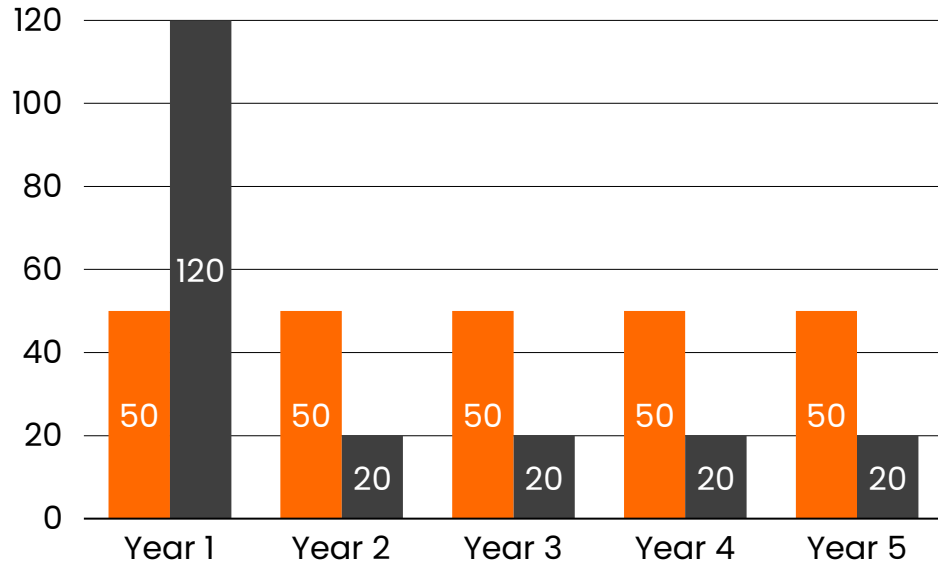
Market capitalization in EUR mill.



On-Premises vs. Cloud Model

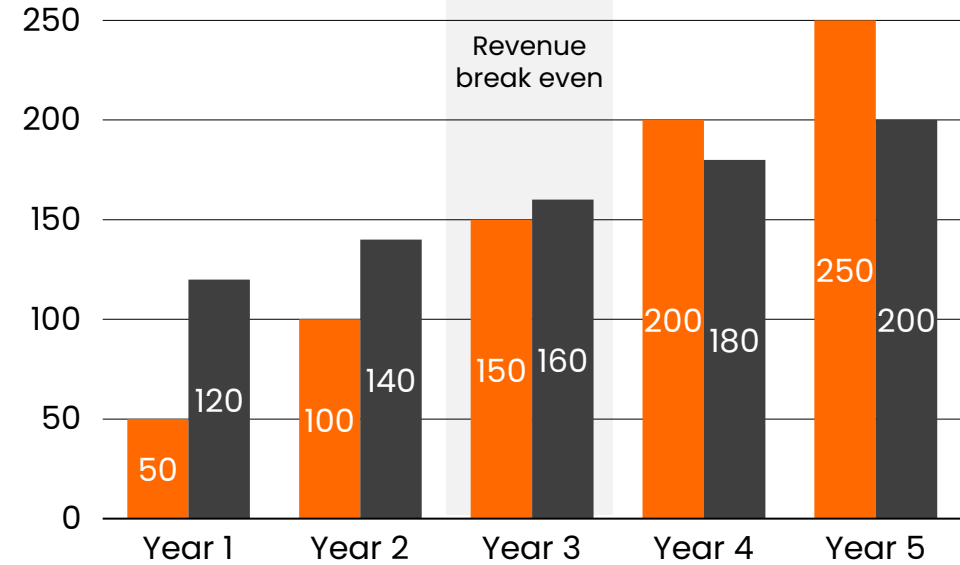
Revenue/Payment scheme

Cloud vs. On-Premises



Cloud (Saas) On-Premises

Cloud vs. On-Premises (accumulated)

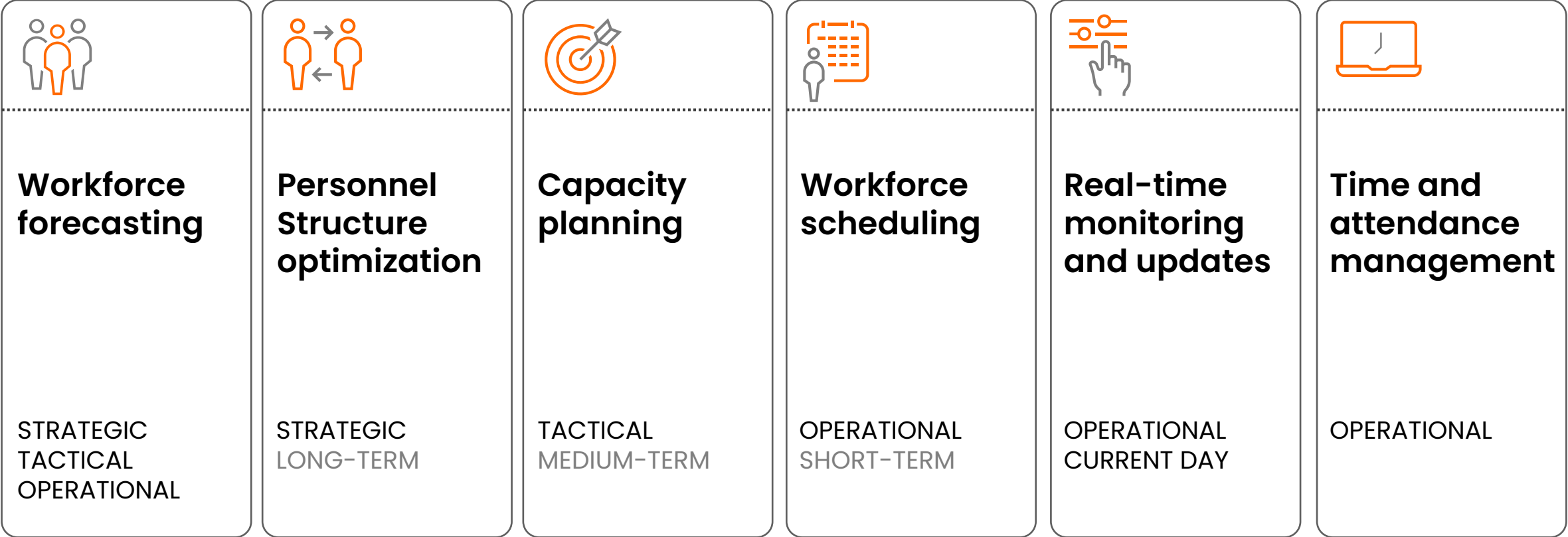


Cloud (Saas) On-Premises

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

Comprehensive Workforce Management

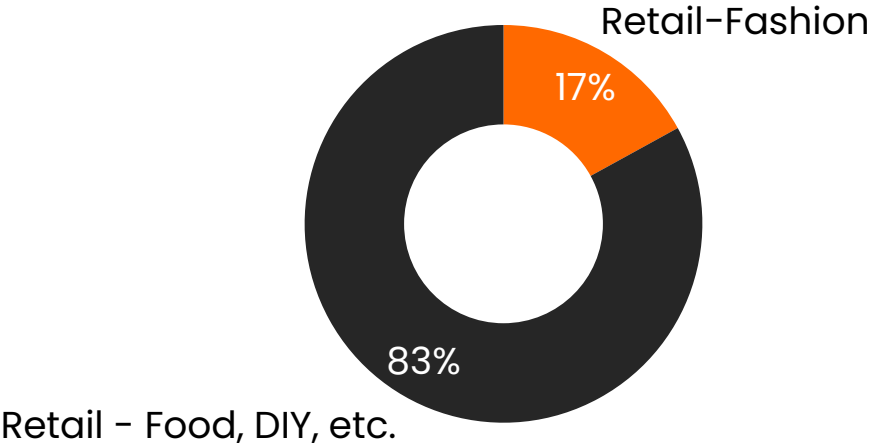
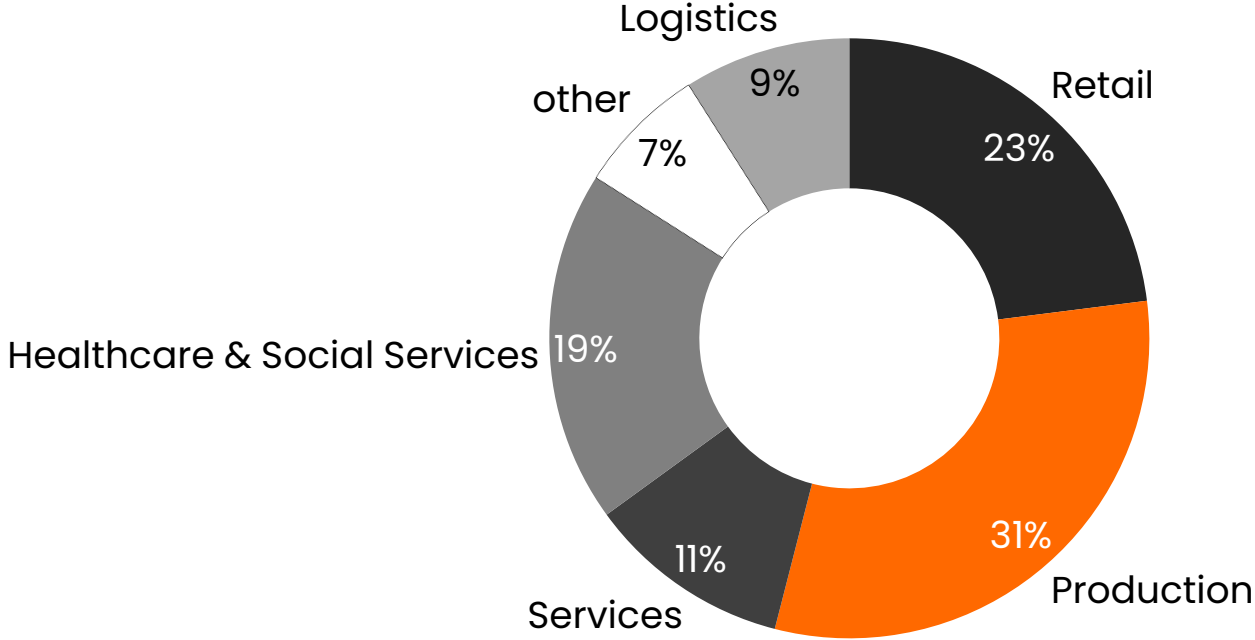
6 steps for success



Flexibilisation of working time



ATOSS Sales by Segment*



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

* FY 2023/revenue

Disclaimer



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ATOSS Software AG 2024