

# Excellence in Workforce Management

ATOSS Software AG

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# Agenda

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

A construction worker wearing a green helmet, safety goggles, and a yellow and black safety harness is working on a large, curved metal structure. He is wearing blue gloves with yellow cuffs and is using a green tool to work on the metal. The structure is made of large, curved metal panels, possibly part of a tunnel or a large industrial building. The worker is positioned on a narrow ledge or platform, and the background shows the complex geometry of the structure.

# Key Investment Highlights

WISAG | Services

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# ATOSS – Leading in the field of Workforce Management

## Highlights at a glance

**>30 years**

market  
experience

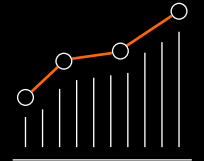
Top line visibility as stock  
corporation

**630+**

employees

**SDAX**

07/2021



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

Market leader  
for workforce  
management in  
**DACH**

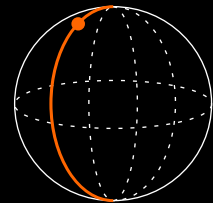
**11**

currently available  
software languages

**~ 12,000**

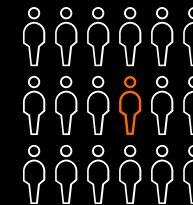
customers worldwide  
from SMB to blue chips

Technology &  
development leader



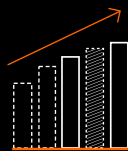
**50+**

countries worldwide,  
including 31 in Europe



Recurring revenues  
reinforced by increased  
share of SaaS

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



**+60%**

CF to EBIT ratio

**25% to 30%**

EBIT margin

**4 million**

employees managed with  
ATOSS solutions

Profound  
understanding  
of customer needs

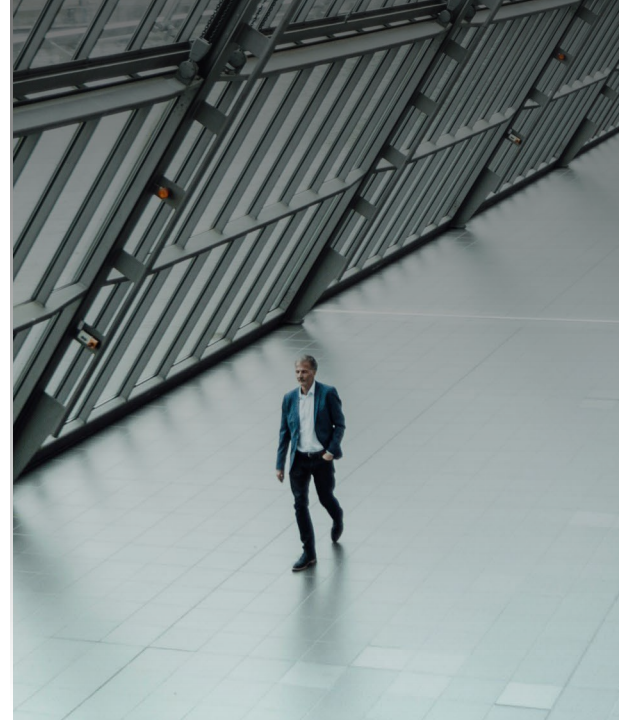
# Market for Workforce Management

# Workforce Management Market

## Main Drivers

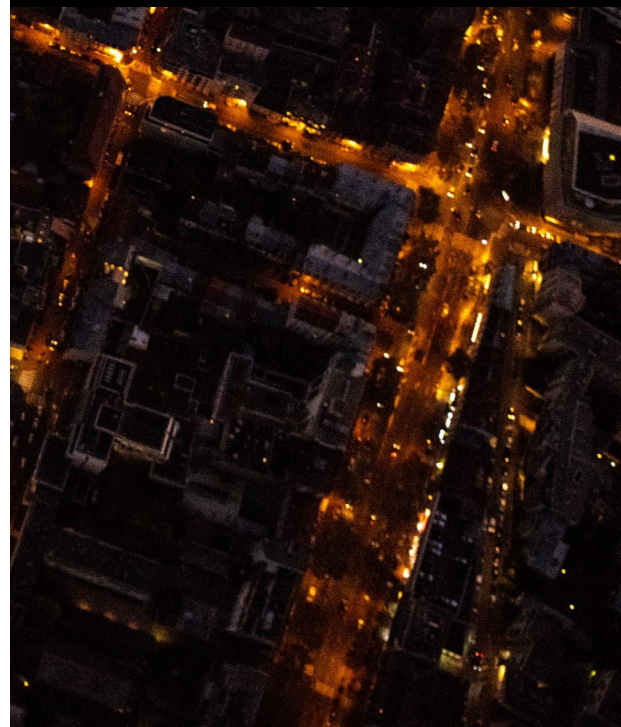


Increasingly complex  
**regulatory**  
environment



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

**Digitalization** of  
labor world

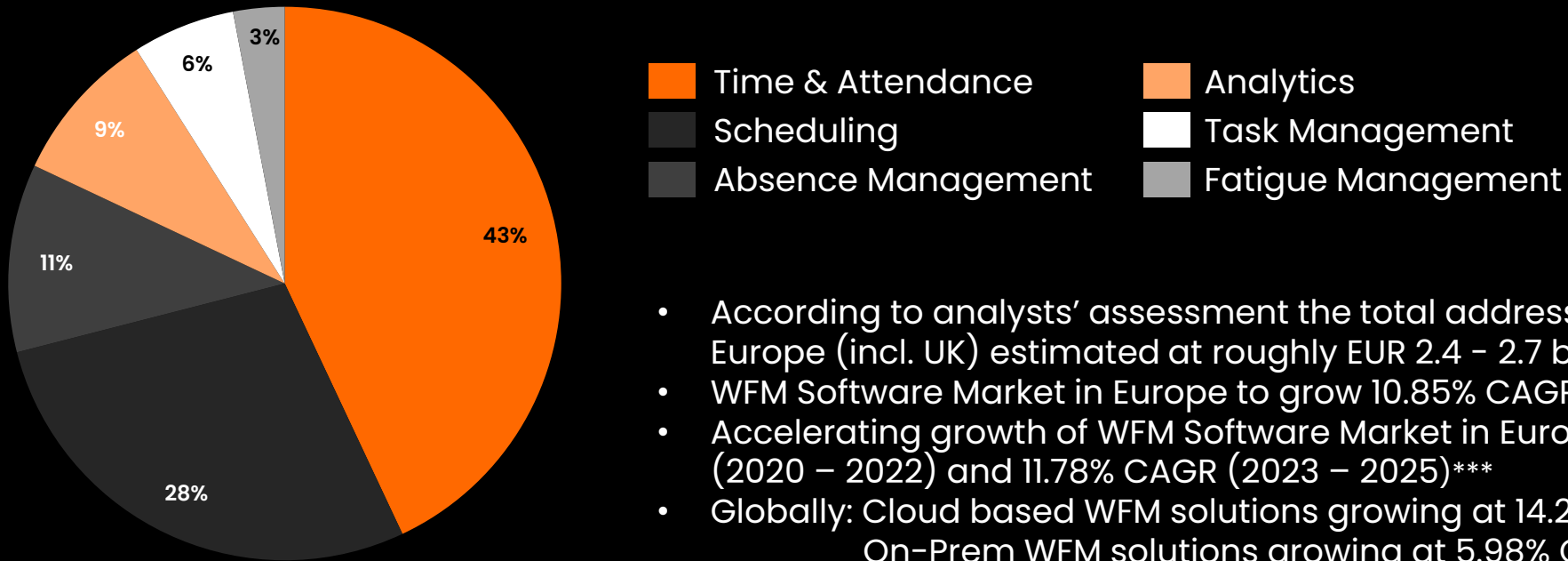


Scarcity of resources  
and **skilled stuff**



# Workforce Management Market Main Drivers

## WFM Software Categories\*



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

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





# Business Model

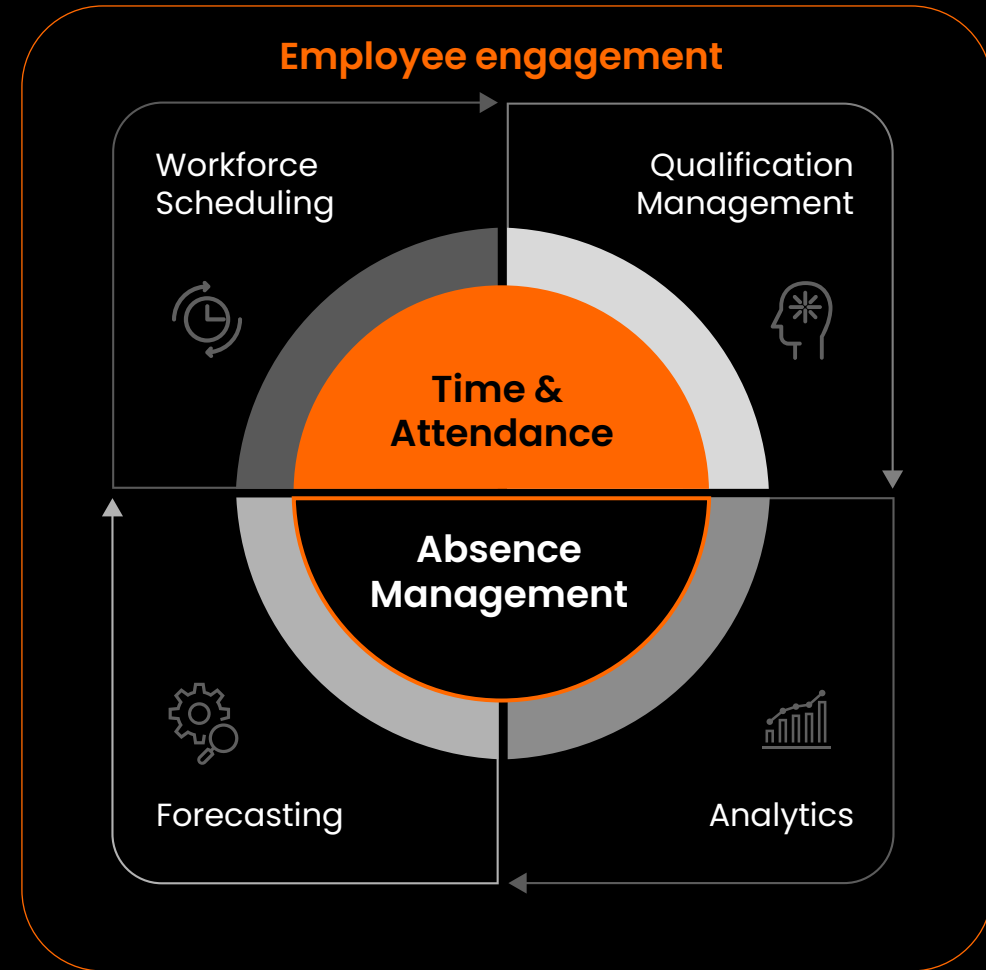
Paracelsus-Kliniken | Healthcare & Services

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# Workforce Management in a Nutshell

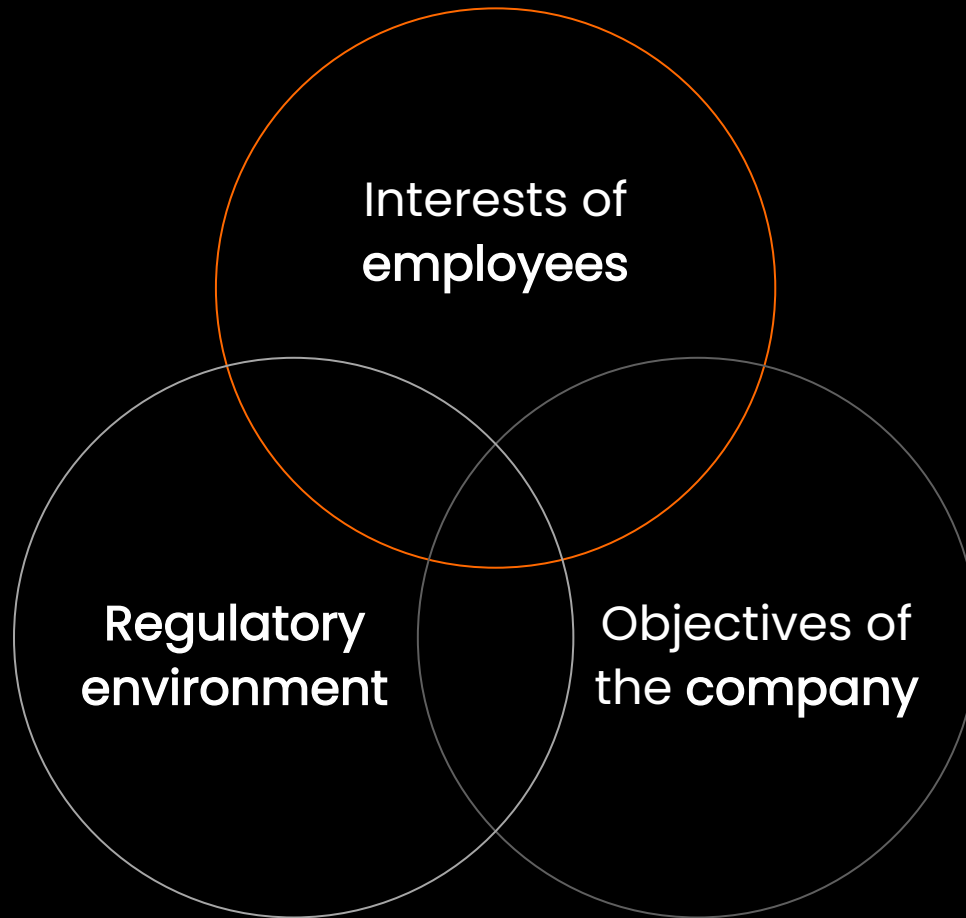
## Efficiency via Highly Flexible Staff Deployment

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



# Managing complexity

## Workforce Management



### Key benefits

**-15%**

Personnel costs with the same number of staff

**-82%**

Overtime

**+11%**

Revenue

# Highly flexible, demand-optimized workforce scheduling

## Digital Workforce Management

### Current situation

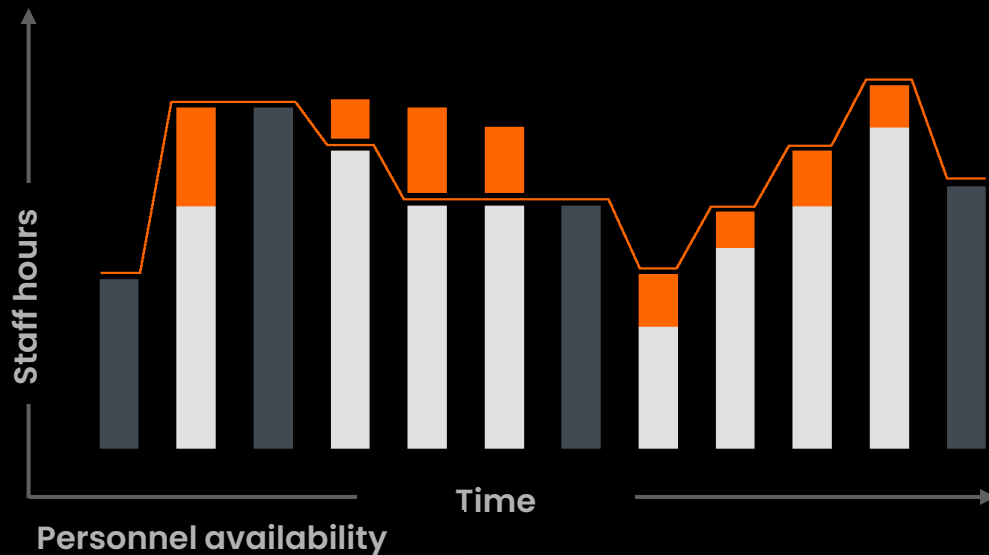
Fluctuation in demand

Little flexibility and long response times

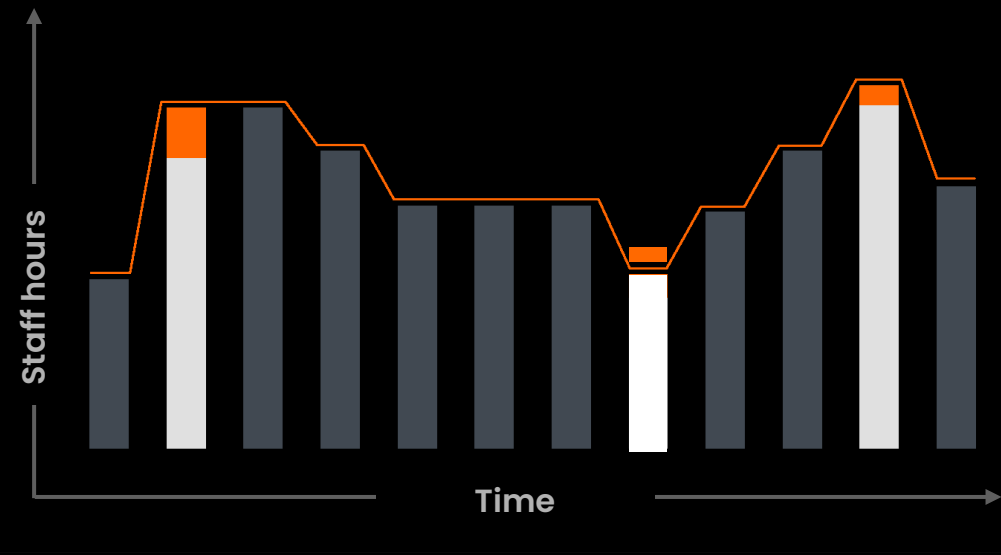
### Goal

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

### OPTIMIZATION POTENTIAL



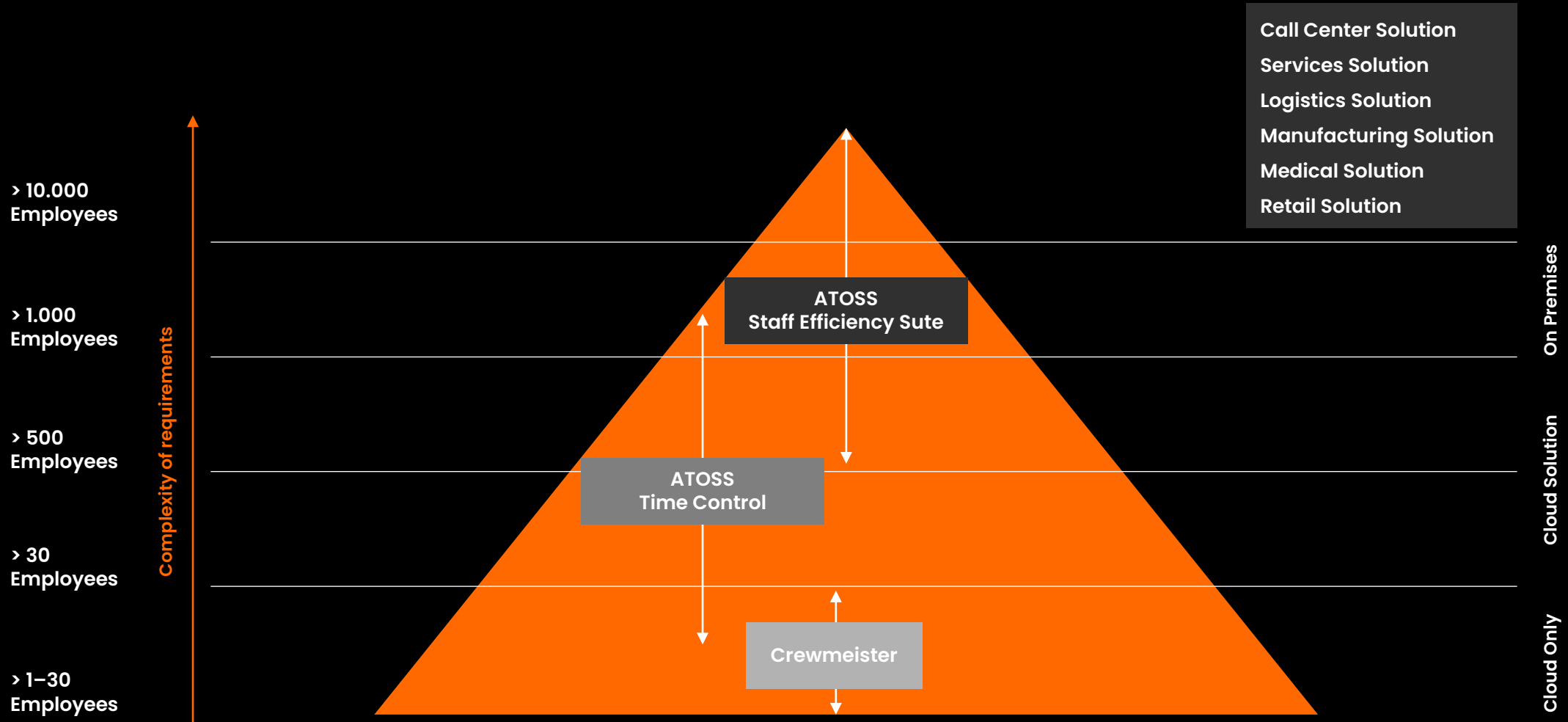
### AFTER OPTIMIZATION



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

# ATOSS Product Portfolio

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



A worker in a dark uniform and cap is holding a clear glass bottle in a factory setting. The worker is wearing a dark cap with a yellow light and a dark uniform with a yellow patch. The background is dark with blurred lights, suggesting a factory environment. The worker is looking at the camera with a slight smile.

# Financials & KPI's

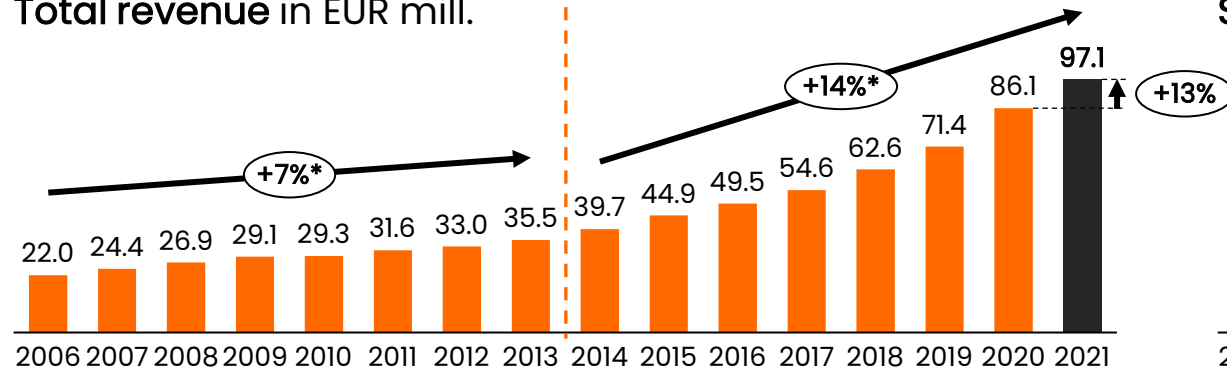
HEINZ-GLAS | Manufacturing

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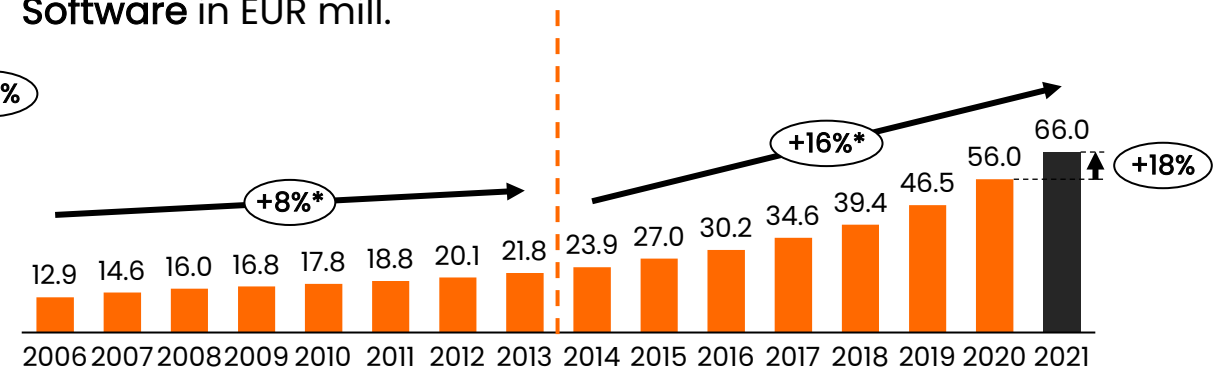
# ATOSS – 16th Record Year in Succession

## Running like Clockwork

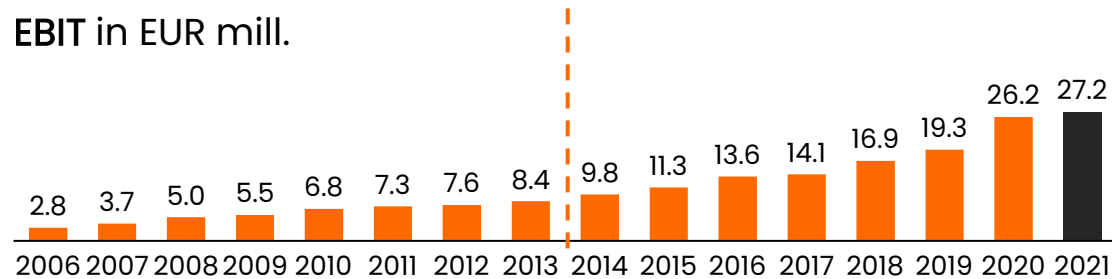
Total revenue in EUR mill.



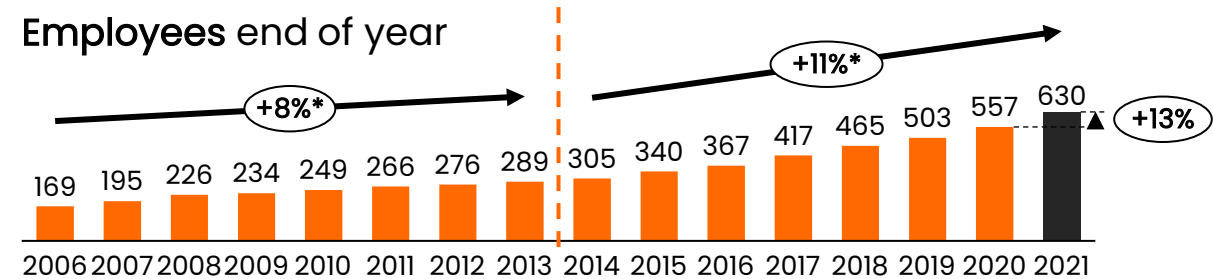
Software in EUR mill.



EBIT in EUR mill.



Employees end of year



13%\*\*

24%\*\*

25%\*\*

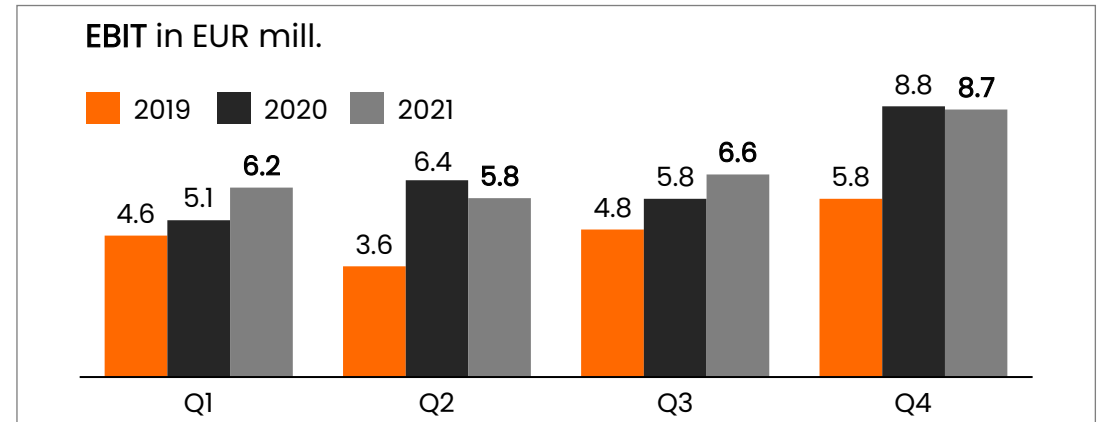
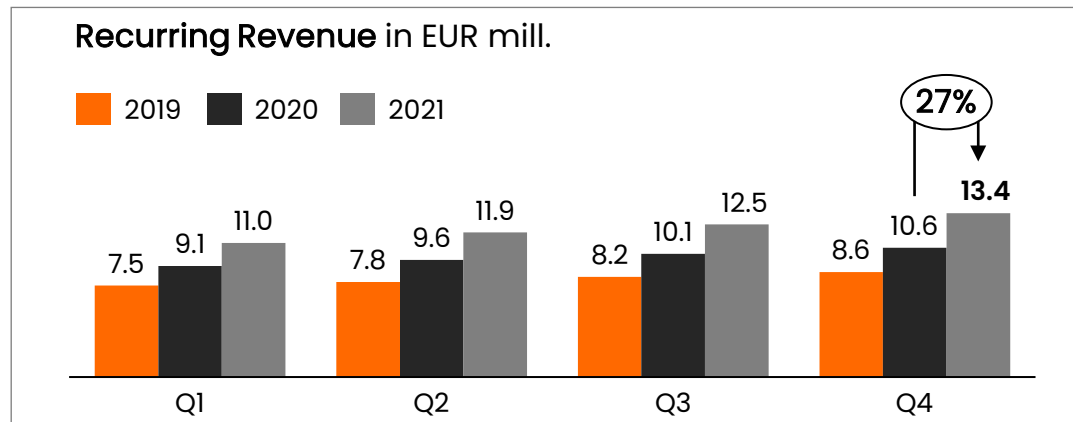
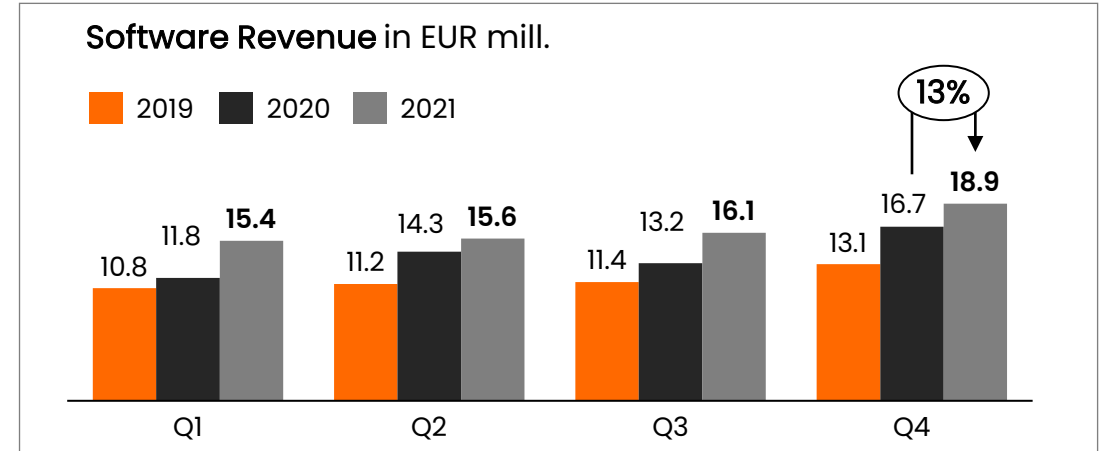
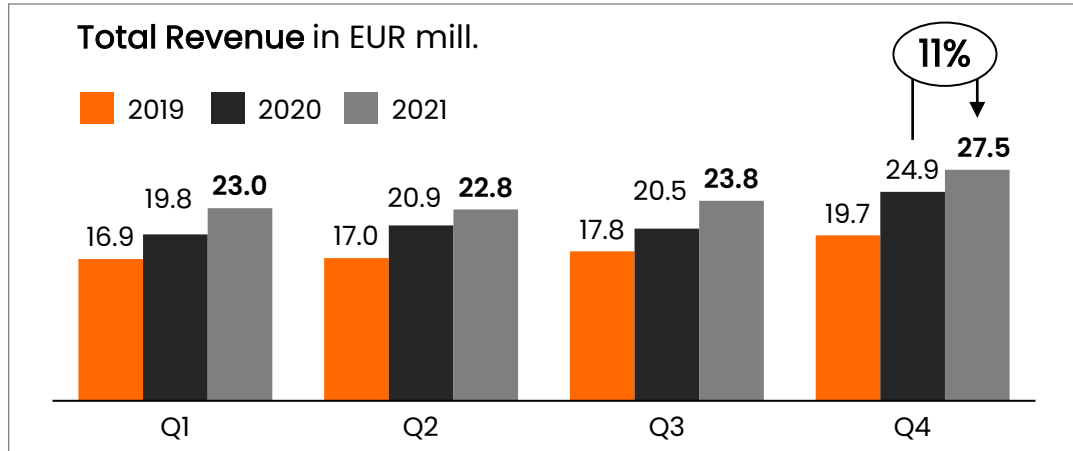
30%\*\*

28%\*\*

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

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

# Top Key Figures Q4 2021



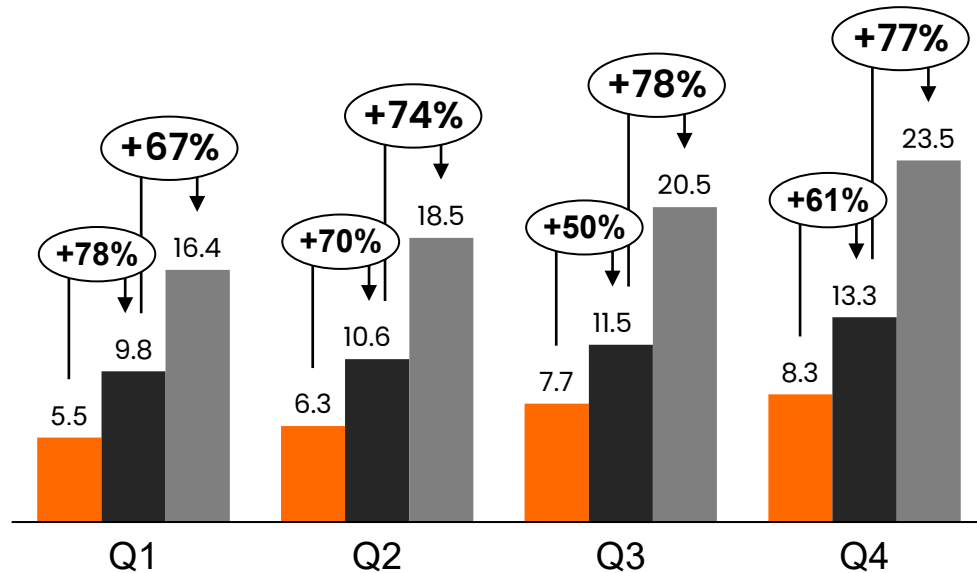
- Accelerated revenue growth in Q4 2021
- Continuous expansion of the share of recurring revenues



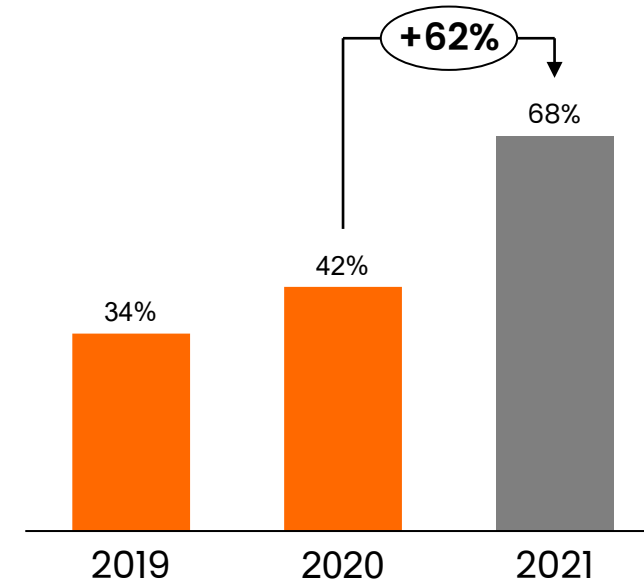
# Top Key Figures Q4 2021

Cloud ARR\*: Quarterly development in EUR mill.

2019 2020 2021



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



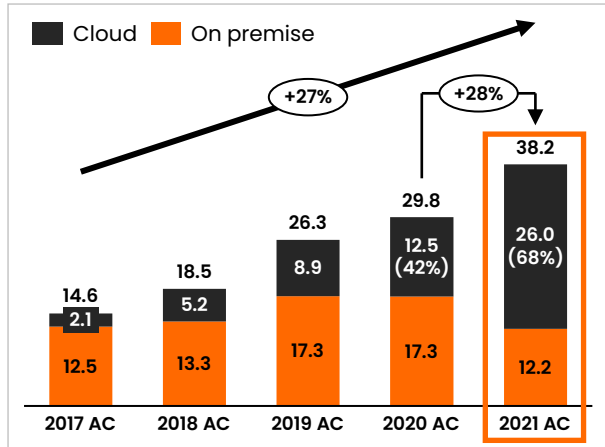
- The strong demand for our cloud solutions and software licenses and provides an excellent basis for further development of ATOSS
- Average initial cloud contract duration: 42 months
- Average Churnrate\*\*: ~1.3 percent

\*ARR (Annual Recurring Revenue) comprises the turnover generated by the company over the next 12 months on the basis of current monthly cloud usage fees applicable as of the qualifying date incl. Crewmeister; \*\*Churnrate: calculated as contract terminations divided by total ARR; \*\*\* Cloud Share of Software Order Intake expressed as normalized value of licenses in cloud and on prem orders

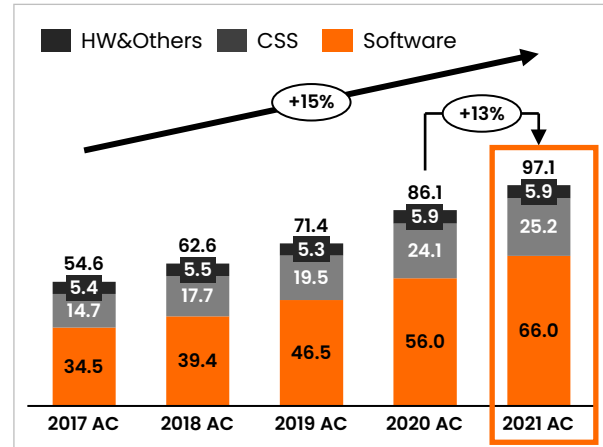
# Financial KPIs

## 16<sup>th</sup> record year in a row for ATOSS

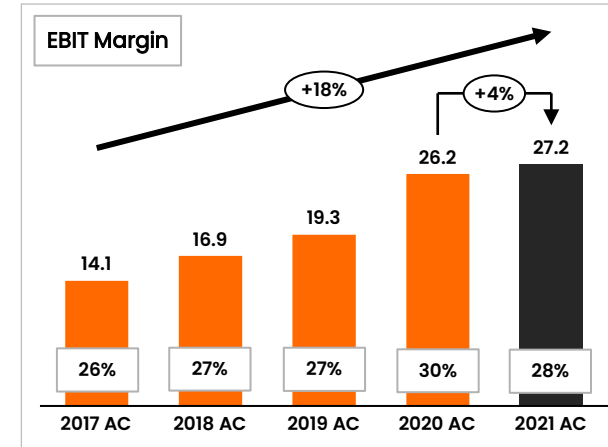
### Order intake



### Sales total



### EBIT

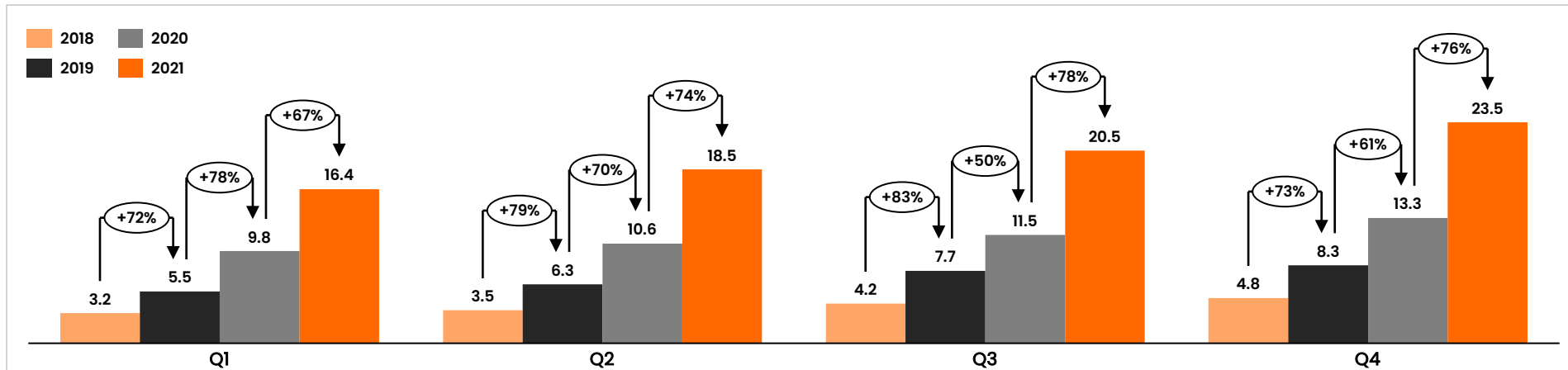


Mio EUR

### Highlights

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

### Cloud ARR\*: Quarterly development



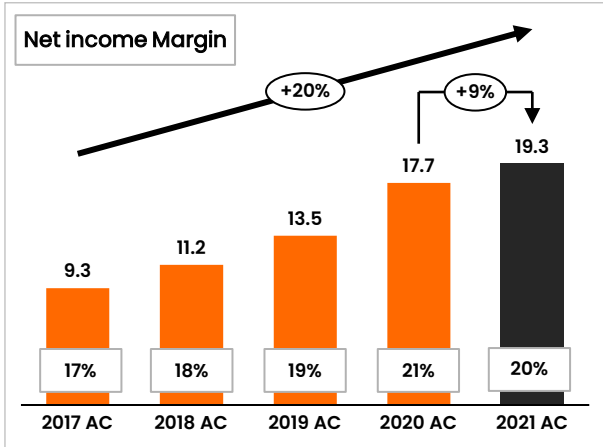
\*ARR (Annual Recurring Revenue) comprises the turnover generated by the company over the next 12 months on the basis of current monthly cloud usage fees applicable as of the qualifying date incl. Crewmeister; \*\*Churnrate: calculated as contract terminations divided by total ARR

# Financial KPIs

Financial strength excellent base for further growth

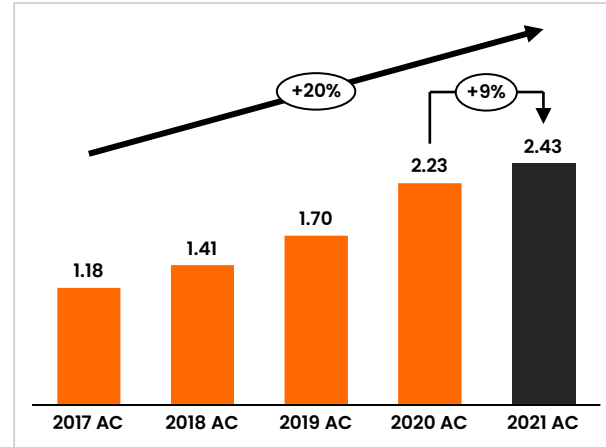
## Net Income

Mio EUR



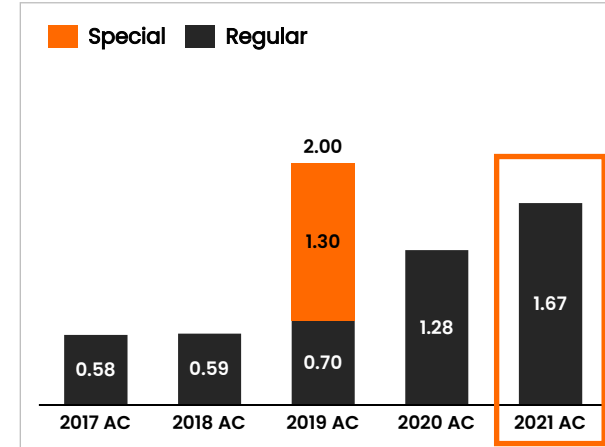
## EPS

EUR



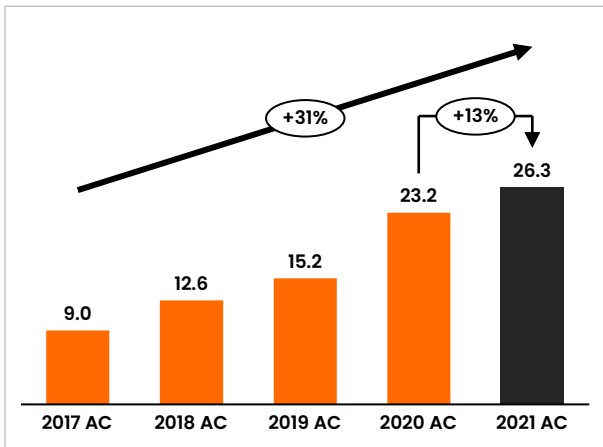
## Dividend per share

EUR



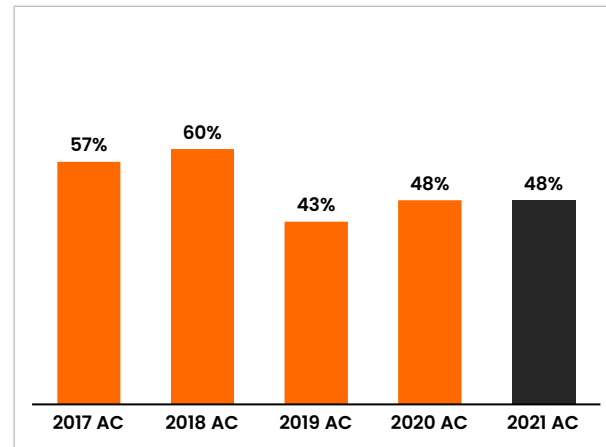
## Operational Cashflow

Mio EUR



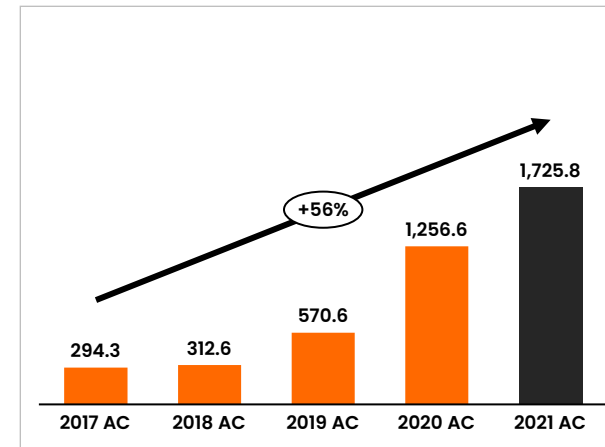
## Equity Ratio

%



## Market Capitalization

Mio EUR



## Highlights

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

# Growth Strategy

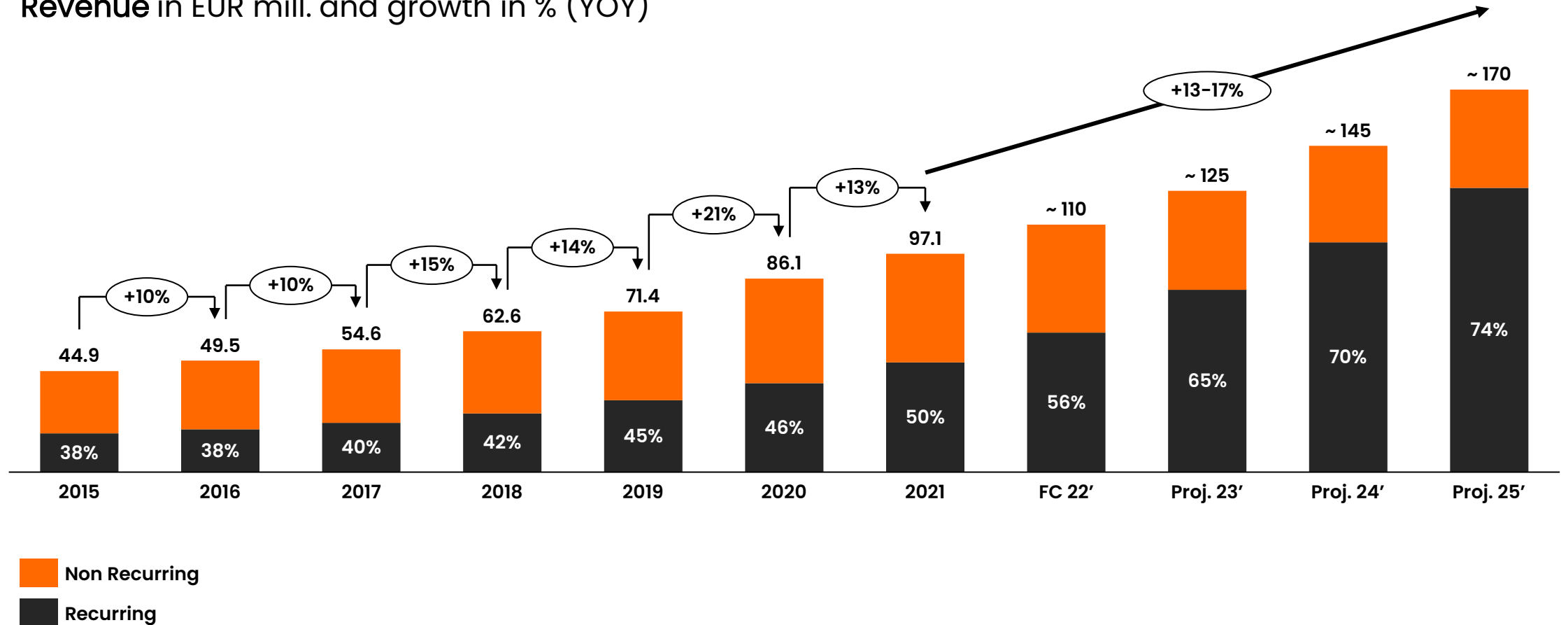
Digitec Galaxus | Retail

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# ATOSS Cloud Transformation

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

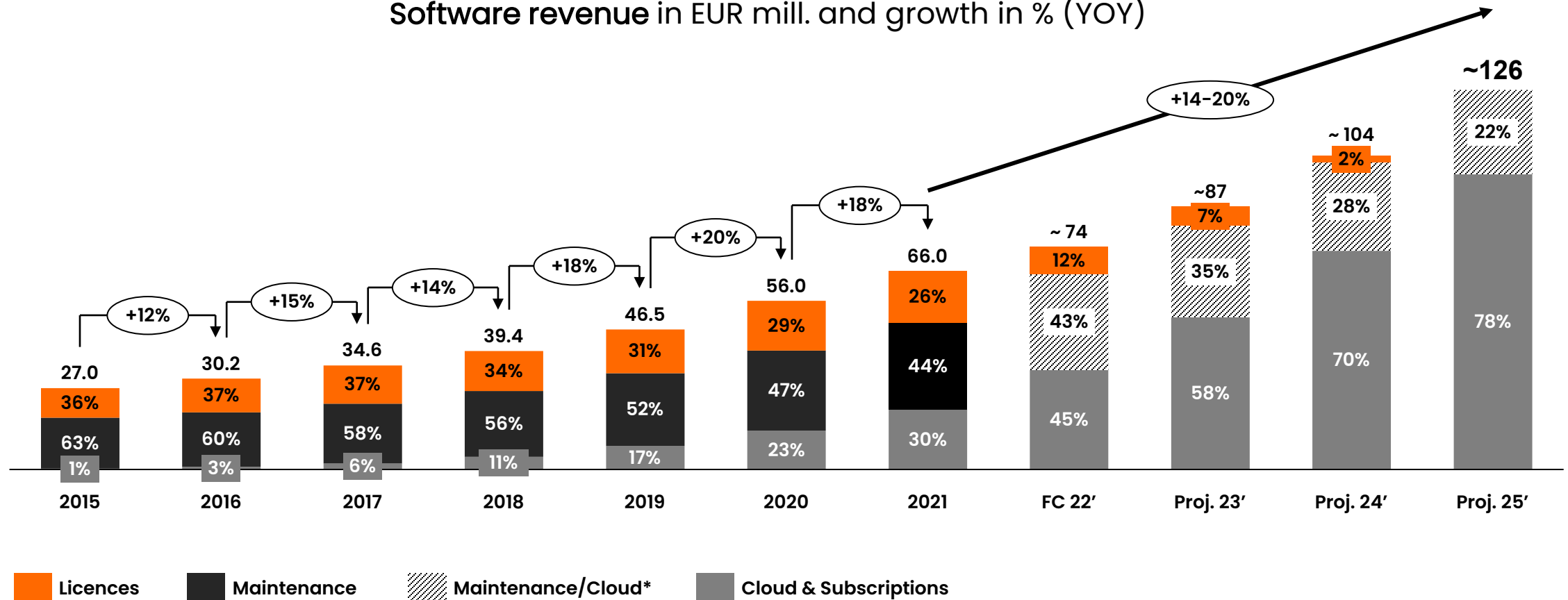
Revenue in EUR mill. and growth in % (YOY)



# ATOSS Cloud Transformation

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

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

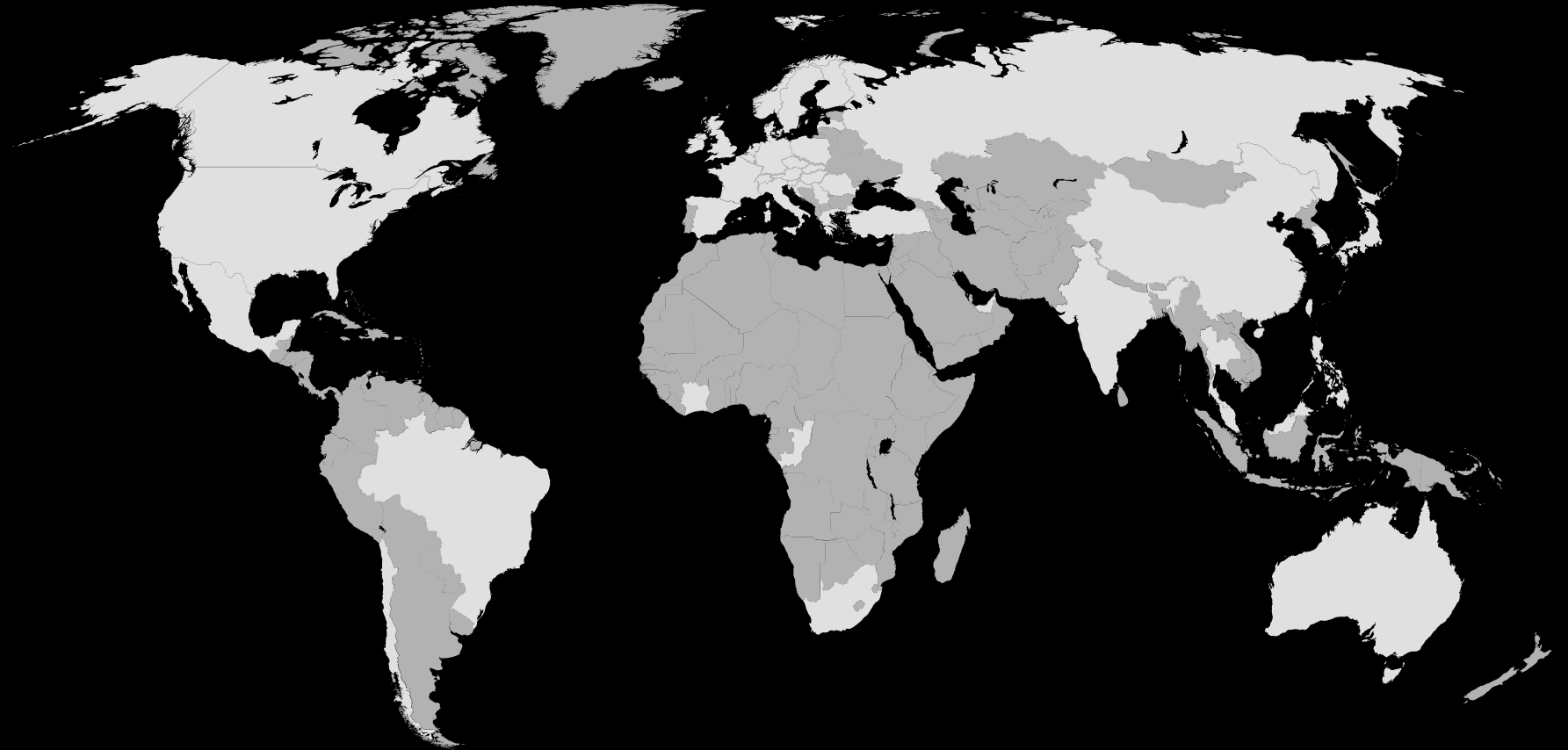


# ATOSS continuously expands international footprint to further develop service offerings for global customers

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

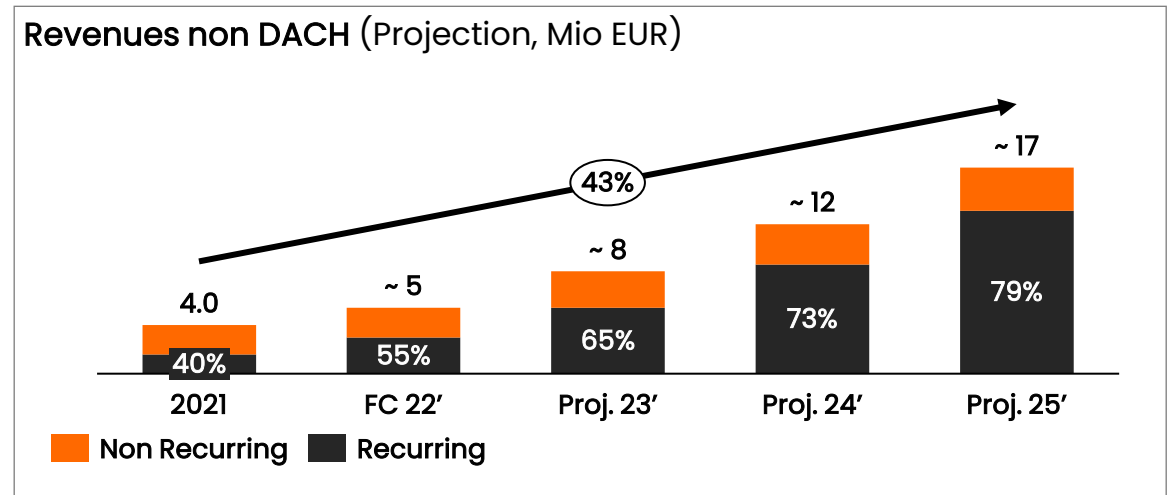
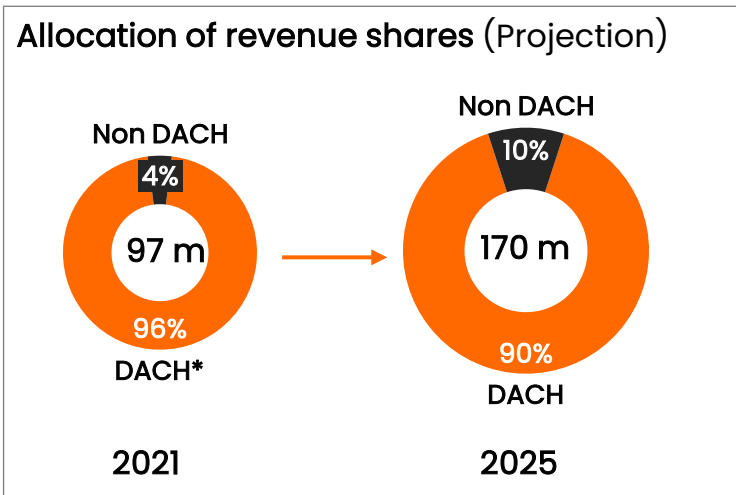
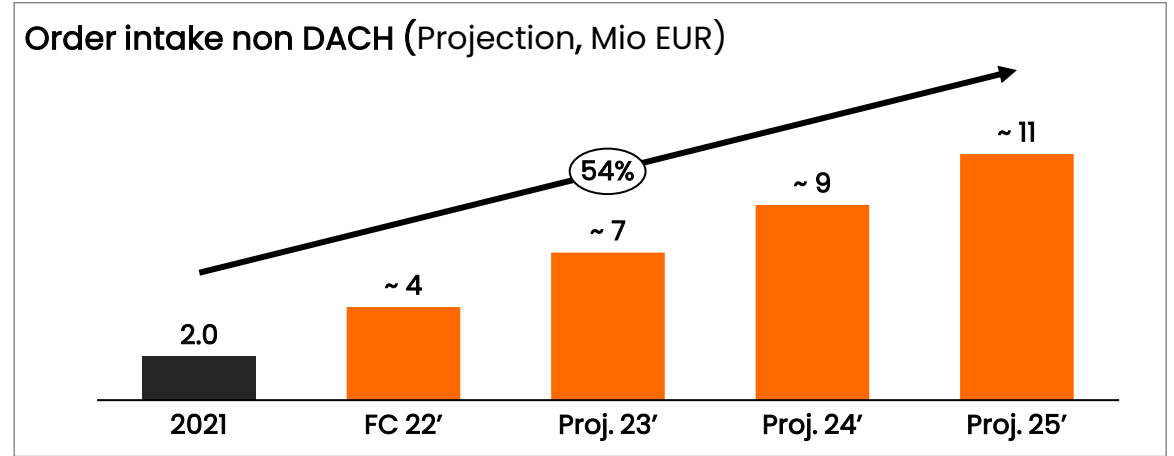
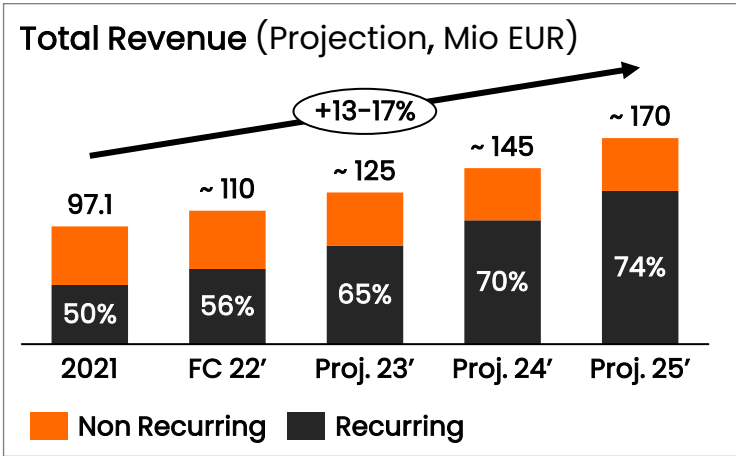
ATOSS Solutions currently in 50+ countries  
(multilingual solutions, 11 software languages)

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



# ATOSS Internationalization

Supporting overall growth strategy with expansion in non DACH countries



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



# ATOSS – Growth Projections 2022 – 2025

## Strong Growth and Margins while building Recurring Revenue

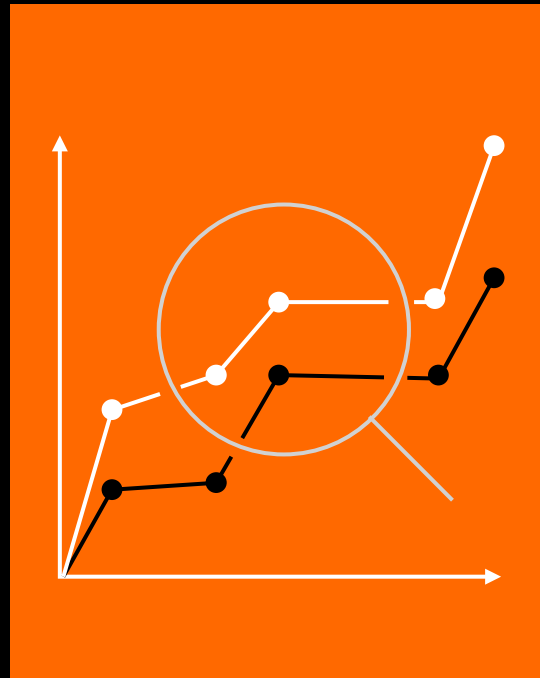
### Guidance 2022

Total Revenue

**110 EUR Mill.**

EBIT Margin

**>25%**



### Projections 2022 – 2025

Total Revenue Growth

p.a. **13–17%**

Increasing Share of  
Recurring Revenue  
from

**>50 to 75%**

Software Revenue  
Growth

p.a. **14–20%**

EBIT Margin from

**25–30%**

**Thank You for Your Attention!**

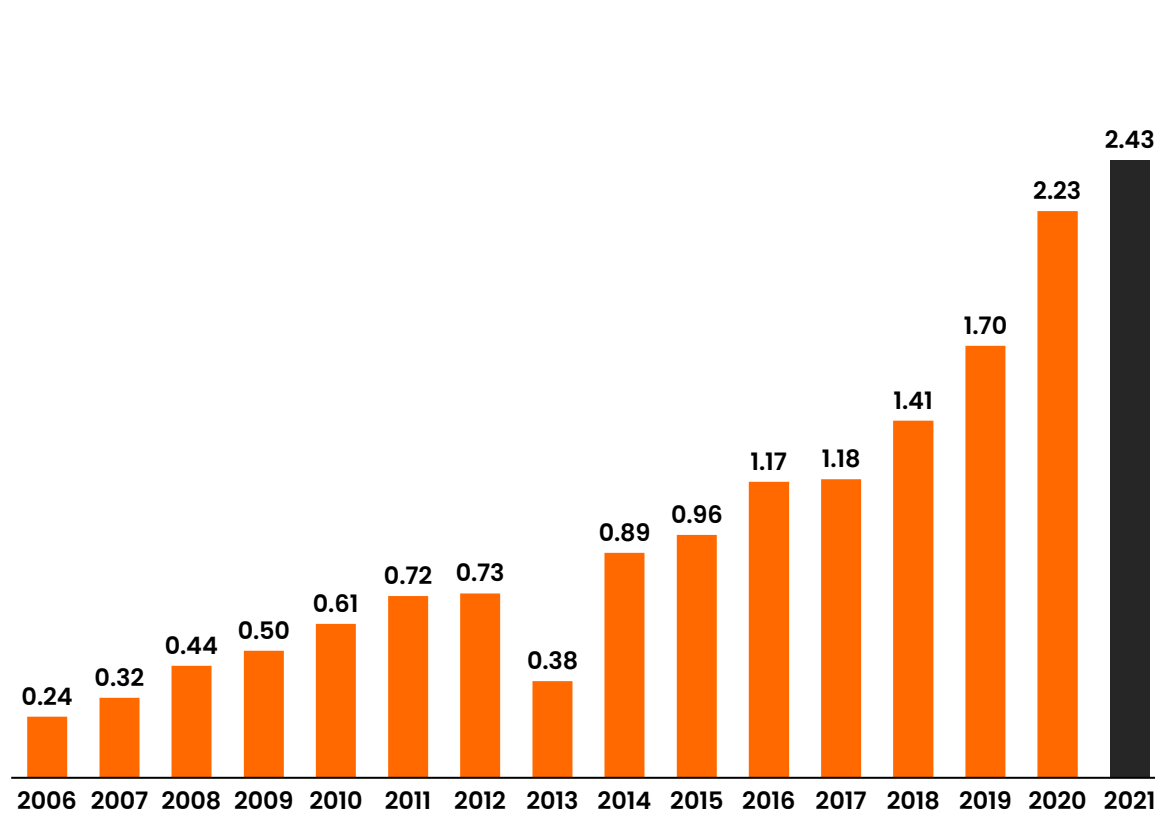


# Attachments

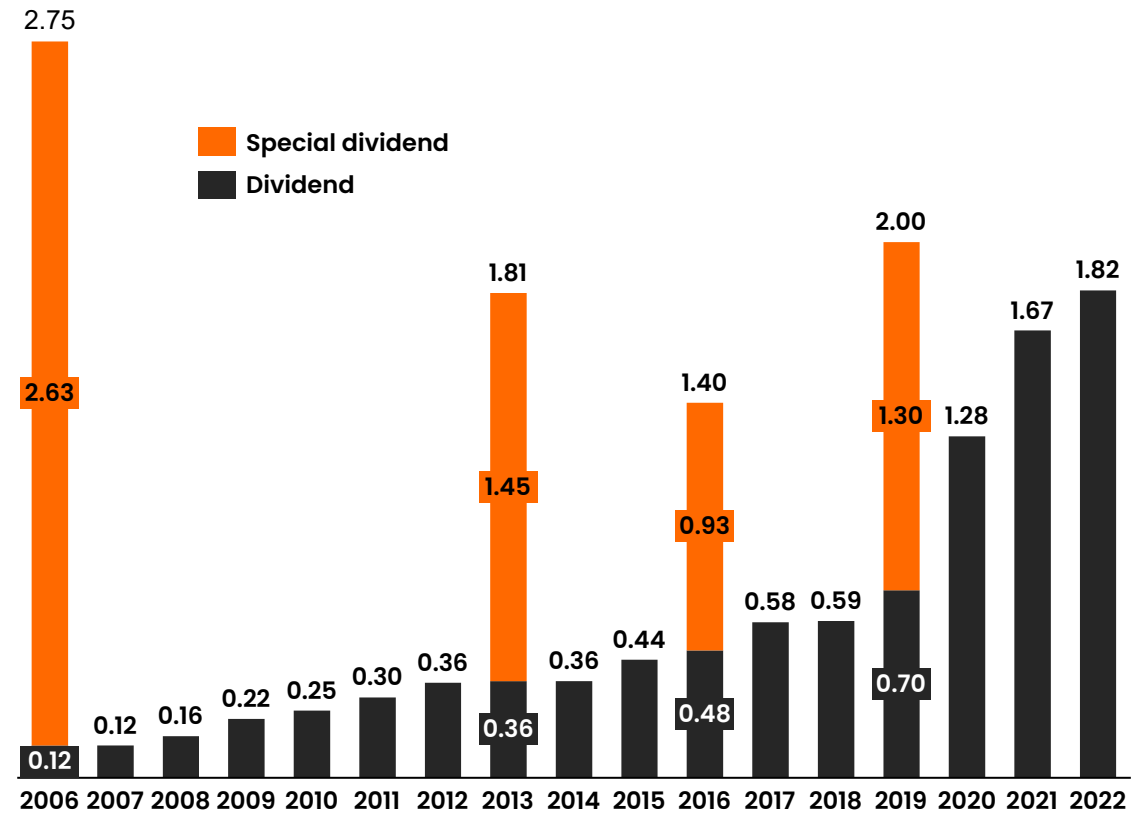
# The ATOSS Share

## Dividend Policy

EPS\* per 31. December in EUR



Dividend\* in EUR

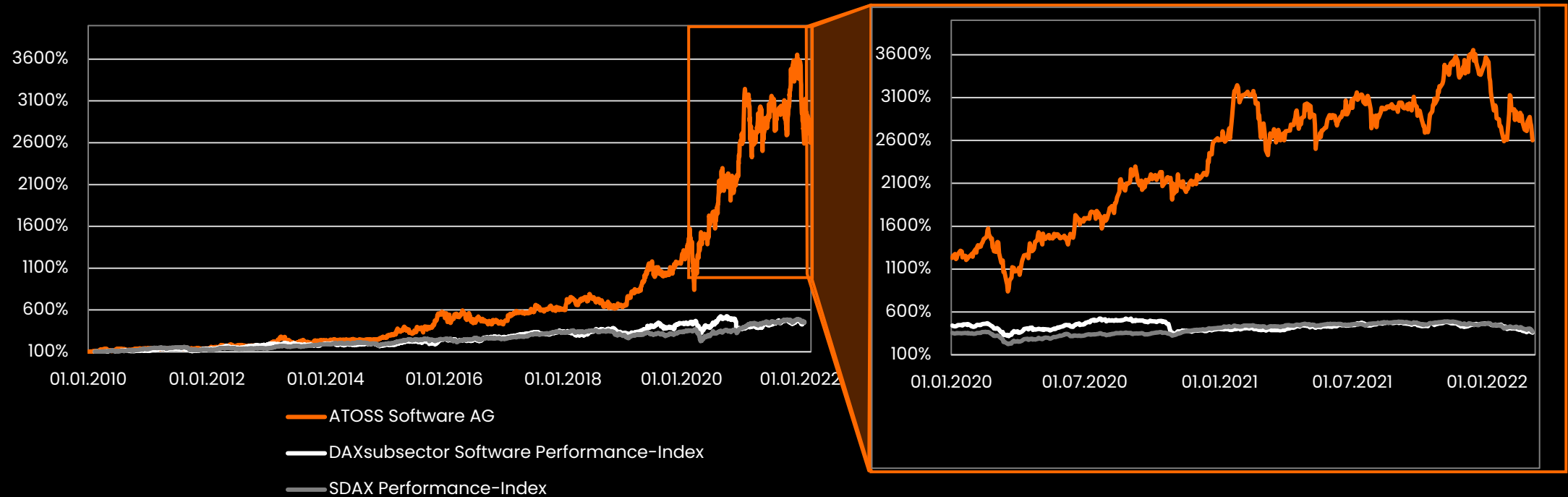


ATOSS stays true to its dividend policy with continuity to the previous year

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

# The ATOSS Share

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

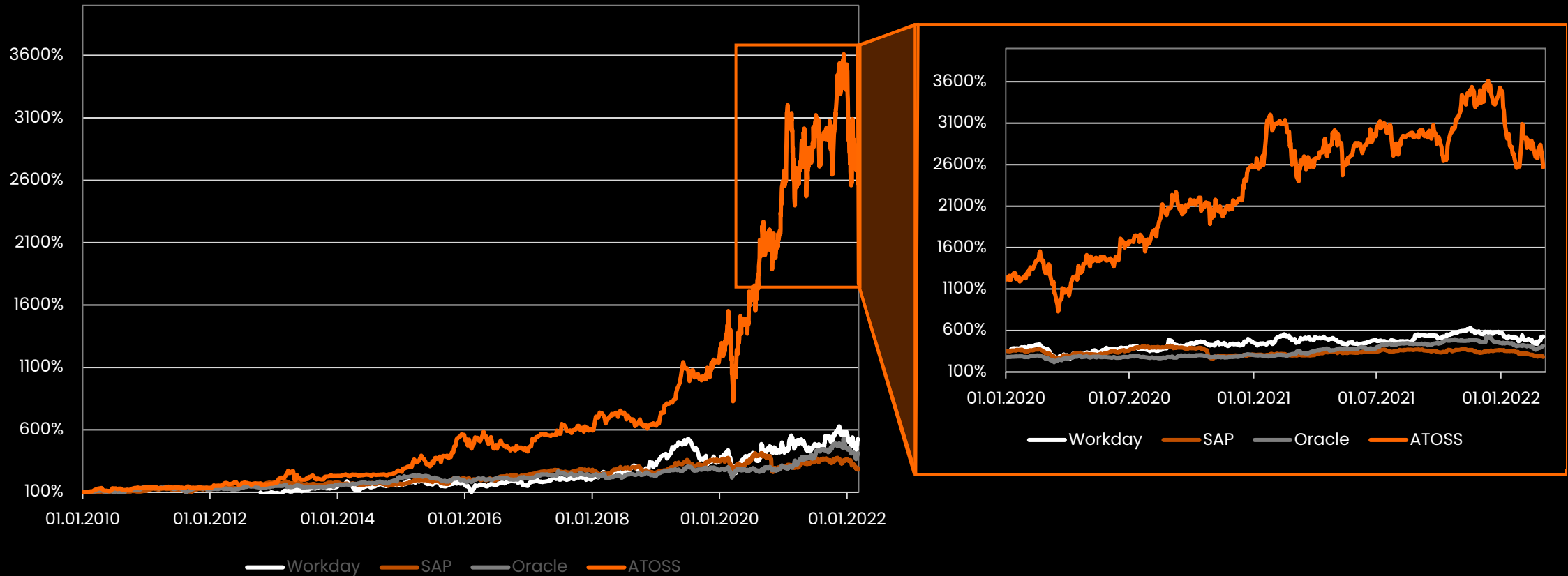


- 01/01/2010 – 03/07/2022: ATOSS share grows by 2,501%\* while the DAXsubsector Software Performance Index gains 259%
- Sustained increase of shareholder assets
- The ATOSS share offers additional upside due its dividend policy

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

# The ATOSS Share

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



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

# Corporate Social Responsibility @ ATOSS

## Fields of sustainable activities

### Responsibility as integral aspect of our corporate culture and business processes

#### Integrity and compliance

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

#### Customer and society

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

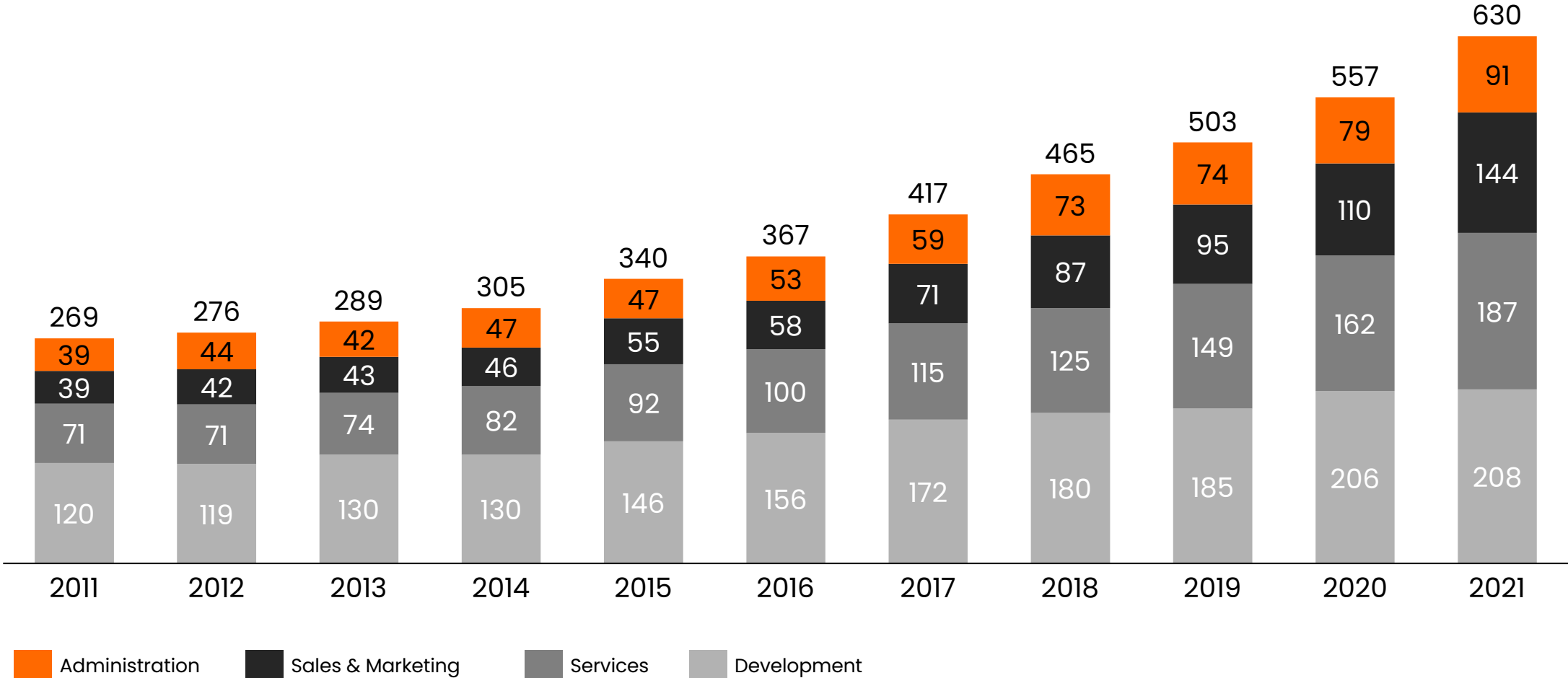
#### Environment

- Energy & CO2 reduction
- Conservation of resources

#### Employee

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

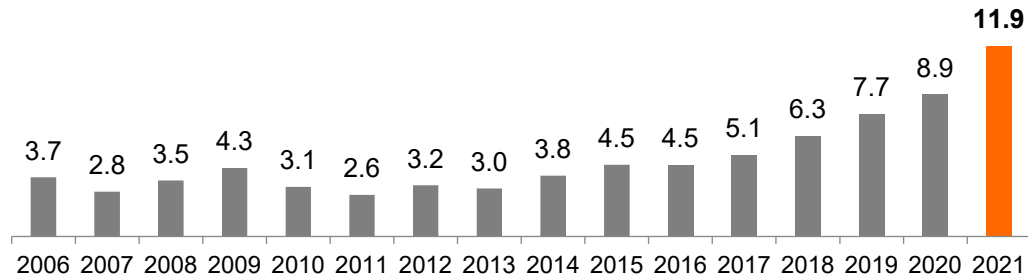
# Continuous Expansion of Personnel Capacities



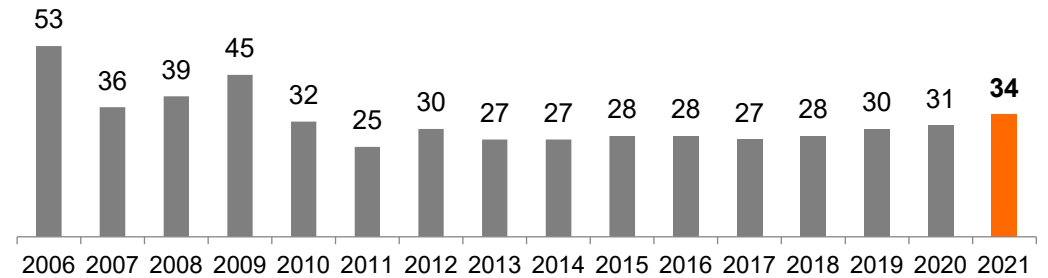


# Benchmark for Customer Satisfaction and Stability

Receivables  
in EUR mill.



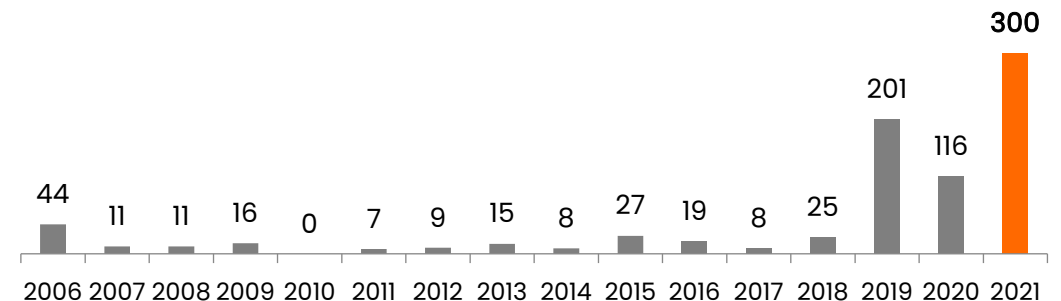
Collection period  
in days\*



Low volume of receivables and short collection periods reflect good customer relations and well structured business processes.

The extremely low value adjustments are additional, impressive proof of the sound and reliable business model.

Value adjustments in kEUR

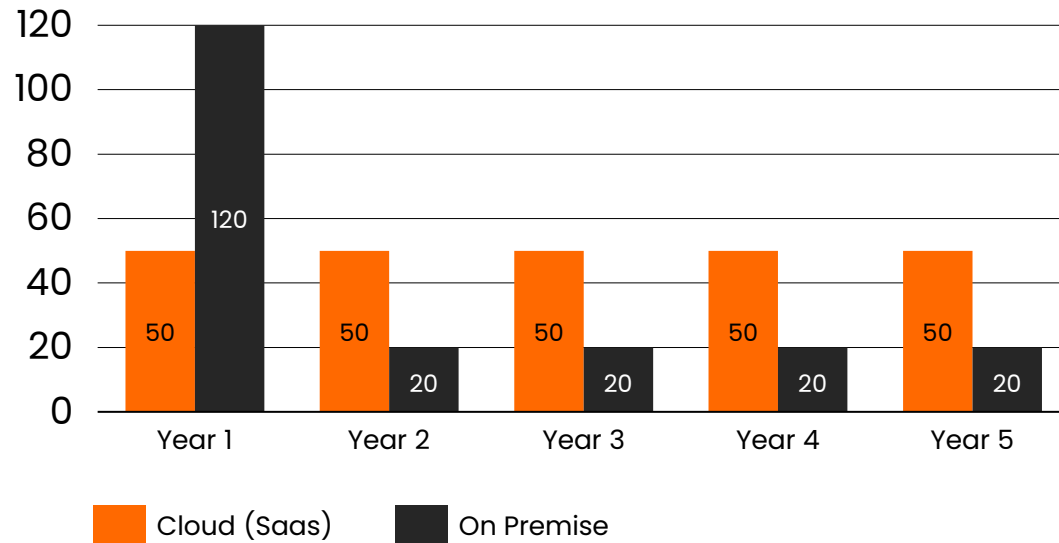


\* Collection period = (average net receivables x 365)/revenues

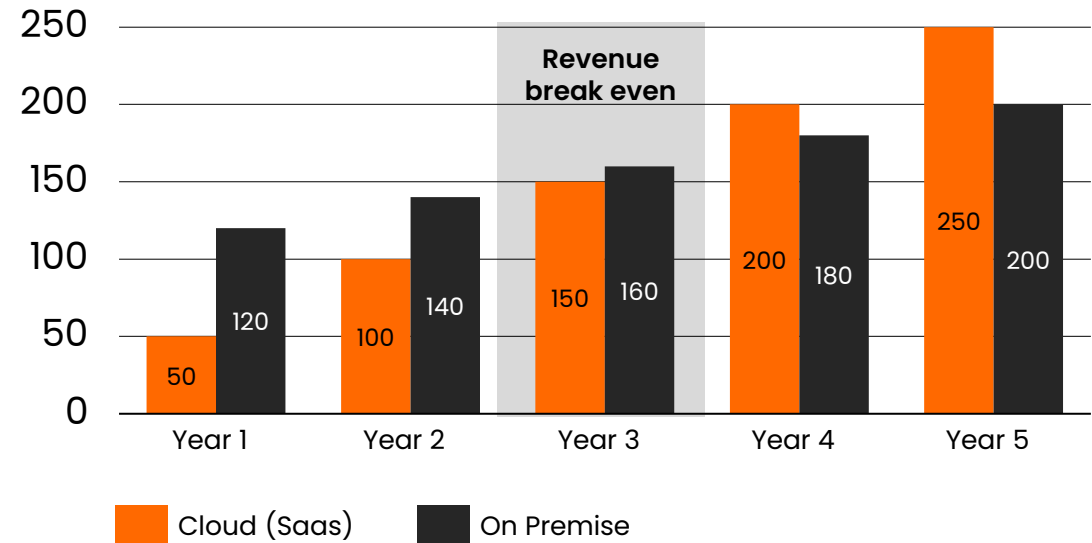
# On Premise vs. Cloud Model

## Revenue/Payment scheme

Cloud vs. On Premise

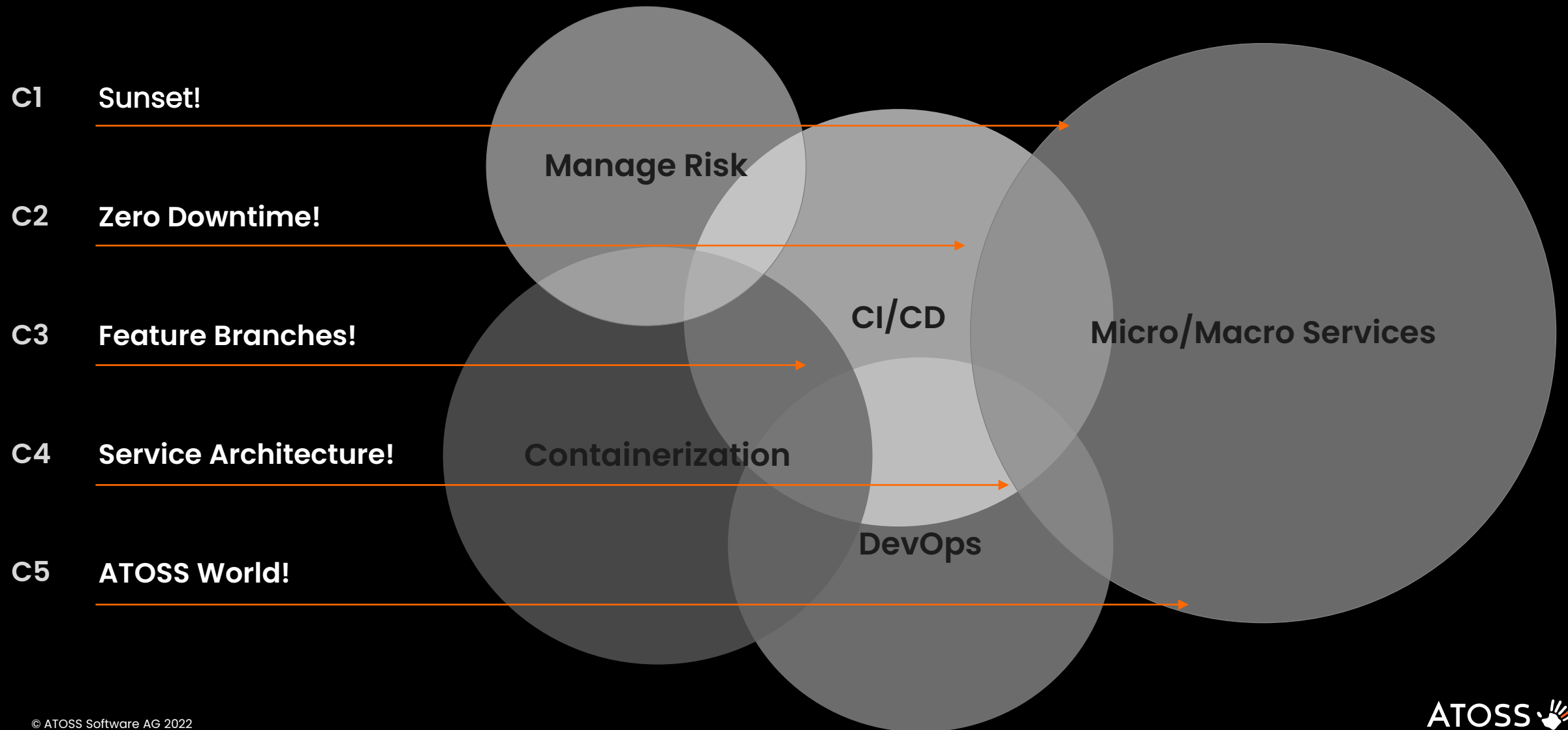


Cloud vs. On Premise (accumulated)



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

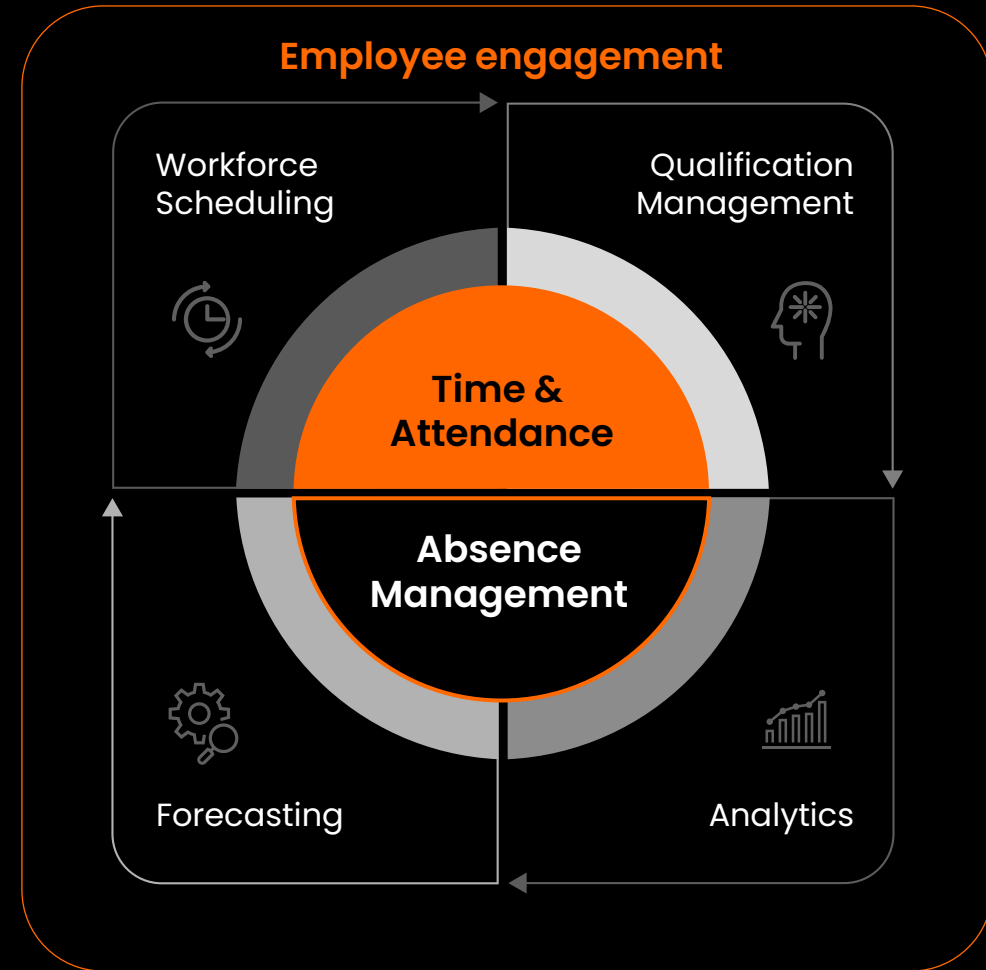
# Cloud Transformation – Technical Approach



# Workforce Management in a Nutshell

## Efficiency via Highly Flexible Staff Deployment

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



# Comprehensive Workforce Management

## 6 steps for success



Flexibilisation of working time 

# Effects generated from ATOSS Projects

## Cross-industry

**-15%**

Personnel costs with the same number of staff

**-22%**

Balance-sheet provisions

**-60%**

Residual leave

**-70%**

Planning input

**-82%**

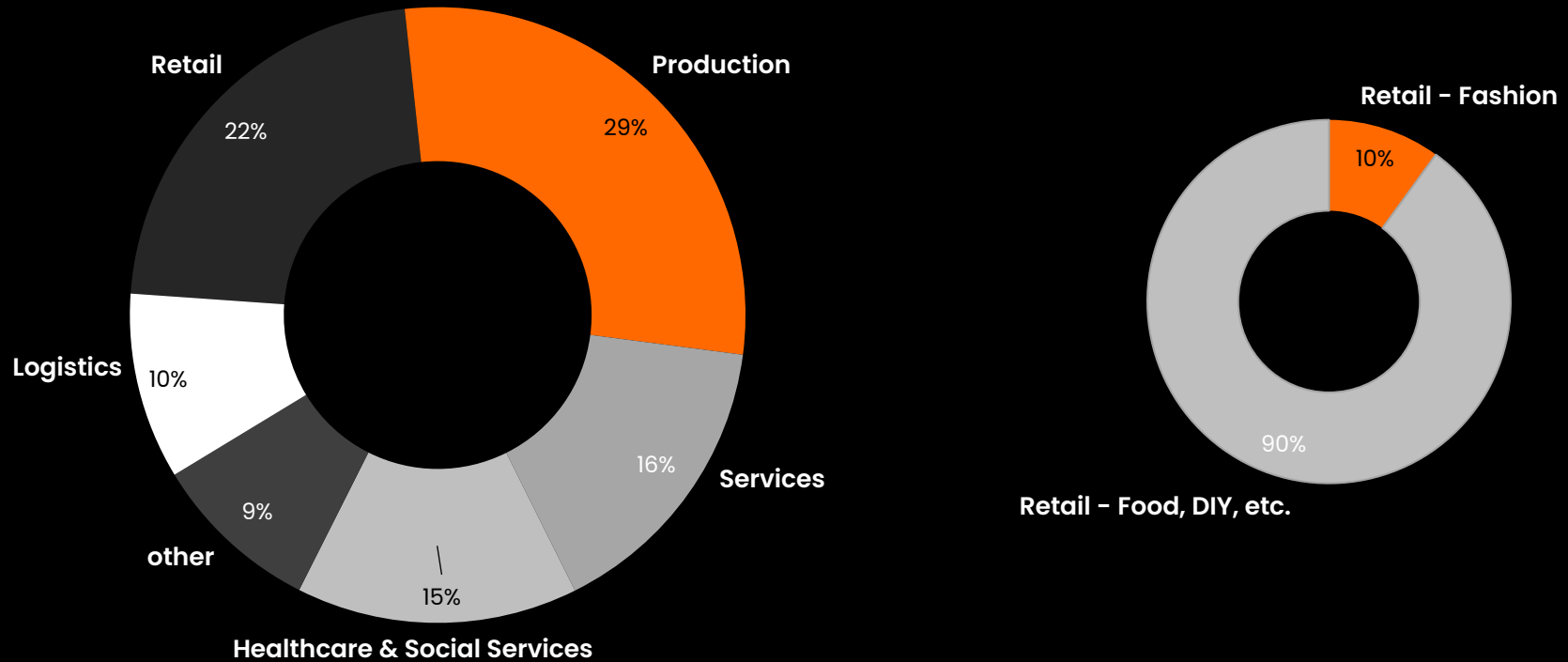
Overtime

**+5%**

Conversion rate

**+11%** Revenue

# ATOSS Sales by Segment\*



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

\* FY 2021

# ATOSS Full Range Strategy

## Crewmeister continues successful development



### Highlights

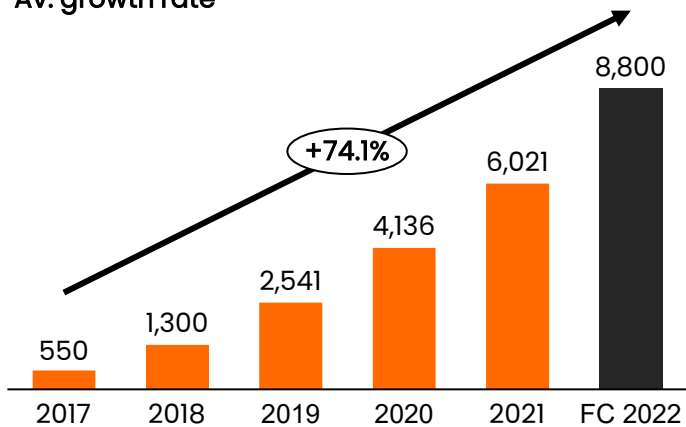
- Increase in customers in 2021 by 46%
- New product features developed
- High customer satisfaction

### Key metrics

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

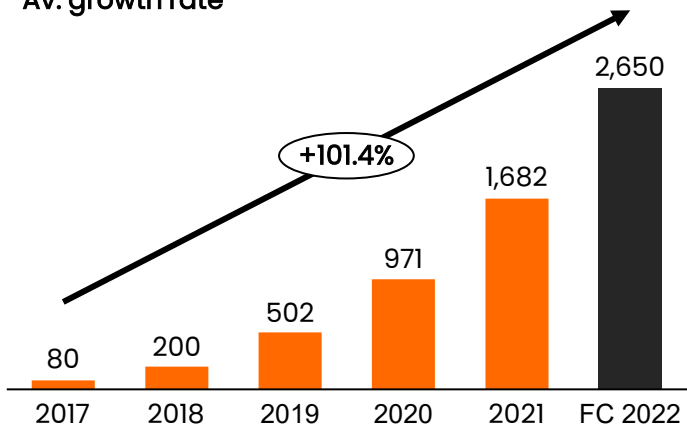
### Customer Development

Av. growth rate



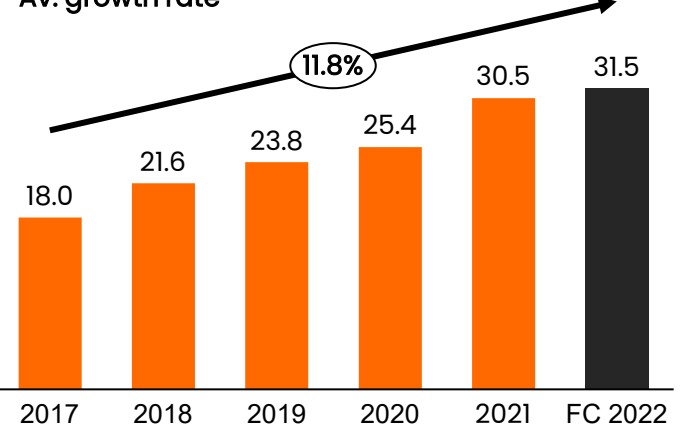
### Sales Development (TEUR)

Av. growth rate



### Sales/ Customer Ratio (EUR)

Av. growth rate



\* **CAC** (Customer acquisition cost) (12/2021): cost of resources for the business in order to acquire a new customer. Customer acquisition cost involves sales and marketing costs.  
 \*\* **CLTV** (Customer lifetime value) (12/2021): estimate of all the future gross profits to be accumulated from a relationship with a given customers  
 \*\*\* **Churnrate** (12/2021): Ratio, in the current year (12 month avg.), of customer terminations (number) and the total number of customers (number) with an existing contract at the end of the year/month



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