

Excellence in Workforce Management

ATOSS Software SE



ATOSS – Leading in the field of Workforce Management

Highlights at a glance

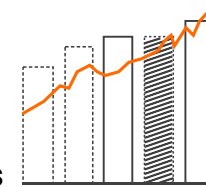
Enterprise
~ 1,200
Customers*

SMB
~ 2,000
Customers*

**Small
Businesses**
~ 12,300
Customers*

~ 12,700
Cloud customers*

SDAX
07/2021
High visibility as
stock corporation



TecDAX
05/2023

Customers in
50
countries worldwide,
including 31 in
Europe



>30
years
Market
Experience

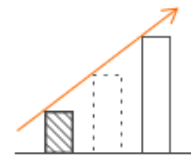
**ATOSS is first mover and
innovator in the field of
workforce management**

Innovator
in the field of
workforce management
16%
Invest in R&D

770+
Employees

>4 million
Employees integrated
in ATOSS solutions

**Double-digit
revenue
growth**
(YoY since FY 2014)



123%
Net retention
rate***

2%
Churn rate
Cloud**

34%
EBIT
margin

As of 12/31/2023; * subscriptions & maintenance customers; ** ARR churn w/o Cremweister; *** w/o Crewmeister

01 Market for Workforce Management & Business Model

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

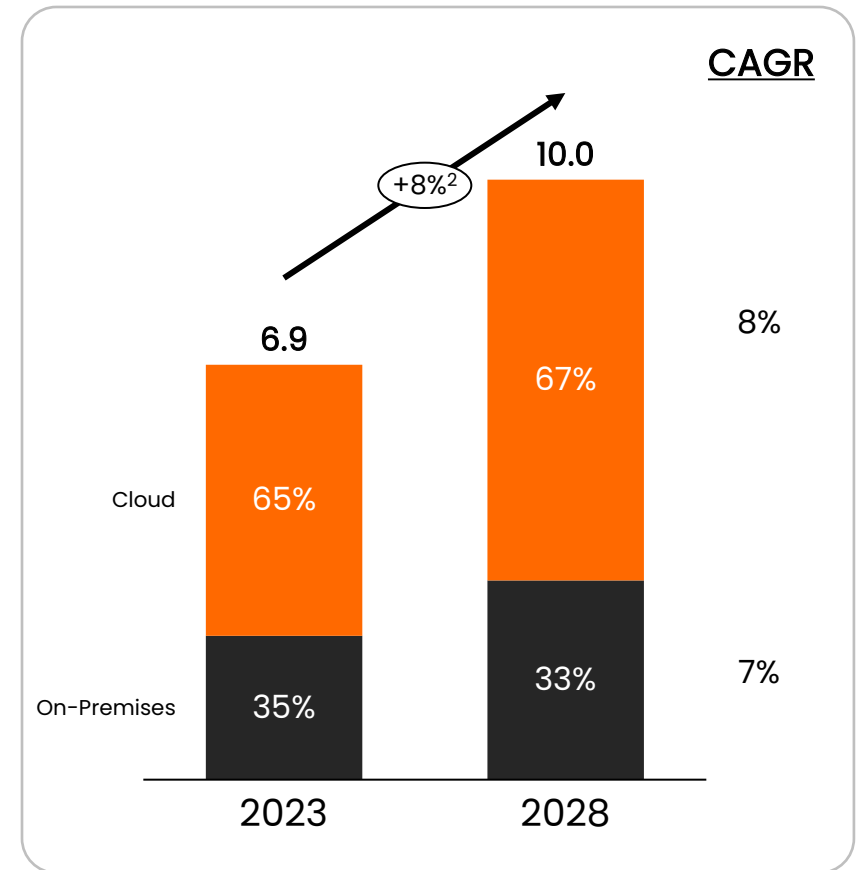


Scarcity of resources and **skilled staff**

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

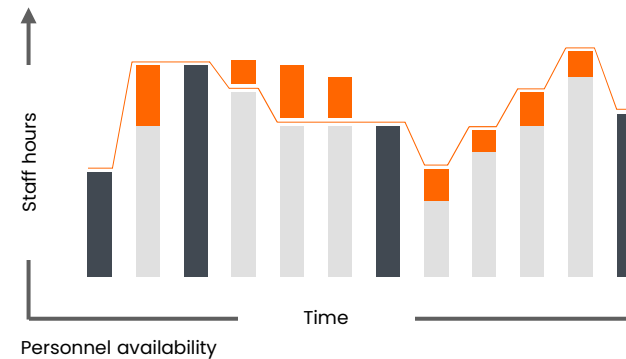
...at the right cost

...at full compliance

Current situation

Fluctuation in demand
Little flexibility and long response times

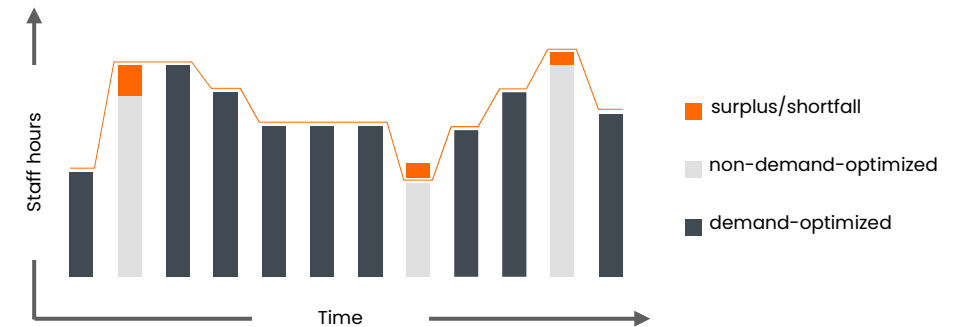
OPTIMIZATION POTENTIAL



Goal

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

AFTER OPTIMIZATION



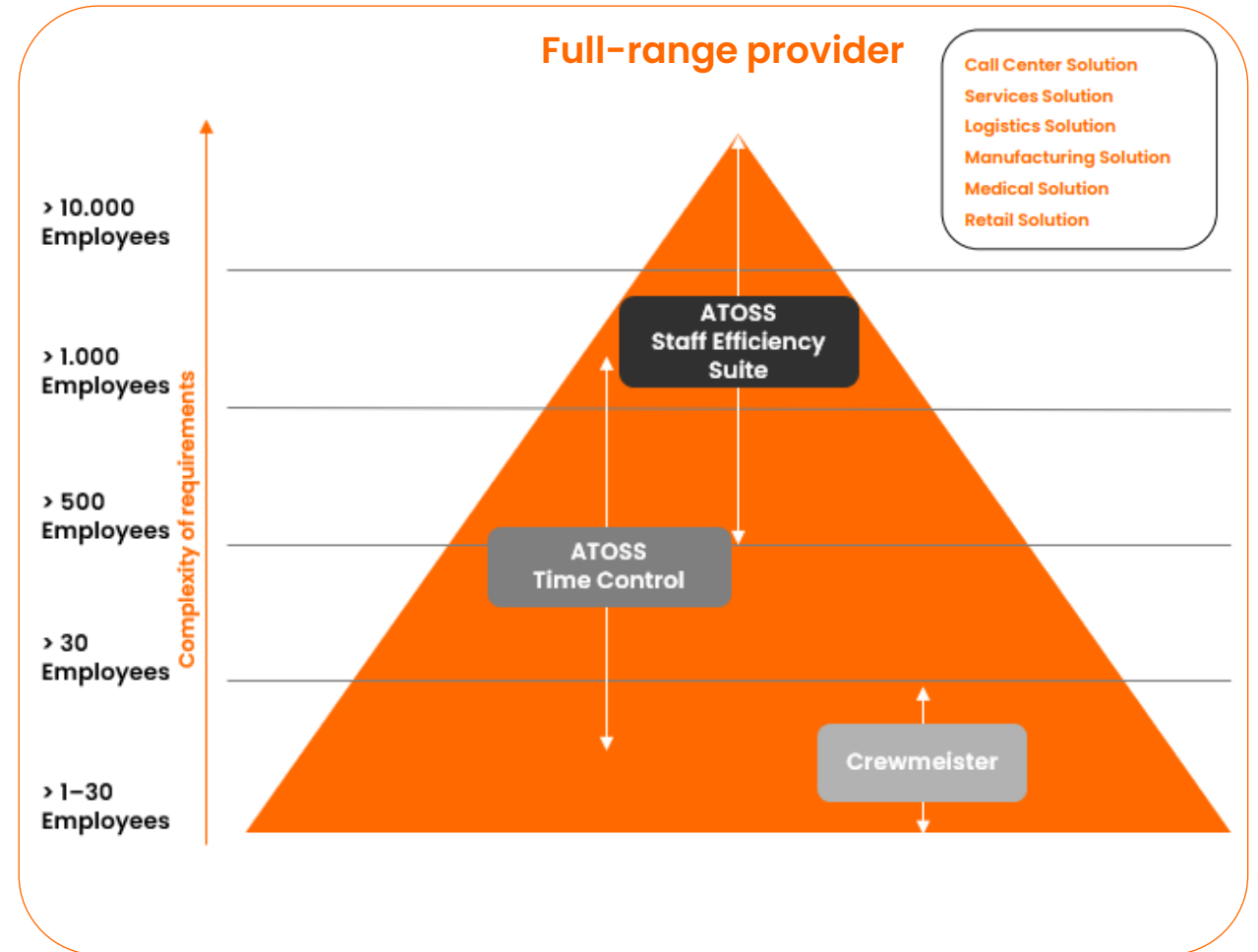
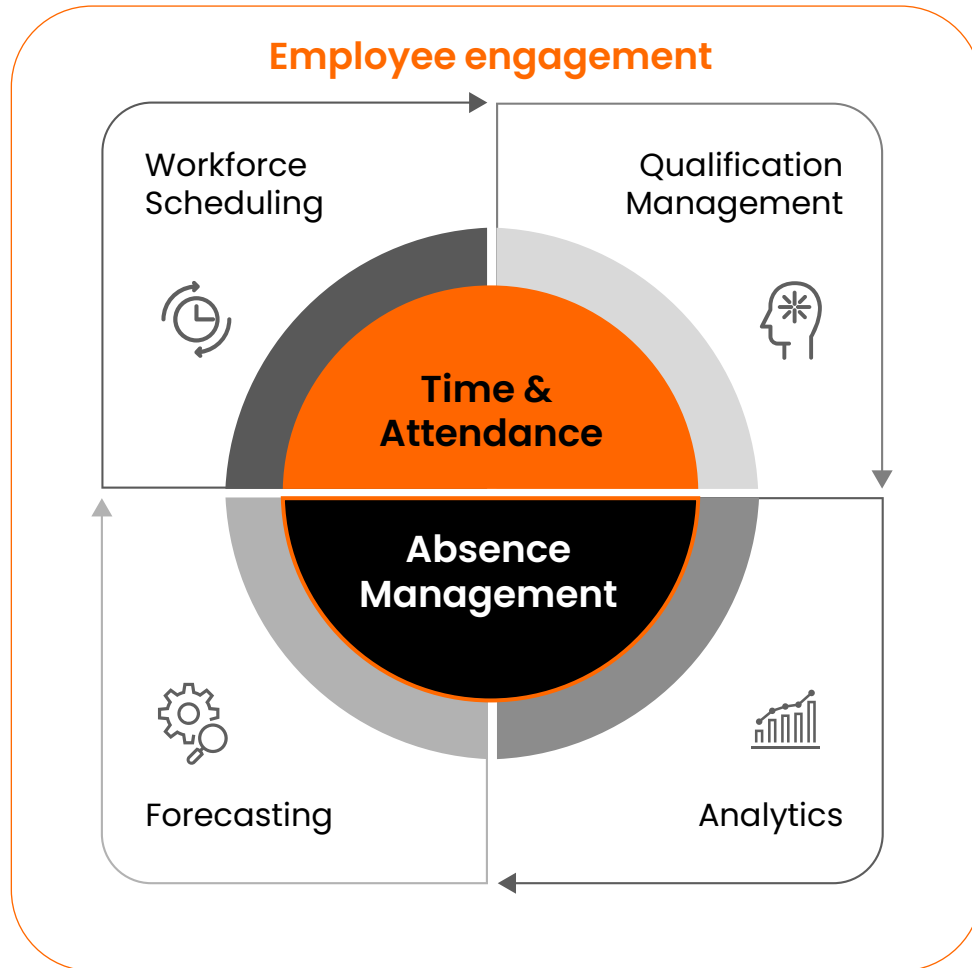
Exemplary:

Effects generated from ATOSS Projects – Cross-industry (figures per Year)



Workforce Management in a Nutshell

Efficiency via Highly Flexible Staff Deployment

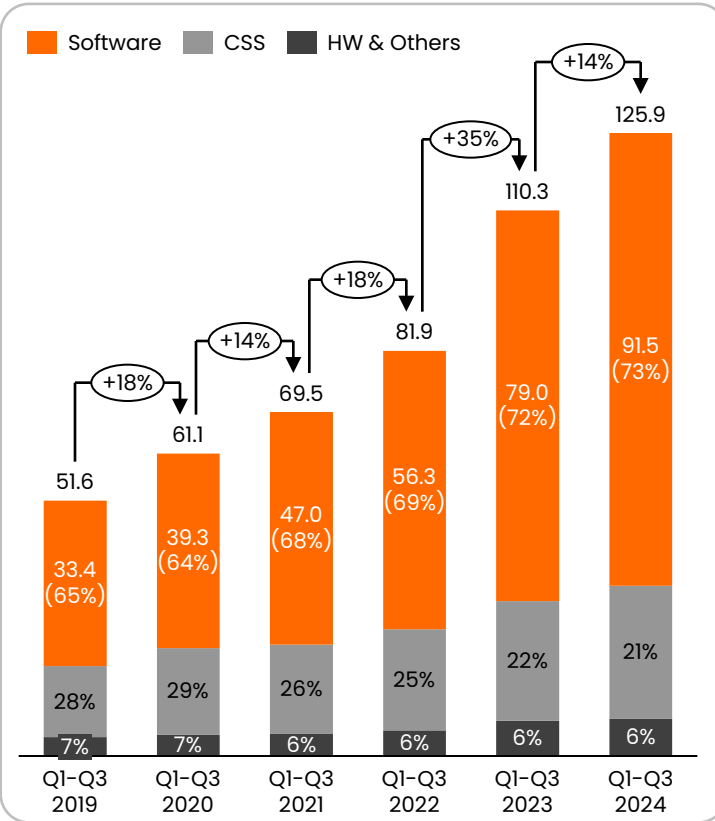


02 Financials & KPI's – Q3 2024

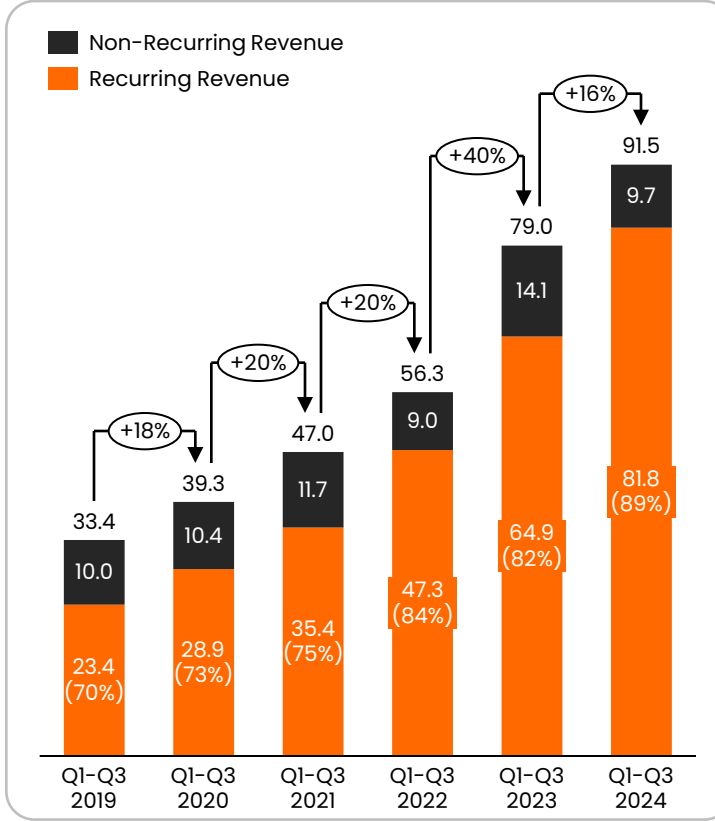
Top Key Figures

Revenue Q1-Q3 2024

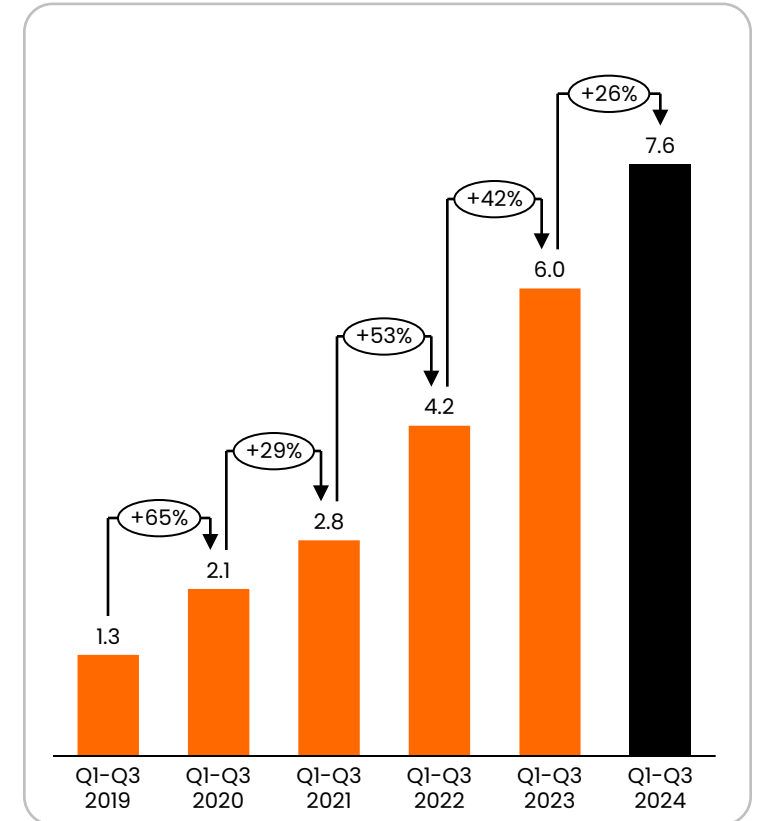
Total Revenue in EUR mill.



Software Revenue in EUR mill.



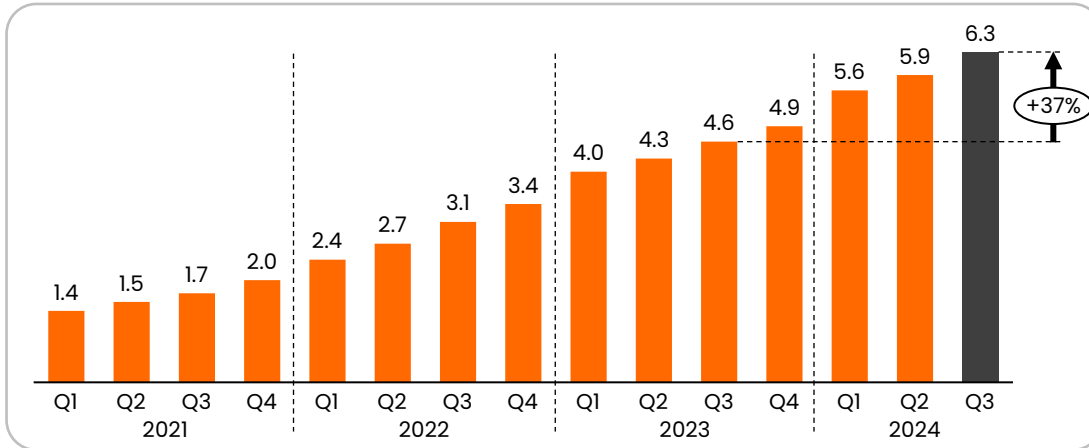
Non-DACH Revenue in EUR mill.



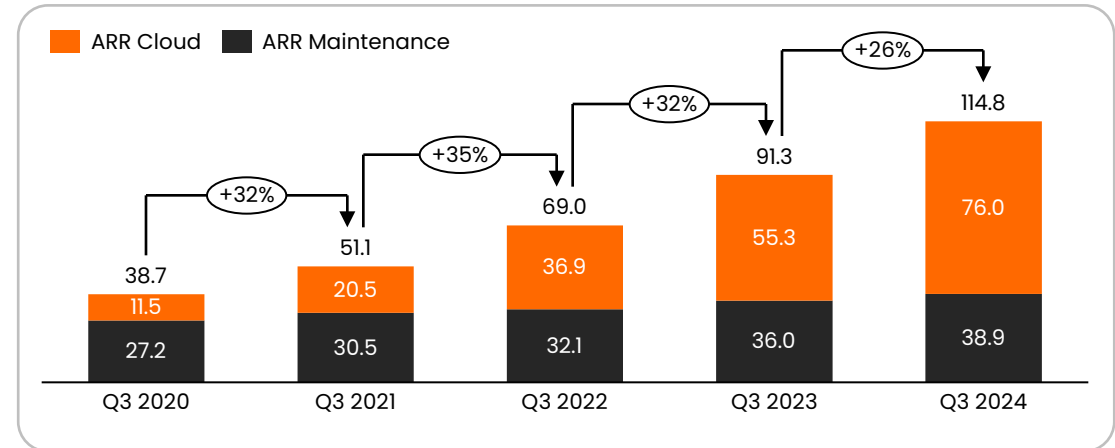
Cloud MRR & ARR (Cloud + Maintenance) Development

Q1-Q3 2024

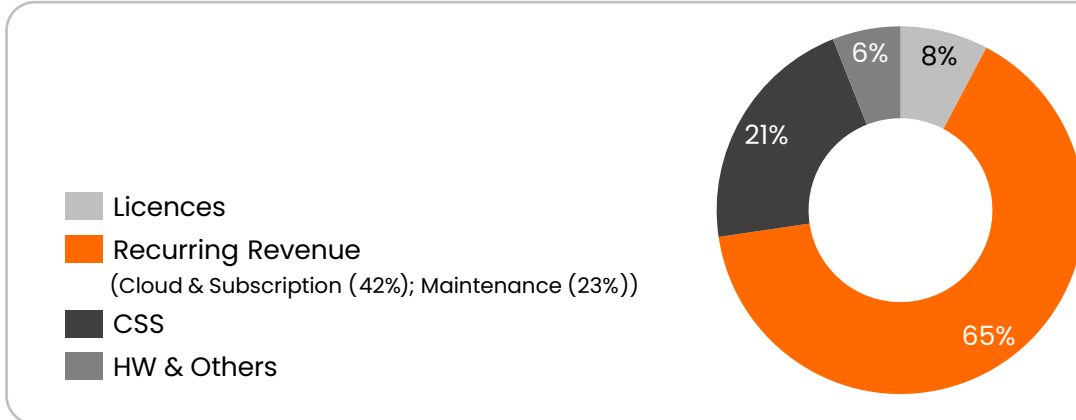
Cloud MRR: Quarterly development in EUR mill.



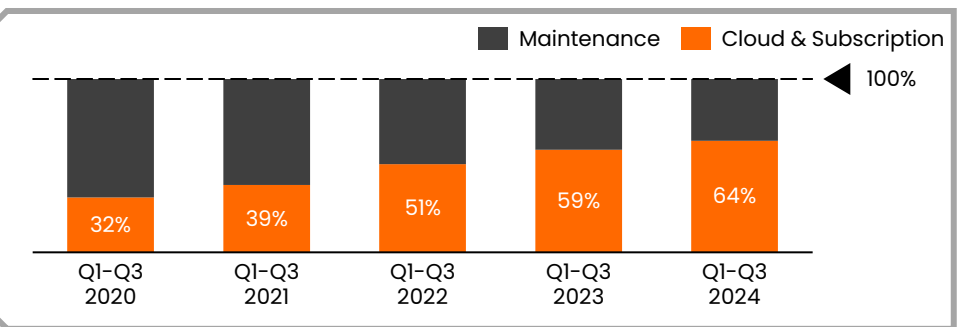
ARR Total (Cloud + Maintenance) in EUR mill.



Share of Cloud & Subscription in Recurring Revenue in %



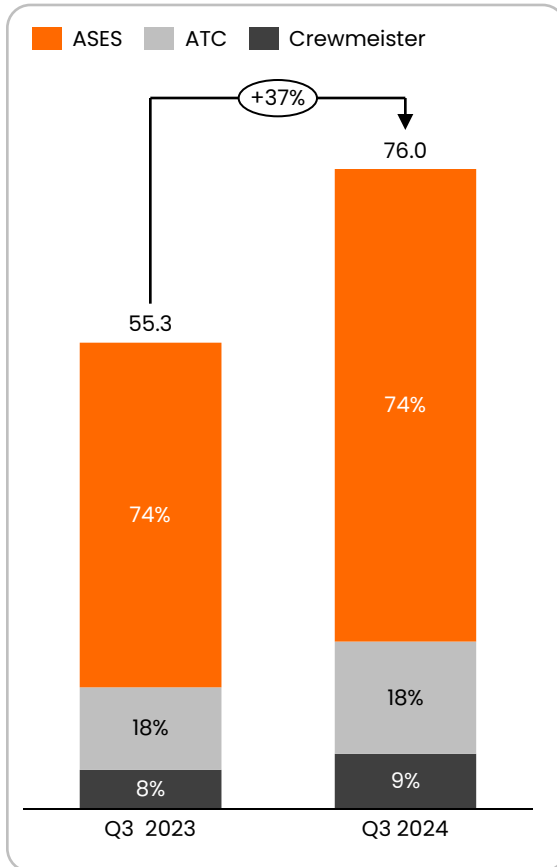
Increasing Share of Cloud & Subscription in Recurring Revenue



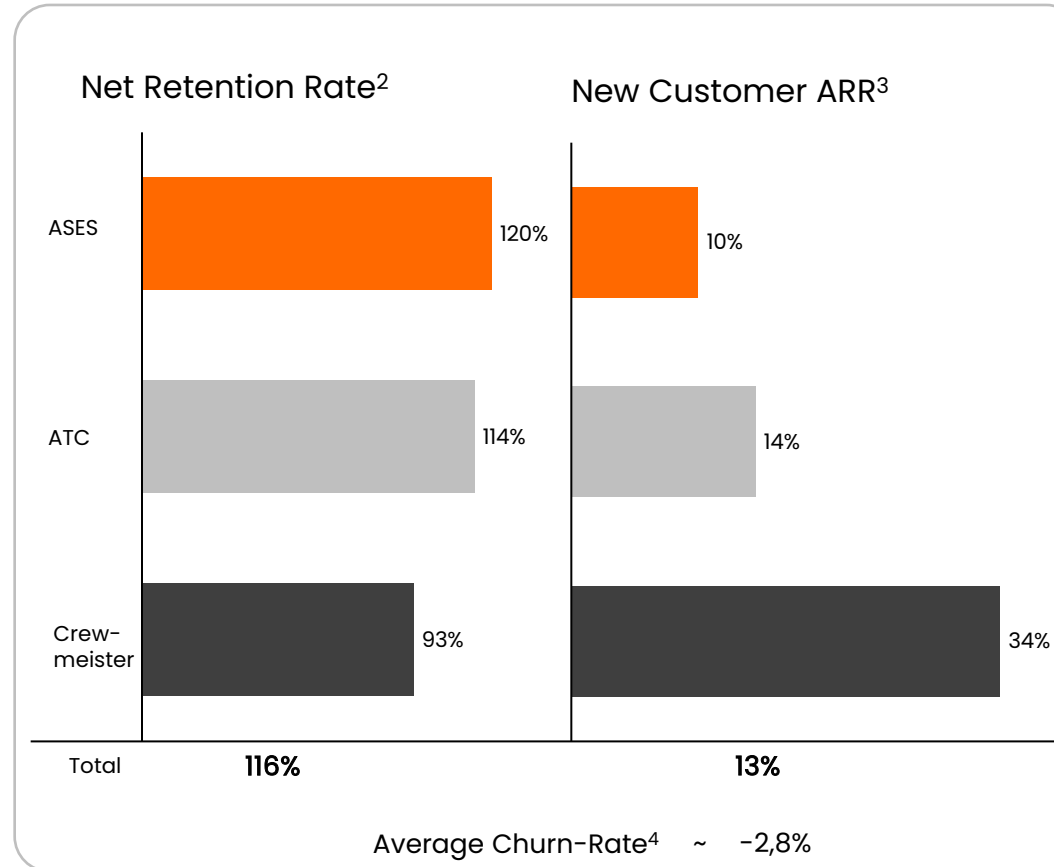
ATOSS Cloud development by products

Q3 2024

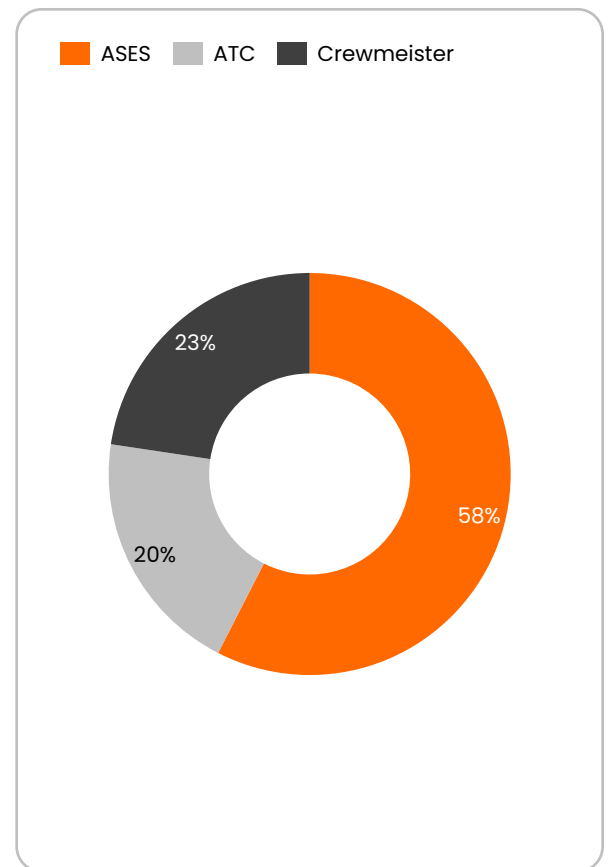
Cloud ARR¹
in EUR mill.



Cloud KPIs
in %



New customer ARR⁵
by product, in %



¹ARR (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

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

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

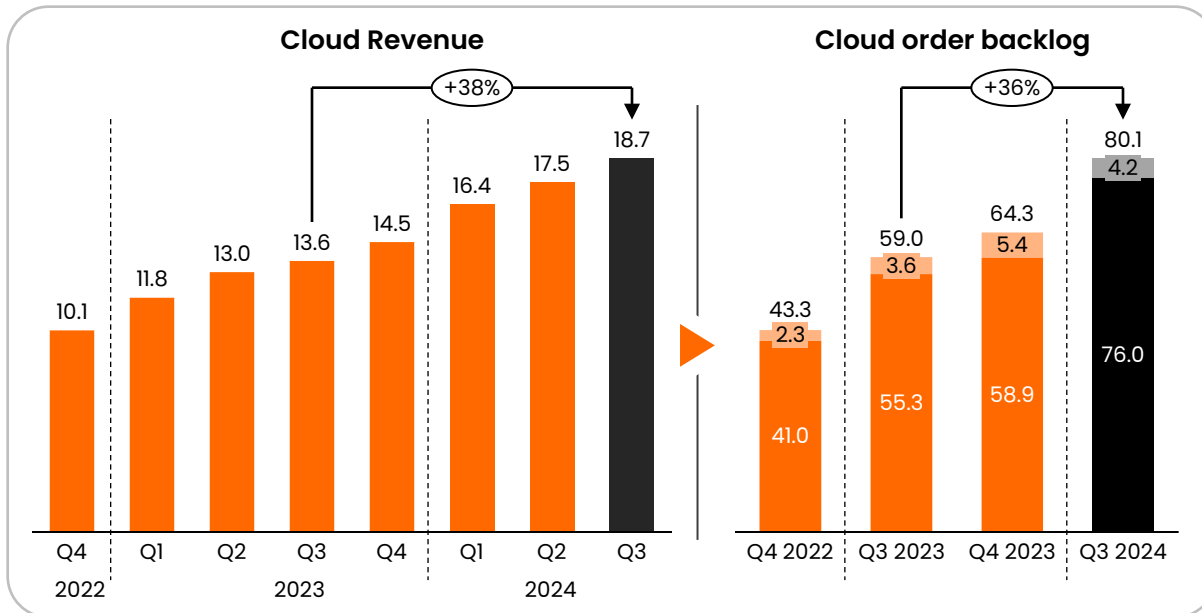
⁴Churn-Rate: calculated as contract terminations and contractions divided by ARR (w/o Crewmeister)

⁵Share 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

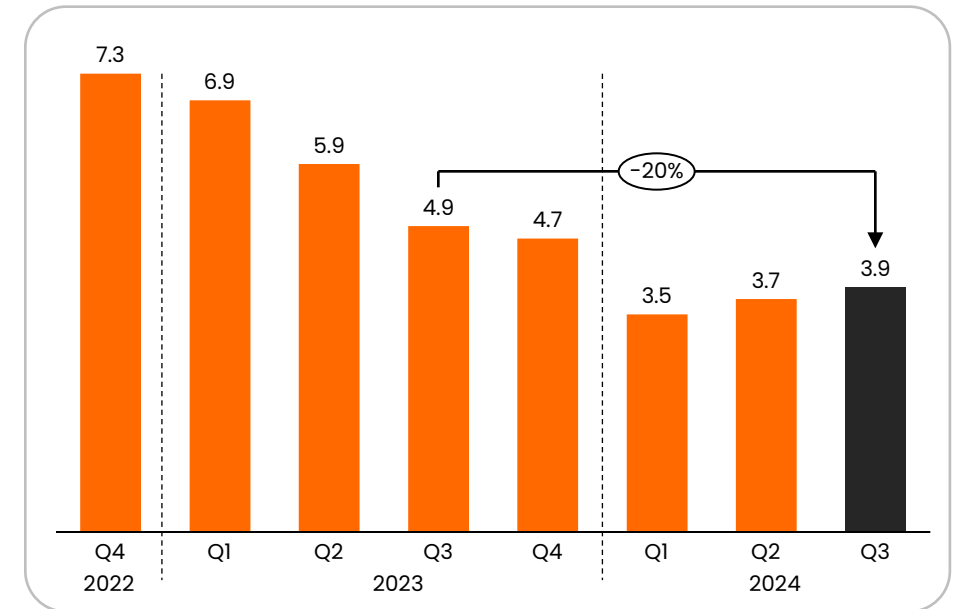
Order backlog

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

03 Growth Strategy

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)

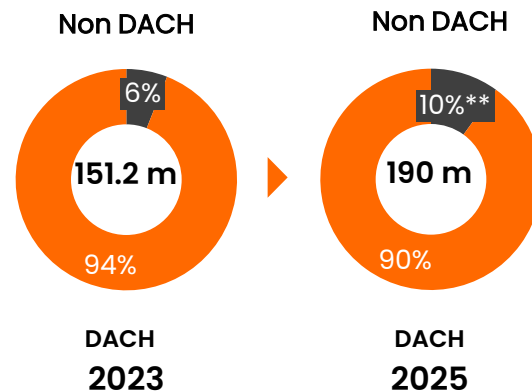
Maintain commitment of further product development

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

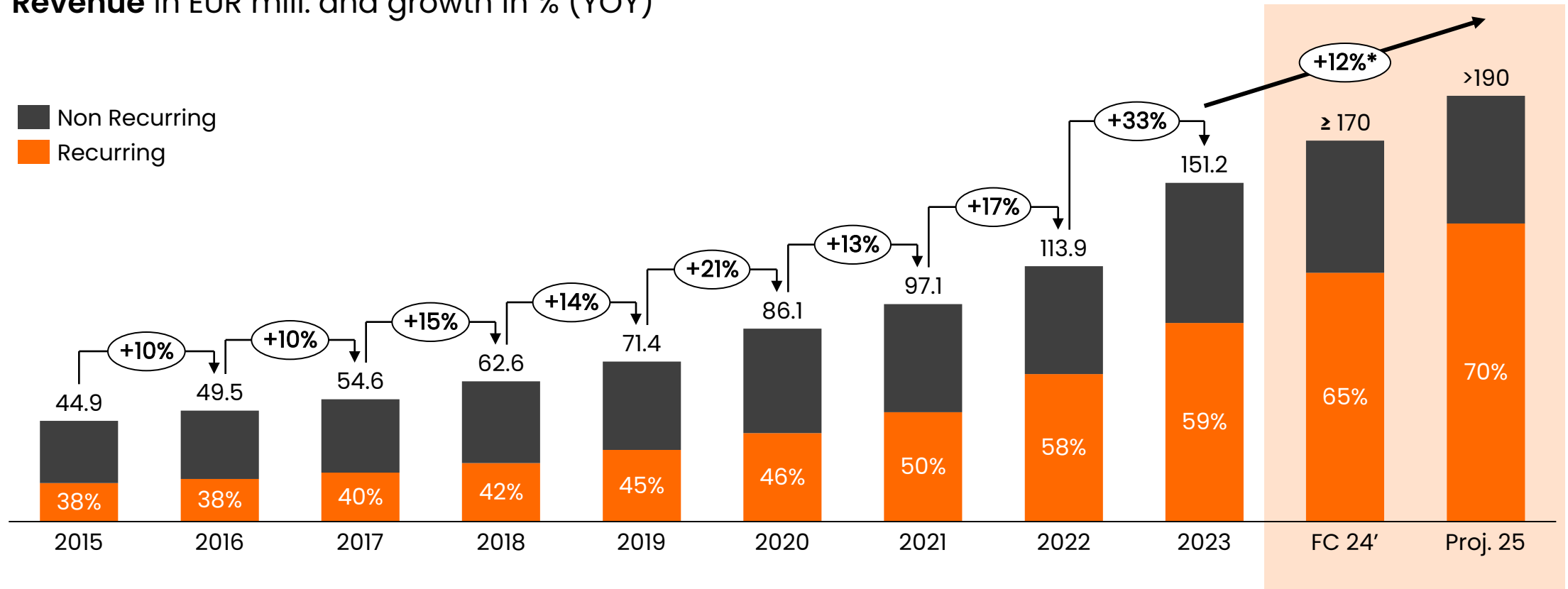
R&D investment
~ 17% of total revenue

*Base: Year end 2022; **to be revised after publication of full year report 2024

ATOSS Cloud Transformation

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

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

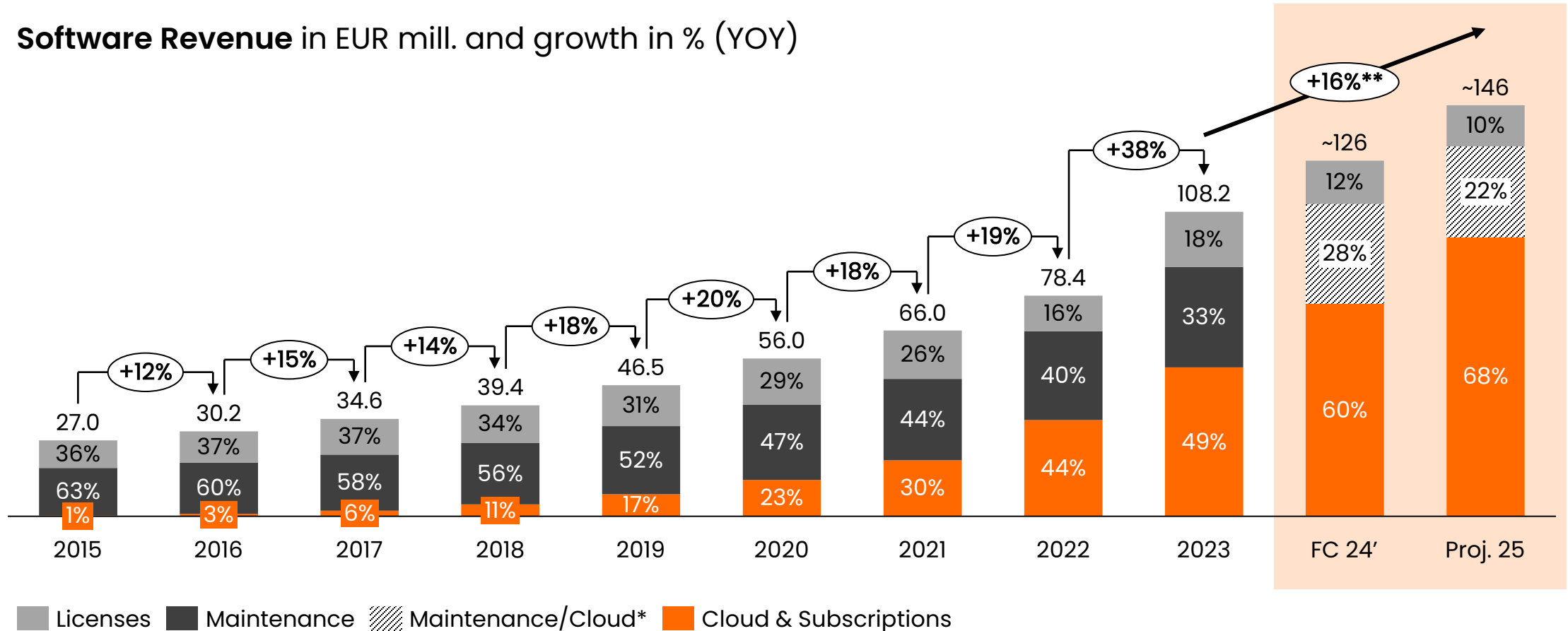


* Compound Annual Growth Rate

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**

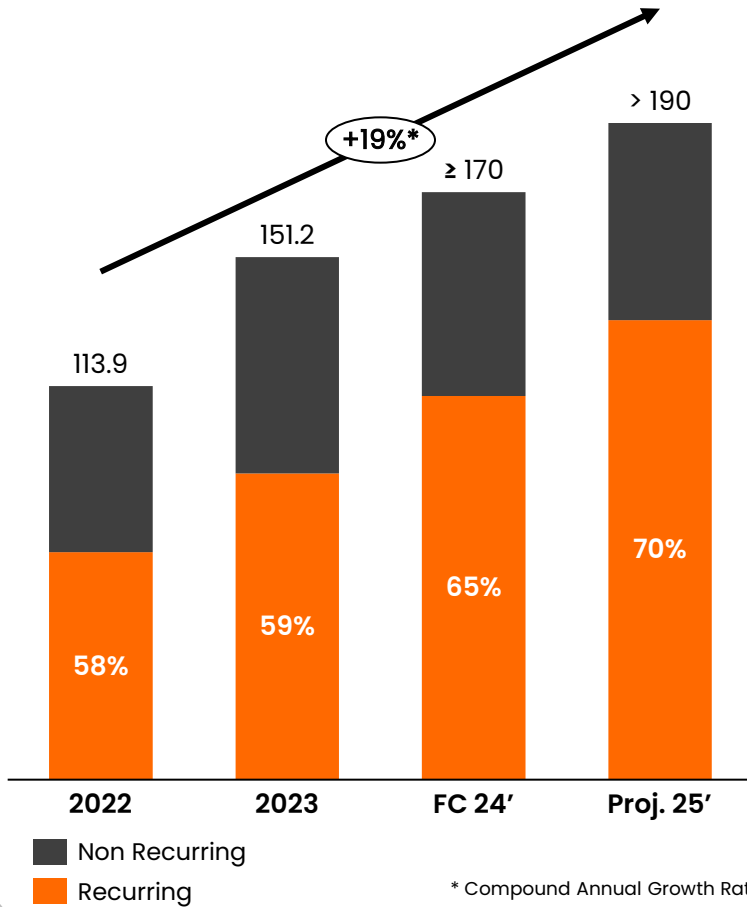
As of 31.12.2023



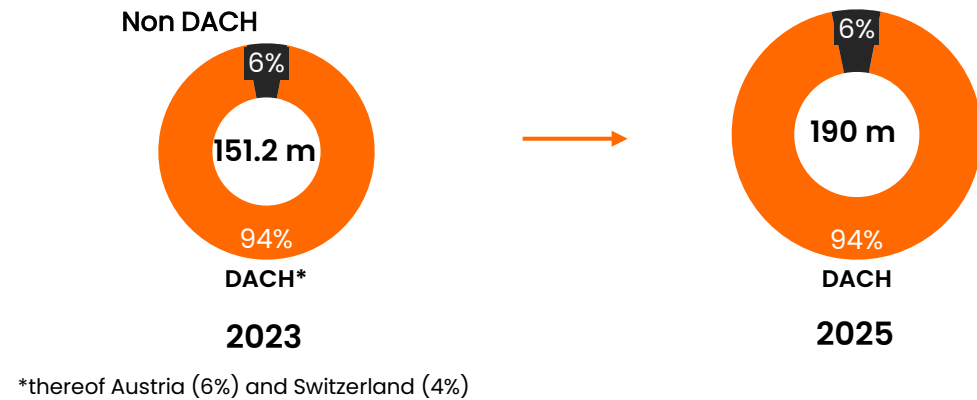
ATOSS Internationalization

Supporting overall growth strategy with expansion in Non-DACH countries

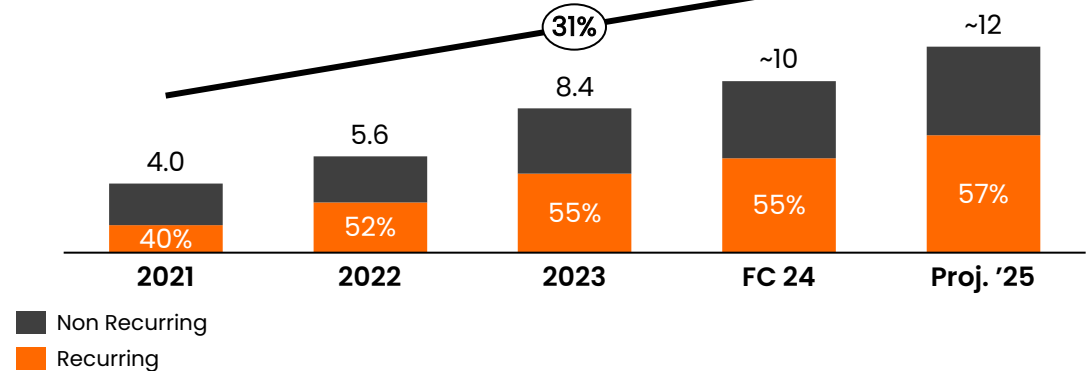
Total Revenue (Projections, in EUR mill.)



Allocation of Revenue shares (Projections)



Revenue 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

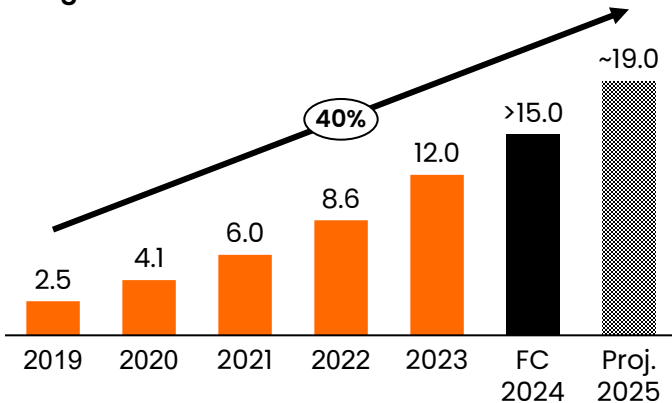
- Av. Customer Acquisition costs (CAC¹): 299 EUR
- Av. Customer Lifetime Value (CLTV²): 1,736 EUR
- CLTV/CAC-Ratio: 5.8
- Av. Monthly Churnrate³: 1.52 %
- Cloud Gross Margin: +79%

Outlook 2025

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

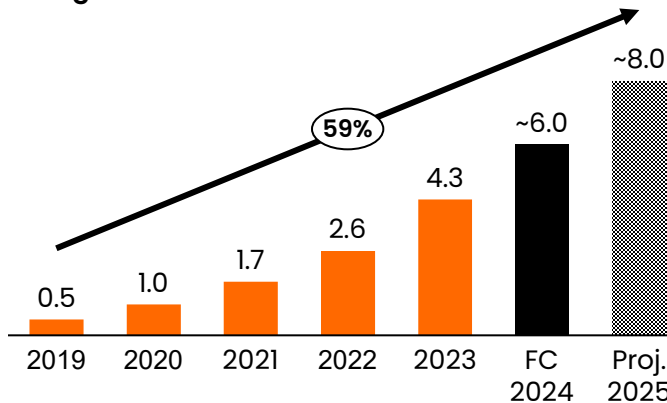
Customer Development (K)

Av. growth rate



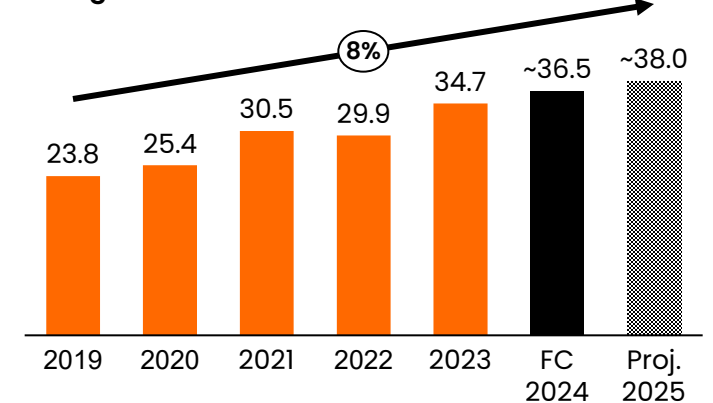
Sales Development (MEUR)

Av. growth rate



MRR/Customer Ratio (EUR)⁴

Av. growth rate



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

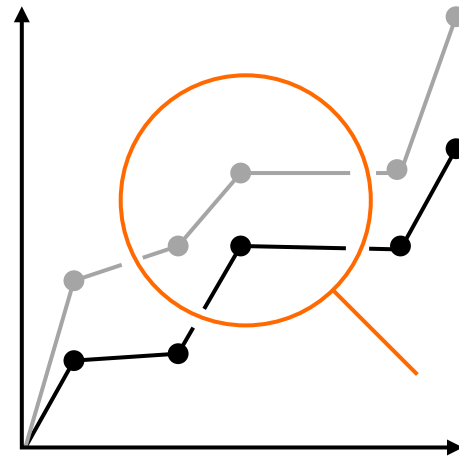
Guidance 2024

Total Revenue

≥ 170 EUR Mill.

EBIT Margin

≥ 35%



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

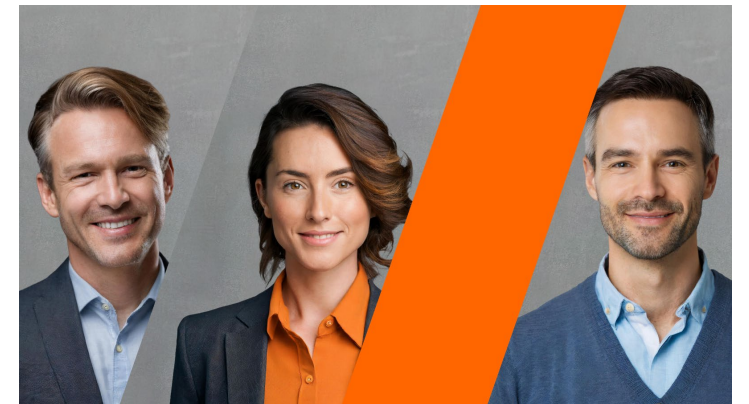


Customer and society

- 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%



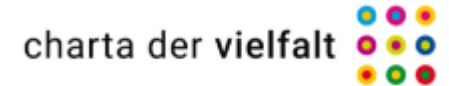
“Continuous employee growth”

- 775 employees (12/22: 693)



„We live diversity and promote equal opportunities and inclusion“

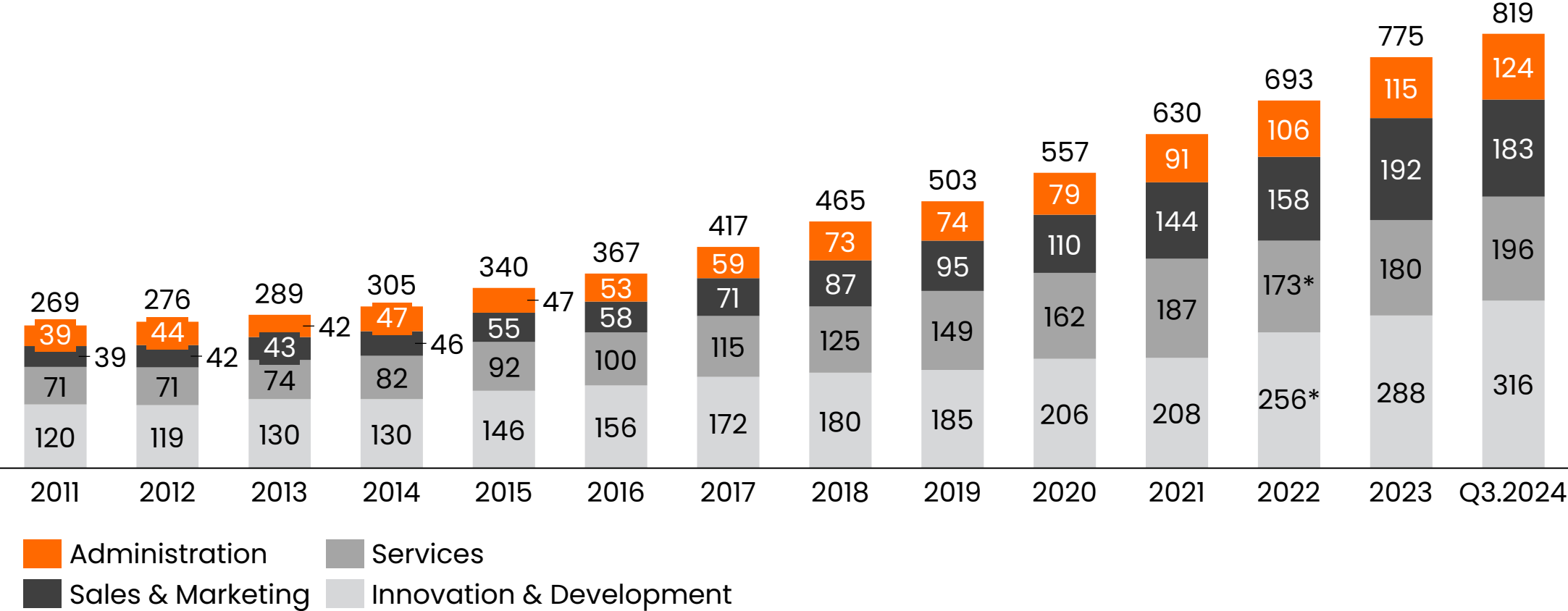
- Member of “Charta der Vielfalt”
- Employees from around 49 countries
- 59% male/41% female > ongoing diversity goals by 2027



“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* (1 January 2020 – 30 September 2024)

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

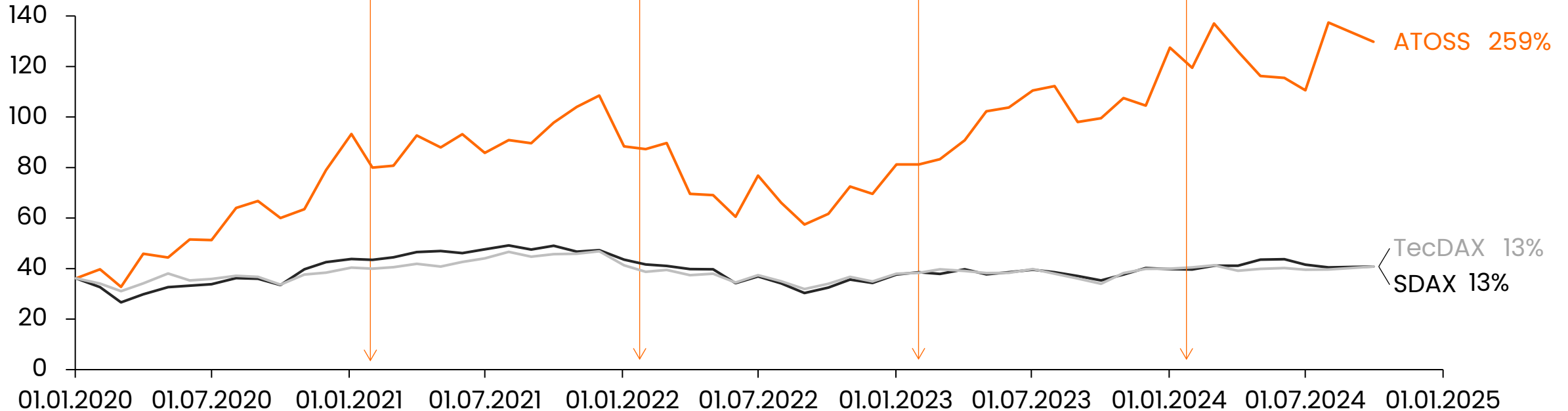
Total rev. growth: +17%
Software growth: +19%
Recurring rev. growth: +35%
EBIT Margin: 27%
Forecast for the years 2023-
2025 raised

31 Jan 2024:

Preliminary FY 2023 results

Total rev. growth: +33%
Software growth: +38%
Recurring rev. growth: +35%
EBIT Margin: 34%

(Share price in EUR)

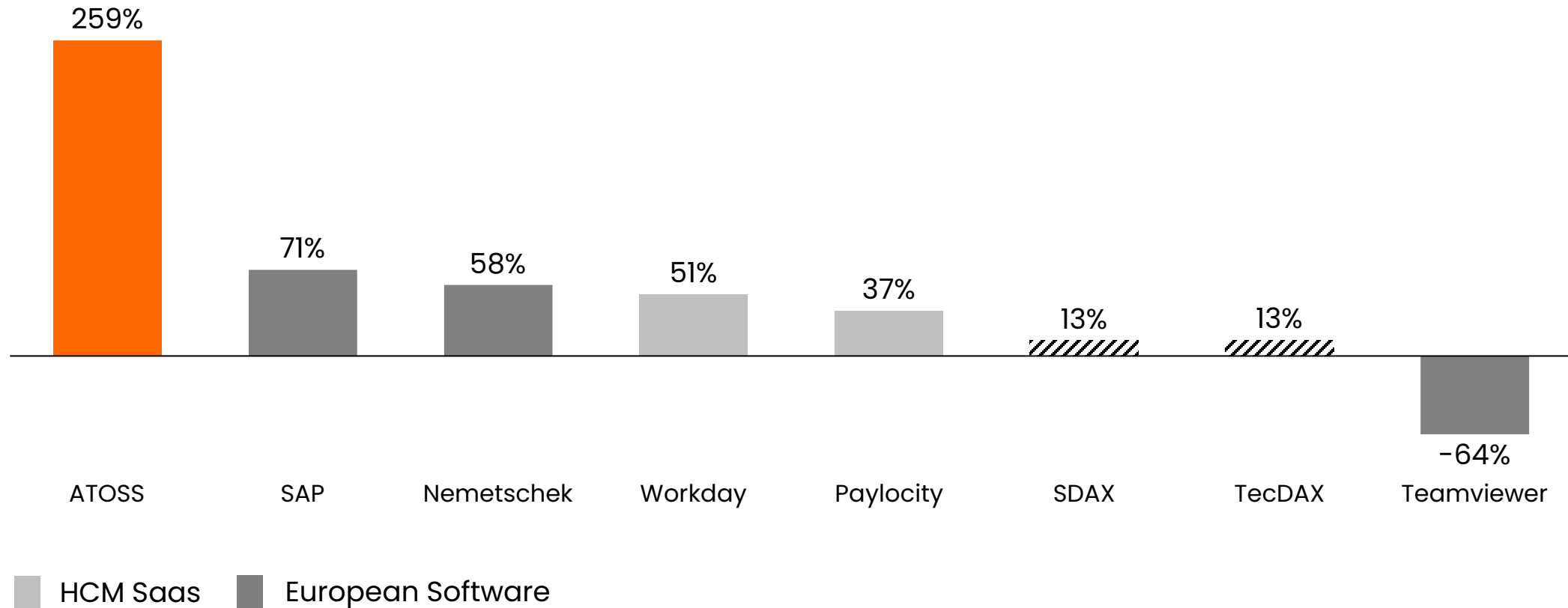


*SDAX/TecDax Index rebased on ATOSS' share price of EUR 72,25 as of 01/02/2020

ATOSS Stock

High Performer in European Software and HCM Stocks since COVID

Share price performance* (01/2020 – 09/30/2024)



* ATOSS, Nemetschek, Teamviewer, SAP, Invision, SDAX: XETRA-Opening price 01/02/2020 and -Closing price 09/30/2024; Paylocity: Frankfurt Stock Exchange-Opening price 01/02/2020 and -Closing price 09/30/2024; Workday: Tradegate-Opening price 01/02/2020 and -Closing price 09/30/2024

Income statement (IFRS)

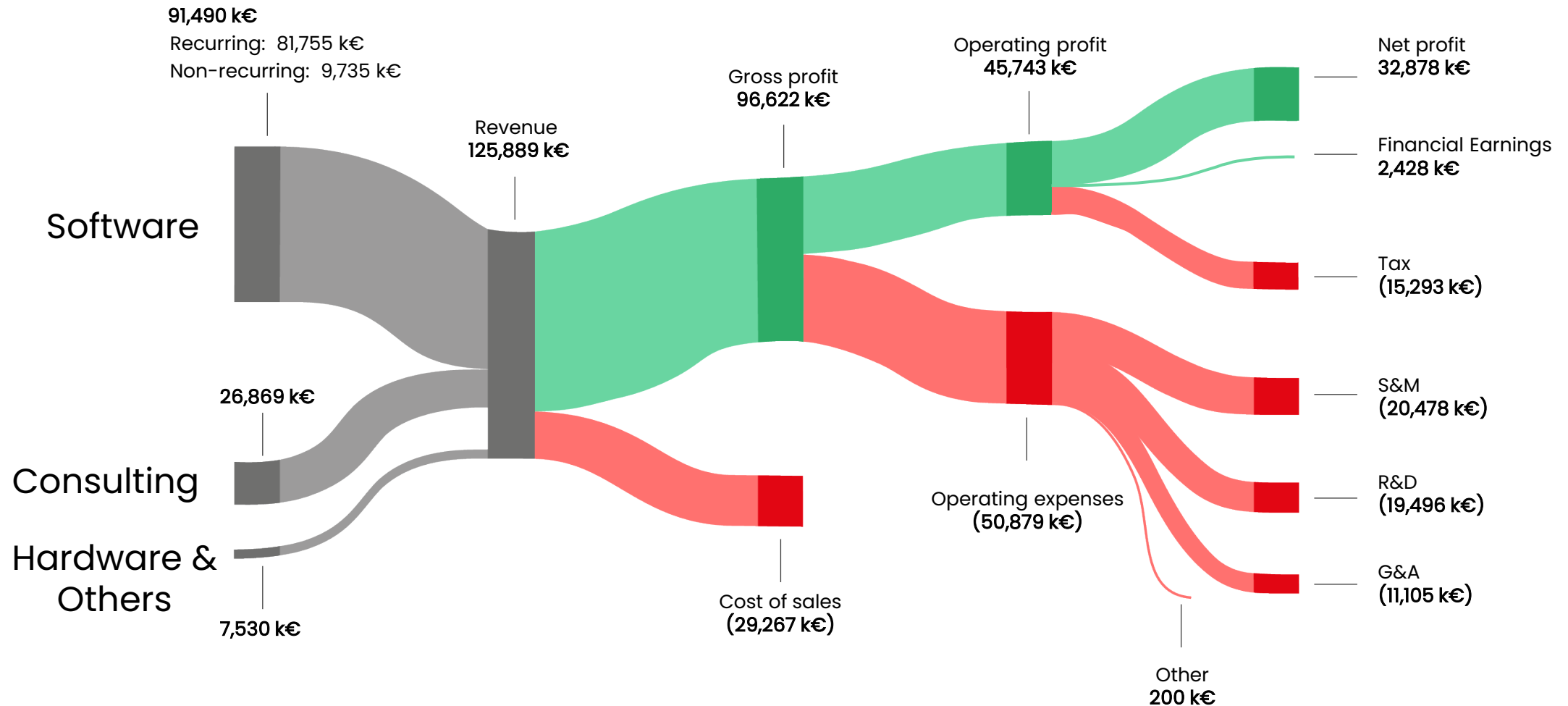
Q1-Q3 2024

in KEUR	Q1-Q3 2024	Proportion of total revenue	Q1-Q3 2023	Proportion of total revenue	Change 2024 / 2023
Total revenues	125,889	100%	110,261	100%	14%
Software	91,490	73%	78,985	72%	16%
Licenses	9,735	8%	14,076	13%	-31%
Maintenance	29,091	23%	26,529	24%	10%
Cloud & Subscriptions	52,664	42%	38,380	35%	37%
Consulting	26,869	21%	24,179	22%	11%
Hardware	4,668	4%	4,543	4%	3%
Others	2,862	2%	2,554	2%	12%
EBITDA	49,001	39%	39,685	36%	23%
EBIT	45,743	36%	36,734	33%	25%
EBT	48,171	38%	37,088	34%	30%
Net profit	32,878	26%	24,787	22%	33%
EPS in euro*	2.07		1.56		33%

* in accordance with ISA 33.64, earnings per share (EPS) were adjusted retrospectively for previous periods as a result of the share split carried out in June 2024

Income Statement

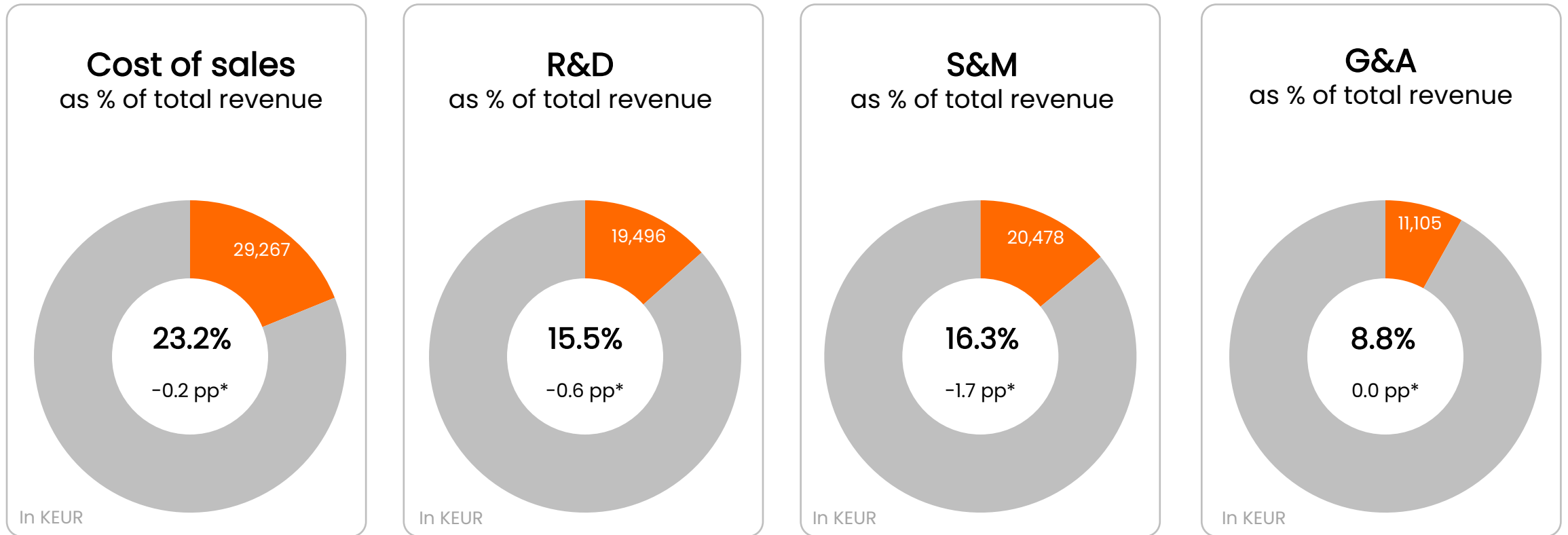
Q1-Q3 2024



Cost ratios

Q1-Q3 2024

Total Revenue: EUR125.9 million



* Delta to PY YTD

Cash flow development (IFRS)

Q1-Q3 2024

in KEUR

Q1-Q3 2024

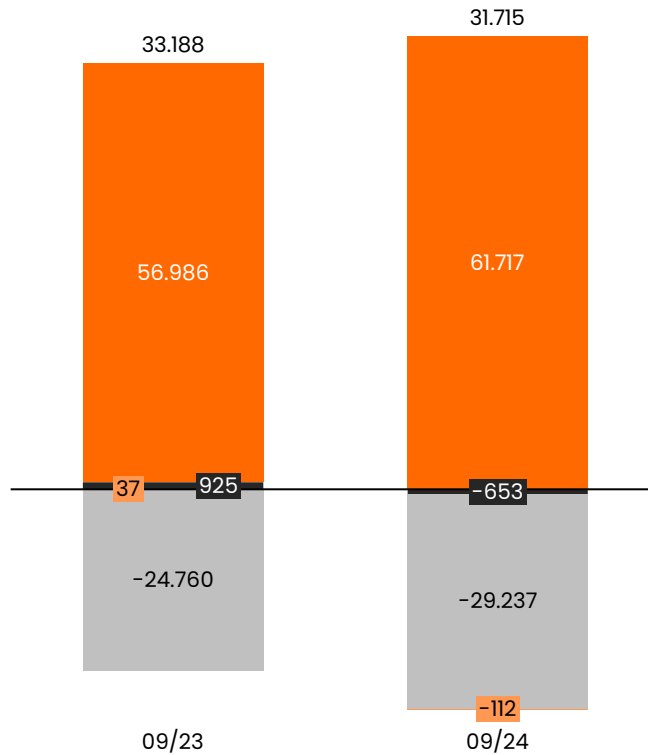
Q1-Q3 2023

Cash flow from operating activities (1)	61,717	56,986
Cash flow from investment activities (2)	-653	925
Cash flow from financing activities (3)	-29,237	-24,760
Changes in cash and cash equivalents – total (1) to (3)	31,827	33,151
Cash and cash equivalents at the beginning of the period	64,201	26,758
Effects of exchange rate changes on cash and cash equivalents	-112	37
Cash and cash equivalents at the end of the period	95,916	59,946

Financial Development – Q3 2024

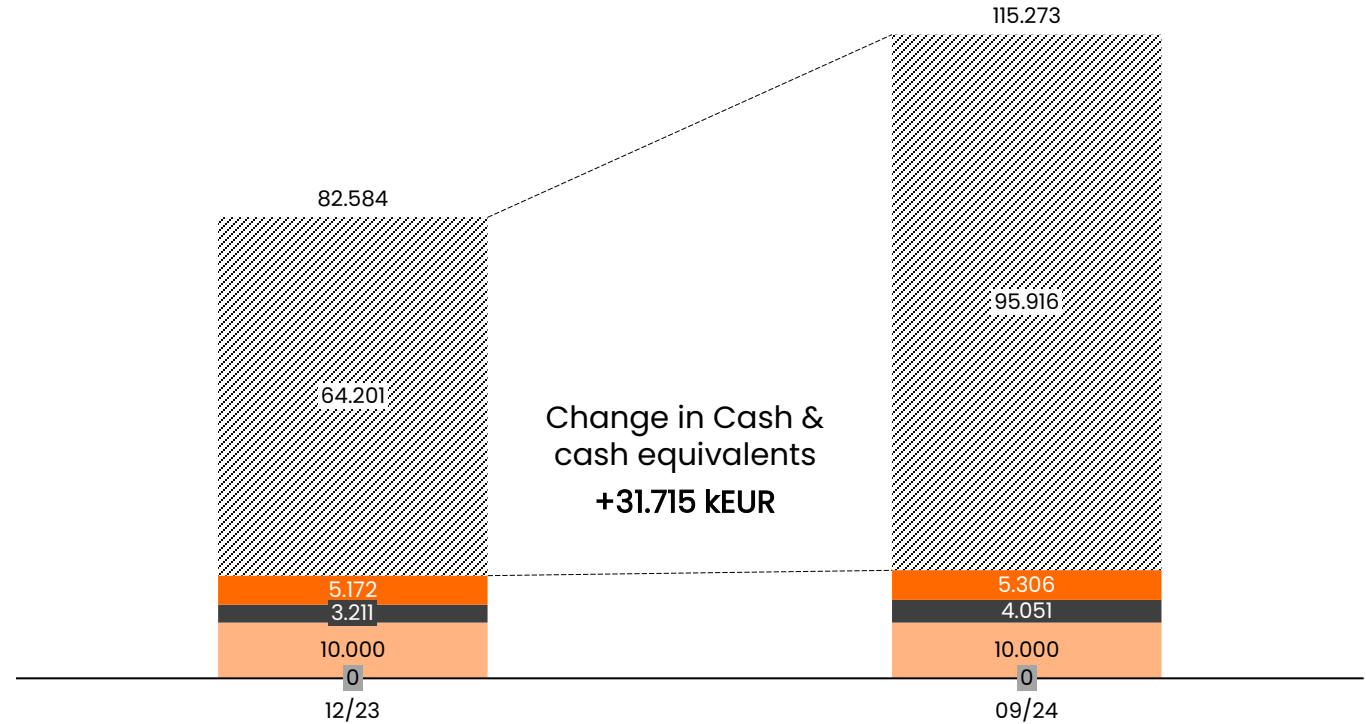
Impressive cash position

Cash Flow in KEUR



■ Operating activities
 ■ Financial activities
■ Investment activities
 ■ Exchange rates

Liquidity in KEUR

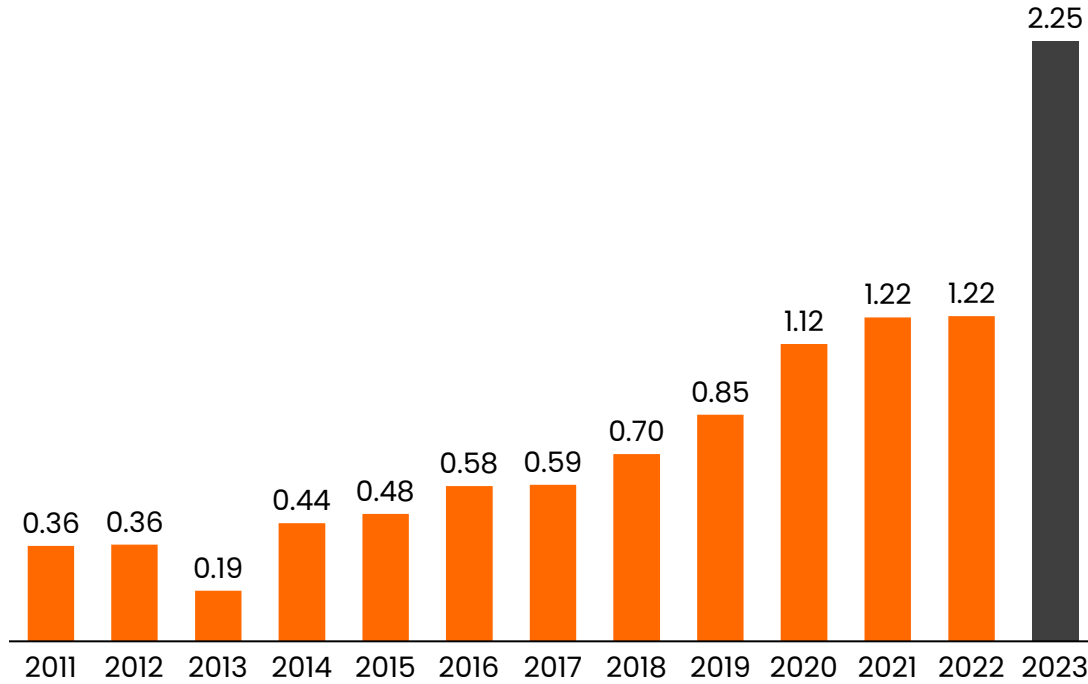


■ Cash & cash equivalents
 ■ Investment funds
■ Gold
 ■ Insurance deposits
■ Fix. Long-term deposits

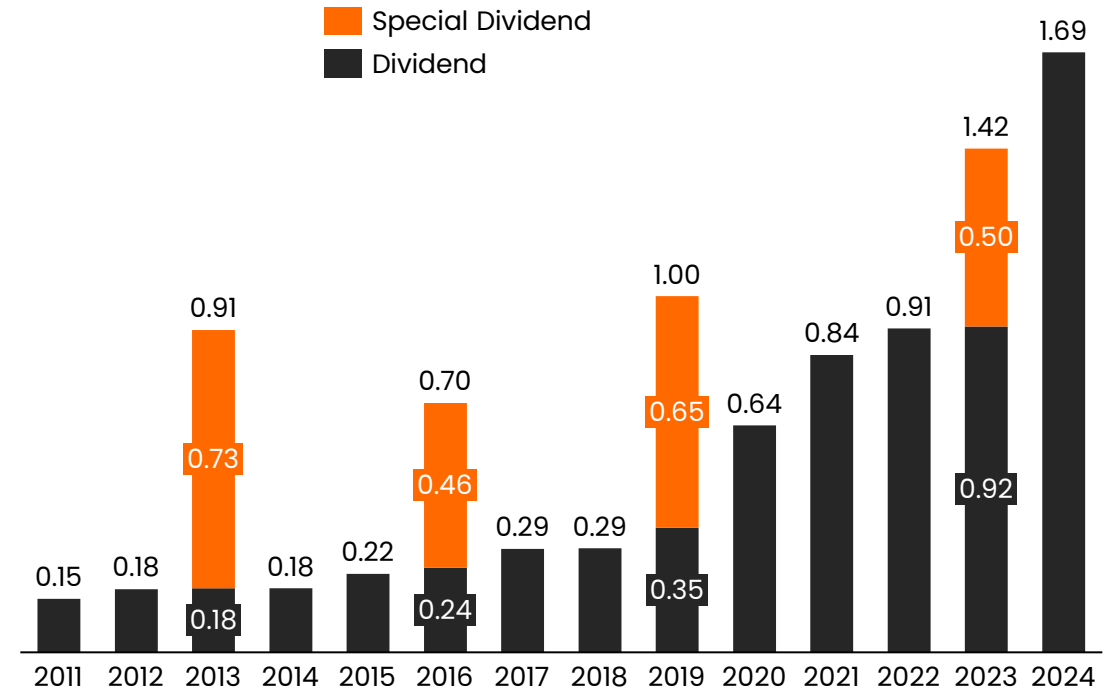
The ATOSS Share

Dividend Policy

EPS* per 31. December in EUR



Dividend* in EUR



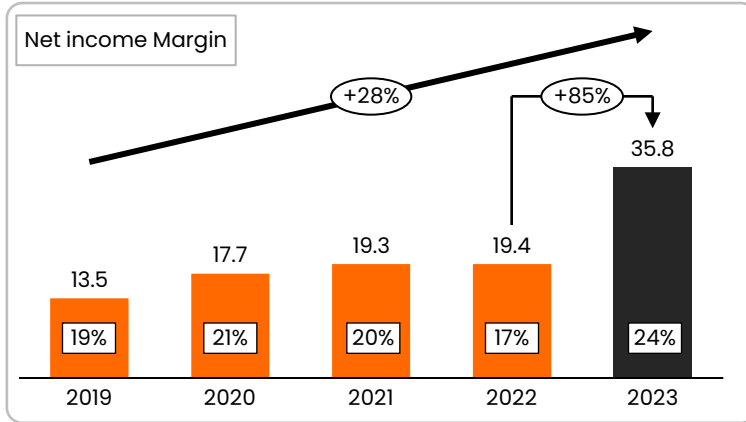
ATOSS stays true to its dividend policy with continuity to the previous year

* The previous year's figures have been adjusted due to stock split in June 2024; Rounding up to 2 decimal places

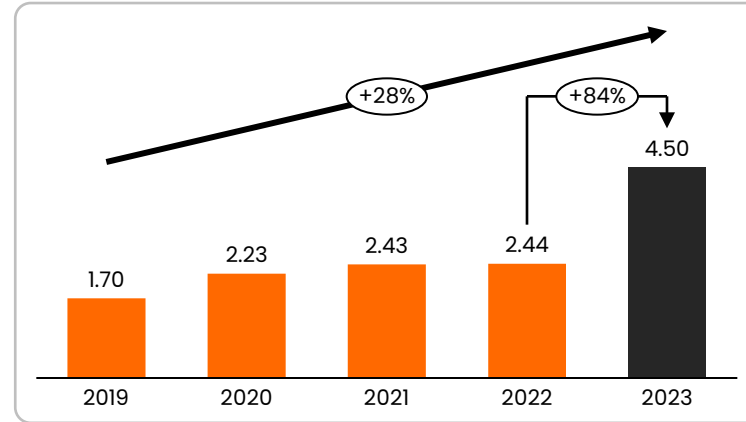
Financial KPIs – FY 2023

Financial strength excellent base for further growth

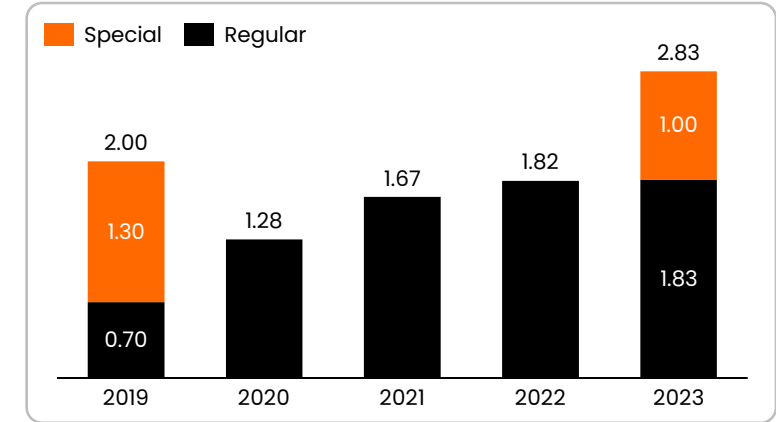
Net income in EUR mill.



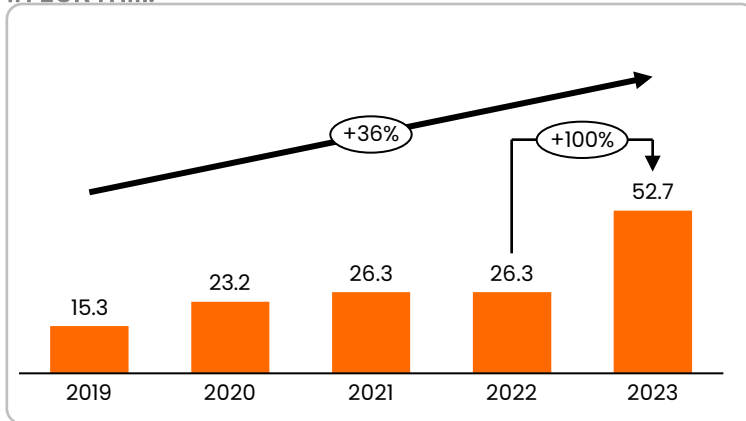
EPS in EUR



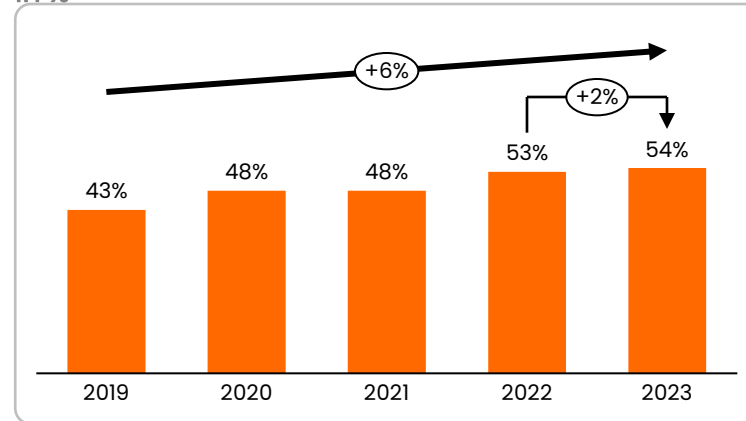
Dist. Dividend per share in EUR



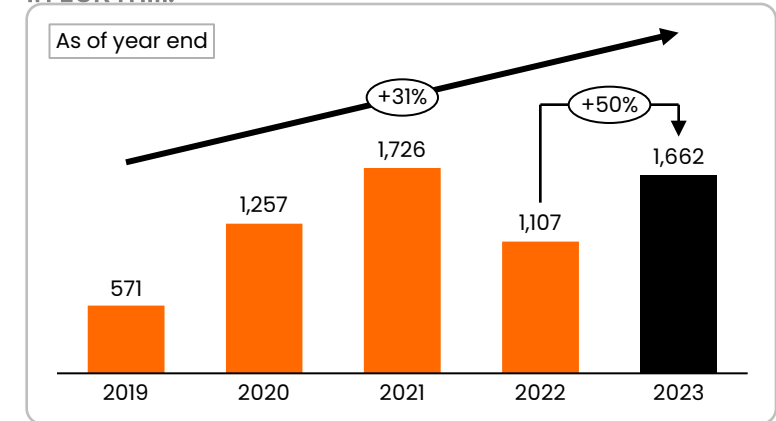
Operational Cashflow in EUR mill.



Equity Ratio in %



Market capitalization in EUR mill.

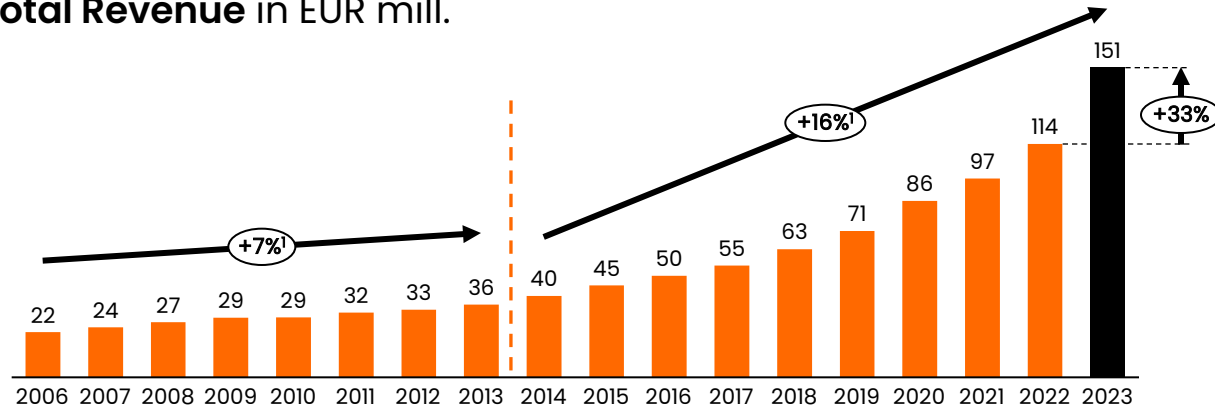


ATOSS FY 2023– 18th Record in Succession

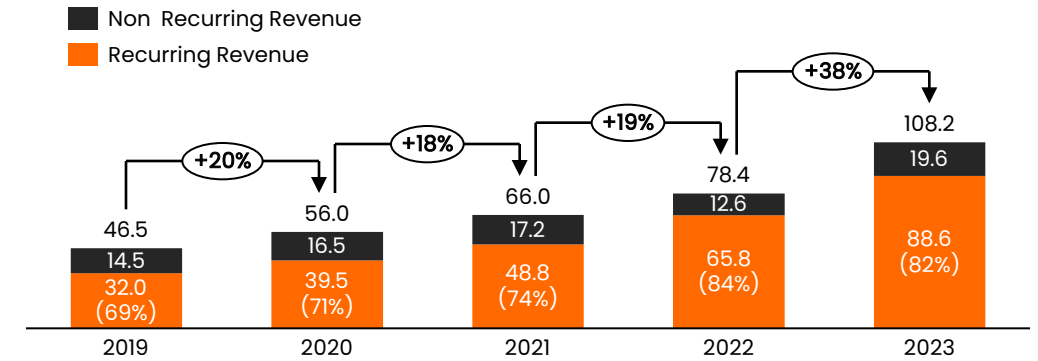
Running like Clockwork

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

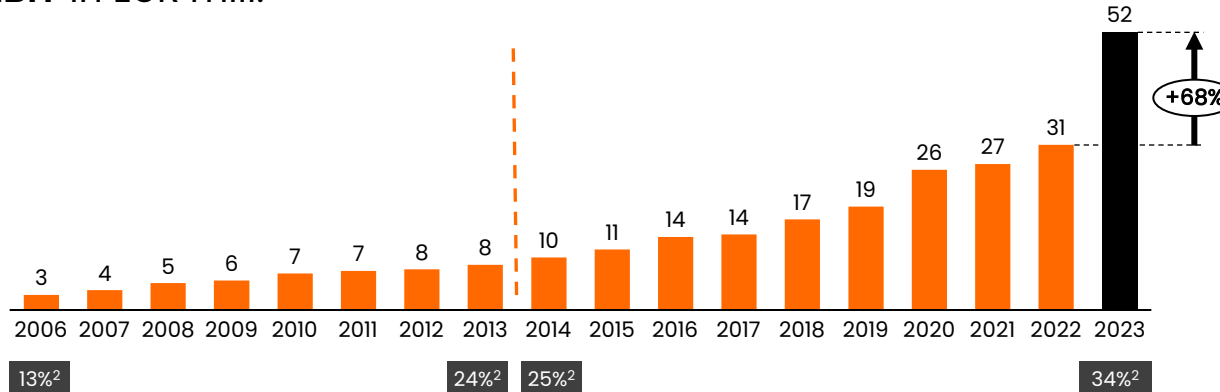
Total Revenue in EUR mill.



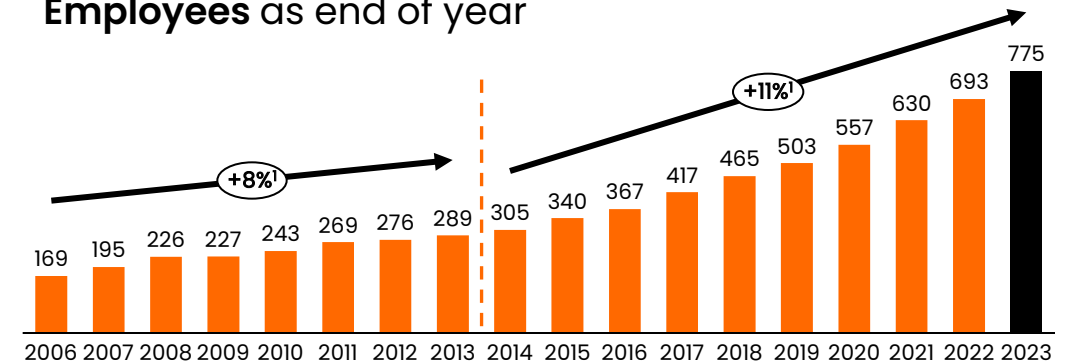
Software Revenue in EUR mill.



EBIT in EUR mill.



Employees as end of year



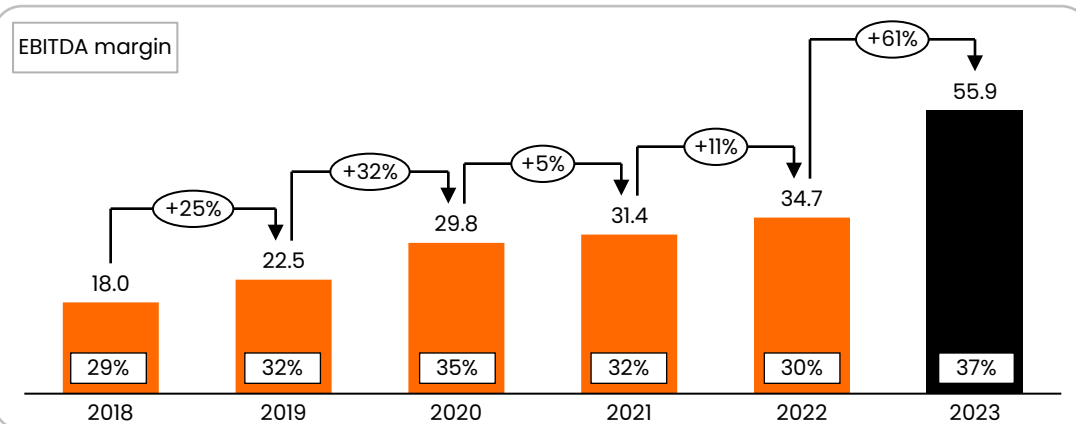
(1) Average growth rate; (2) EBIT as % of total revenue.

ATOSS FY 2023 – 18th Record in Succession

Top Key Figures

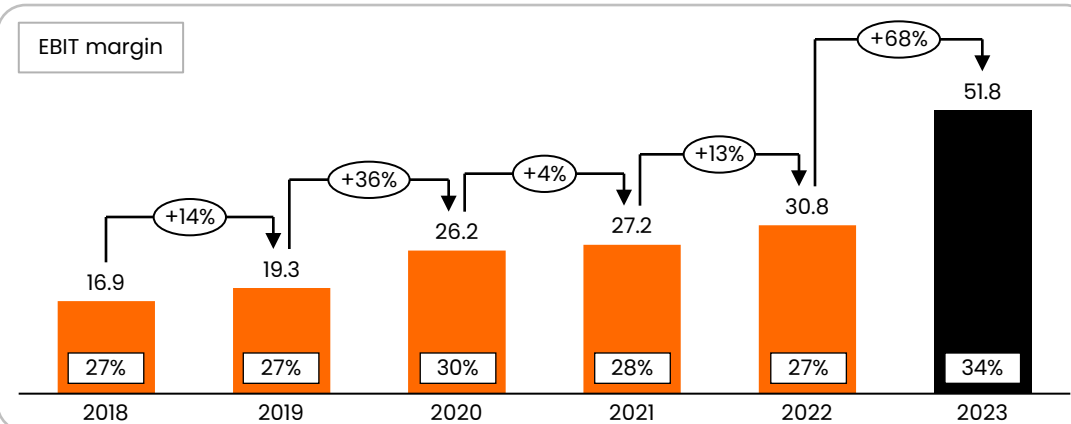
EBITDA
in EUR mill.

EBITDA margin

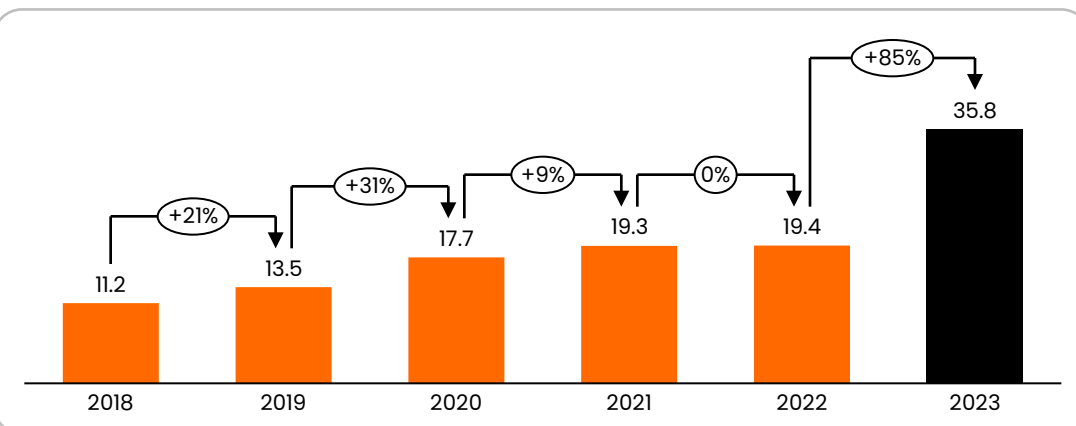


EBIT
in EUR mill.

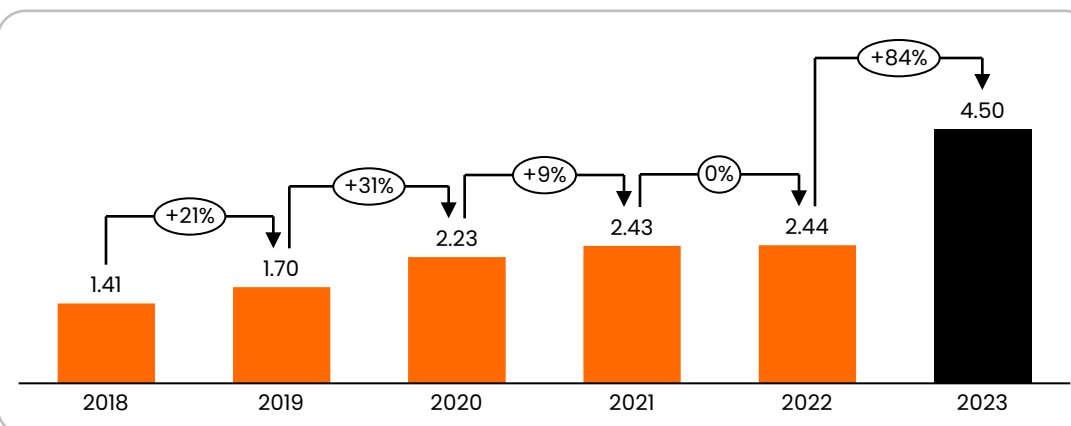
EBIT margin



Net profit
in EUR mill.



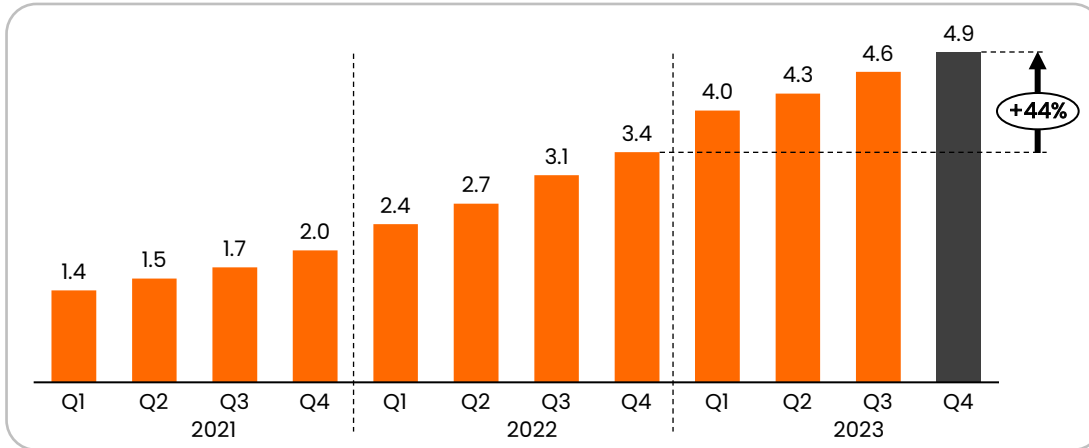
EPS
in EUR



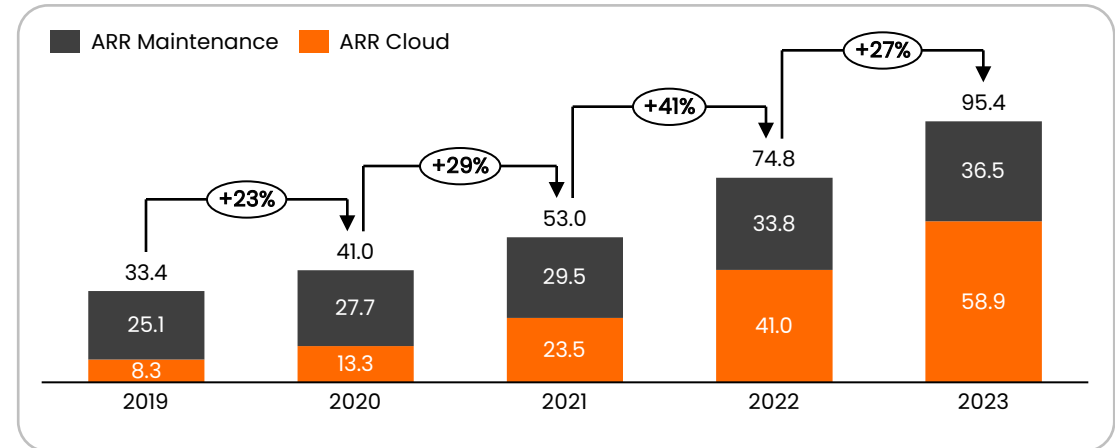
ATOSS Cloud Strategy – Excellent foundation for further success

(Cloud + Maintenance) Quarterly Development – FY 2023

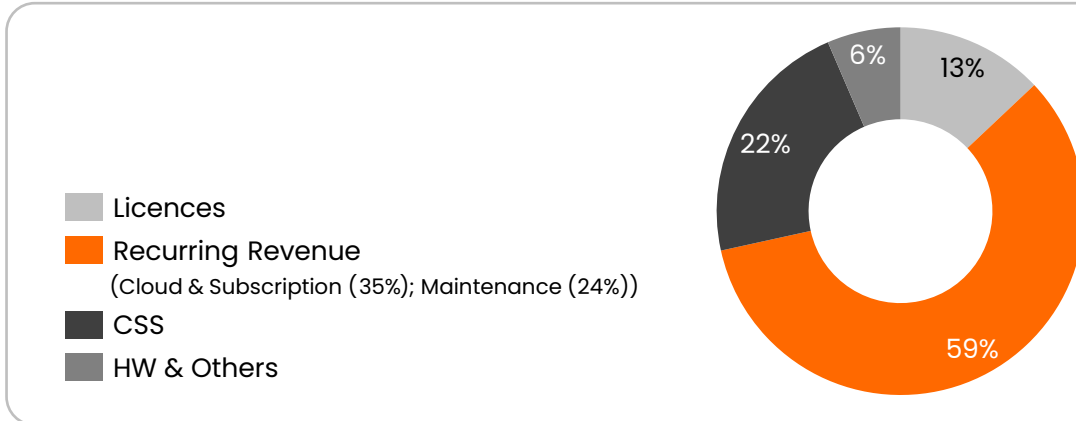
Cloud MRR: Quarterly development in EUR mill.



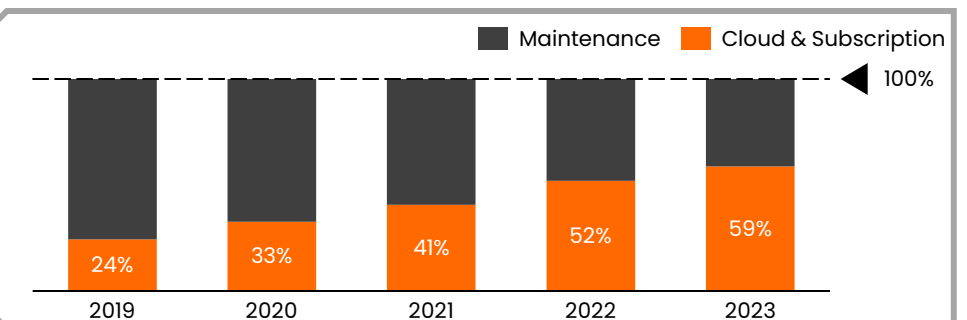
ARR Total (Cloud + Maintenance) in EUR mill.



Share of Cloud & Subscription in Recurring Revenue in %



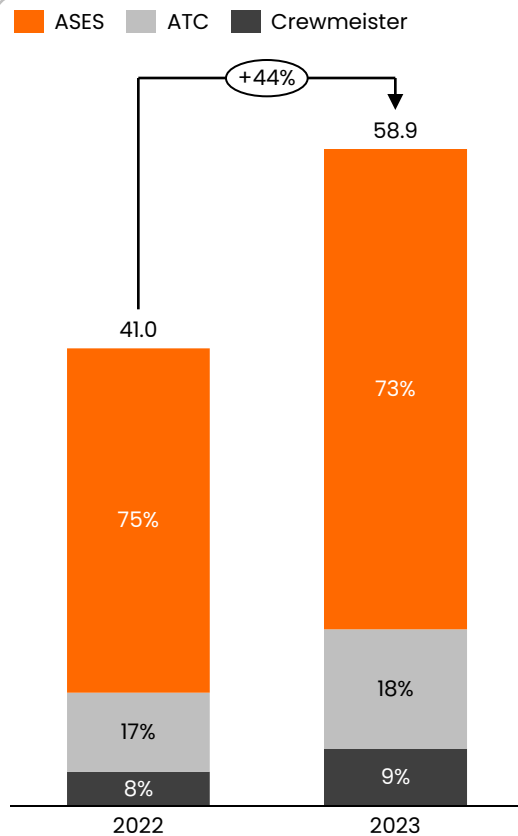
Increasing Share of Cloud & Subscription in Recurring Revenue



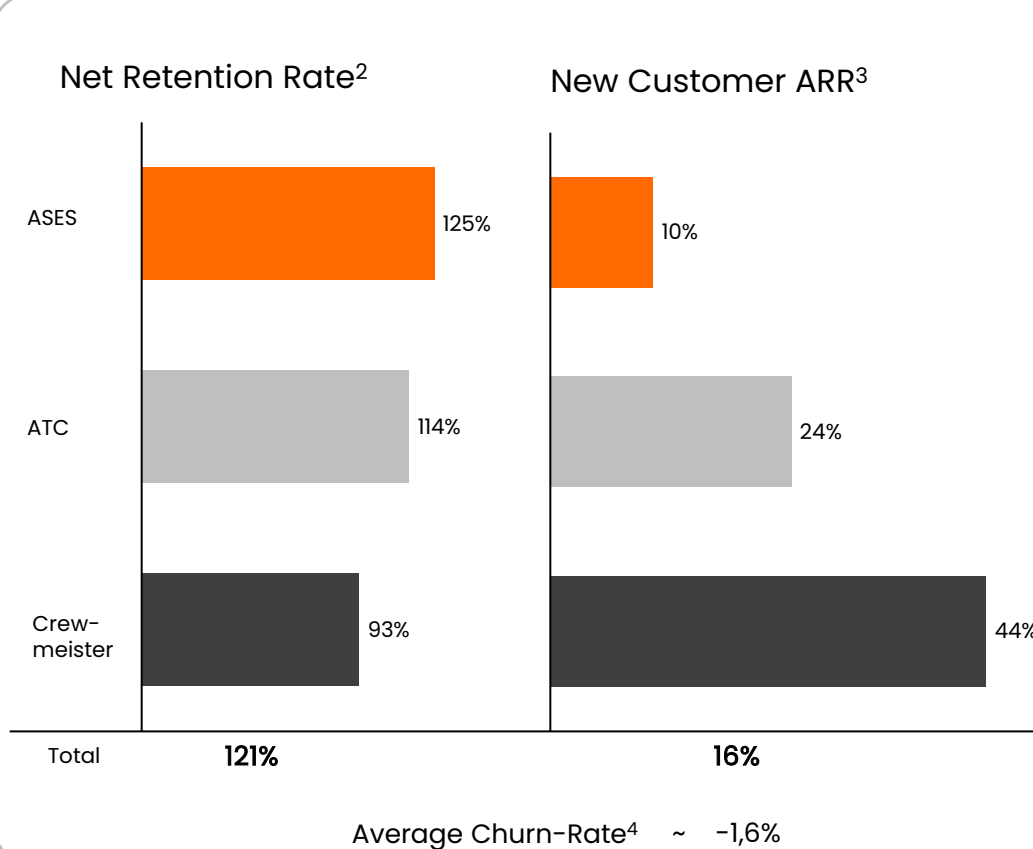
ATOSS Cloud development by products

FY 2023

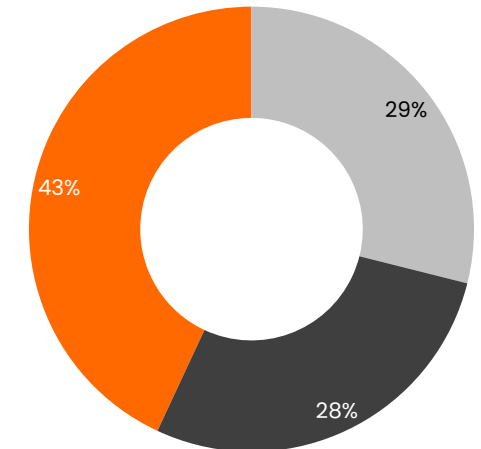
Cloud ARR¹
in EUR mill.



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

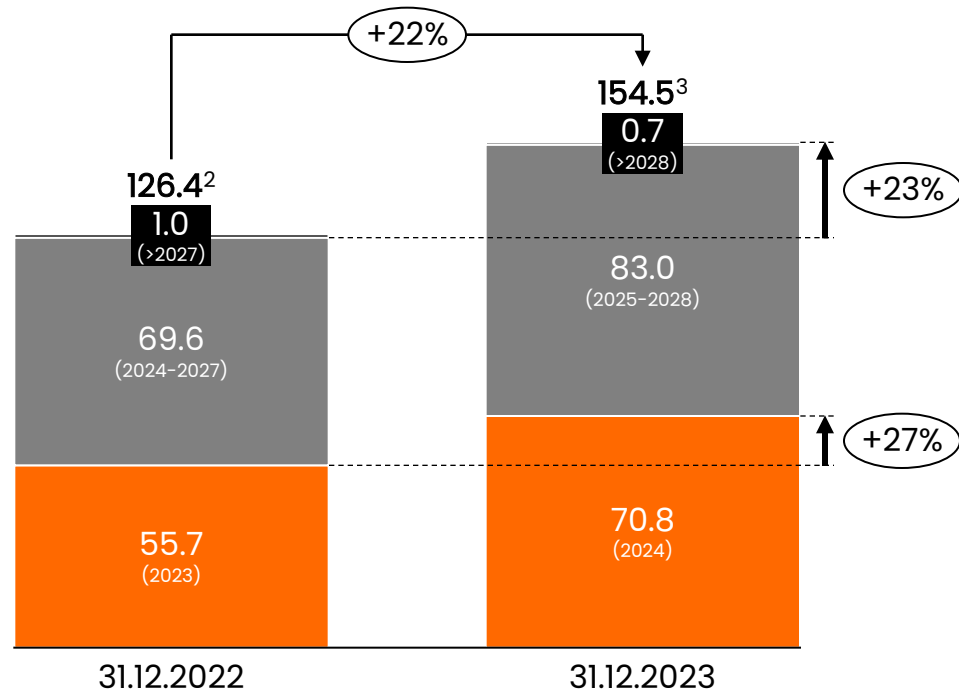
⁴ Churn-Rate: calculated as contract terminations and contractions divided by ARR (w/o Crewmeister)

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

Total committed future revenue from contracts with customers

Cloud, Maintenance and Hotline – FY 2023

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

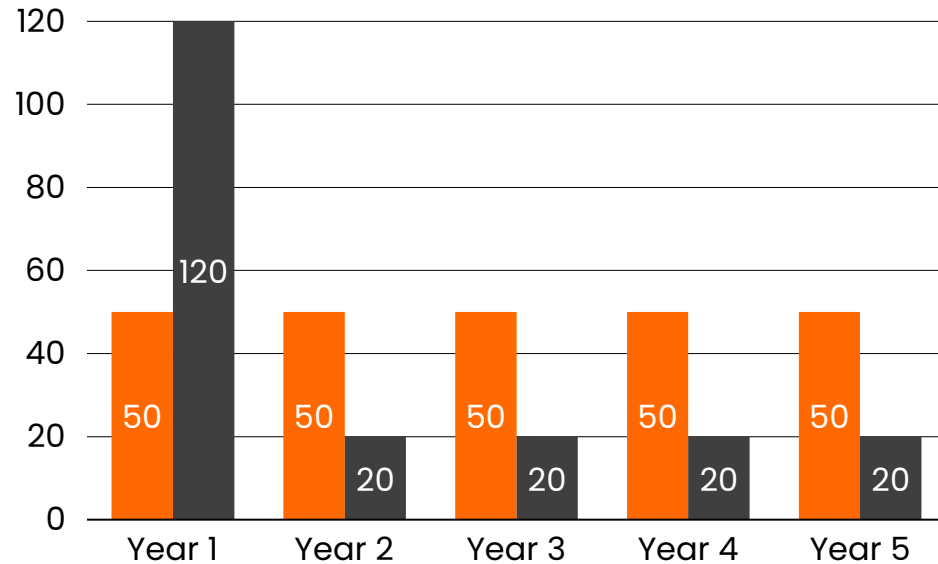
70.8 EUR mill.
contractually committed
revenues from cloud & maintenance in 2024

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

On-Premises vs. Cloud Model

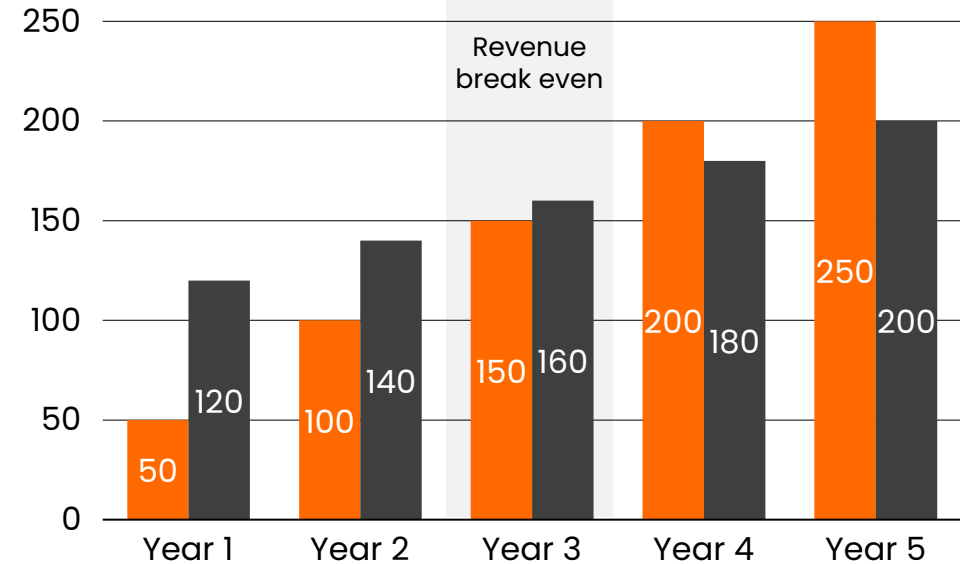
Revenue/Payment scheme

Cloud vs. On-Premises



Cloud (Saas) On-Premises

Cloud vs. On-Premises (accumulated)

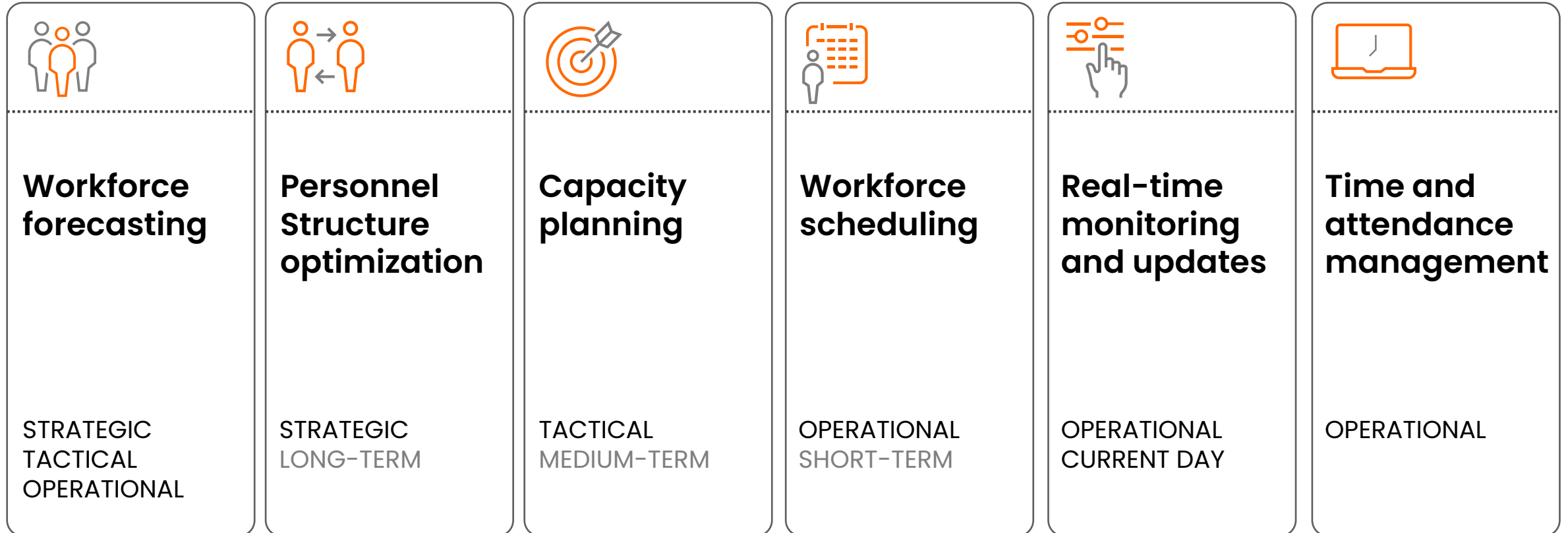


Cloud (Saas) On-Premises

- 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

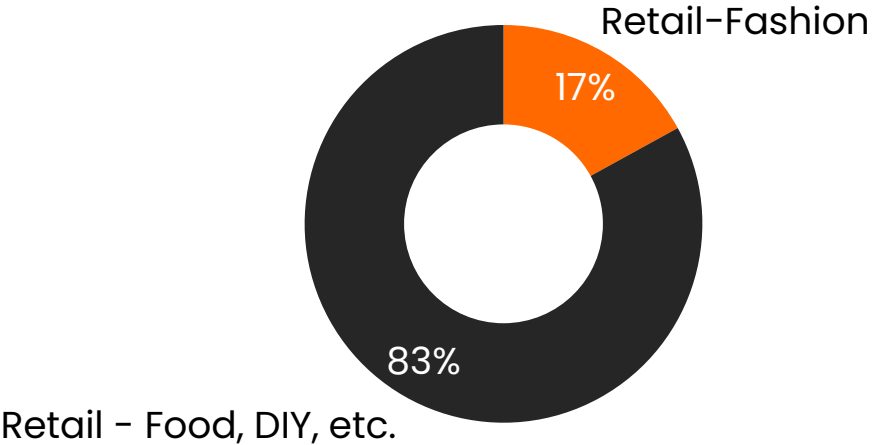
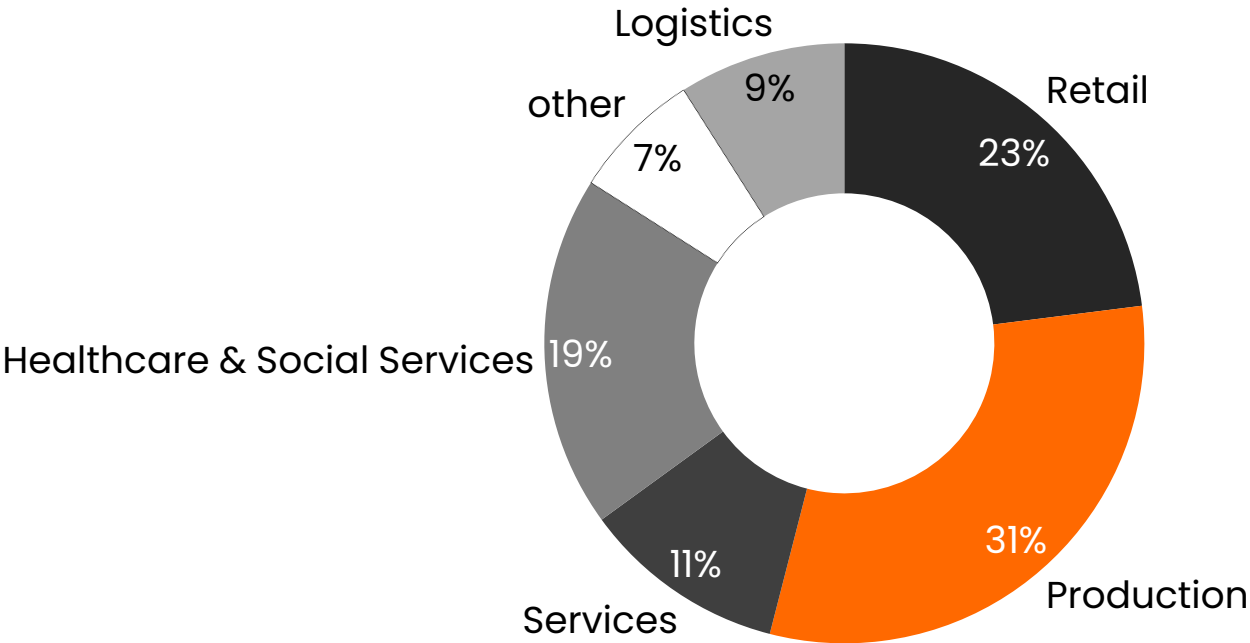
6 steps for success



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 SE 2024