

Excellence in Workforce Management

ATOSS Software SE

ATOSS 

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*

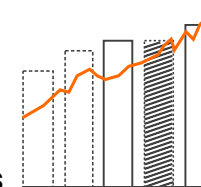
~ 12,700

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+

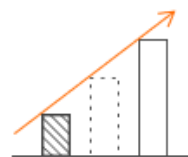
Employees

>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 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

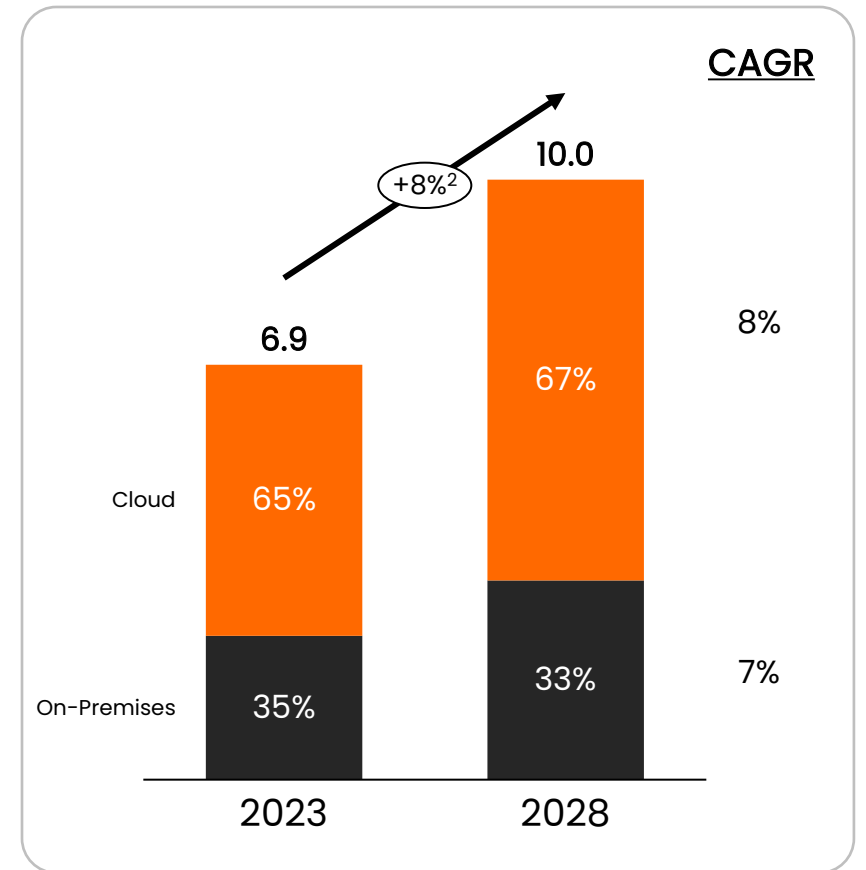


Scarcity of resources and **skilled staff**

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

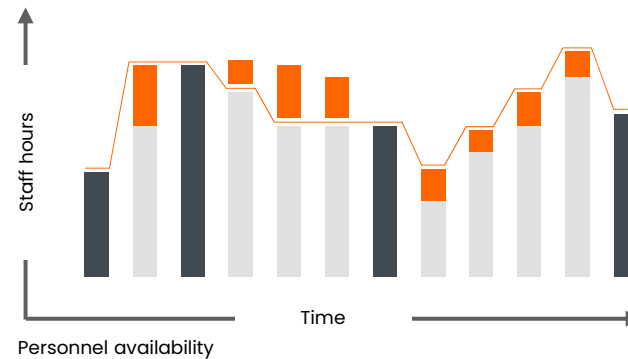
...at full compliance

Current situation

Fluctuation in demand

Little flexibility and long response times

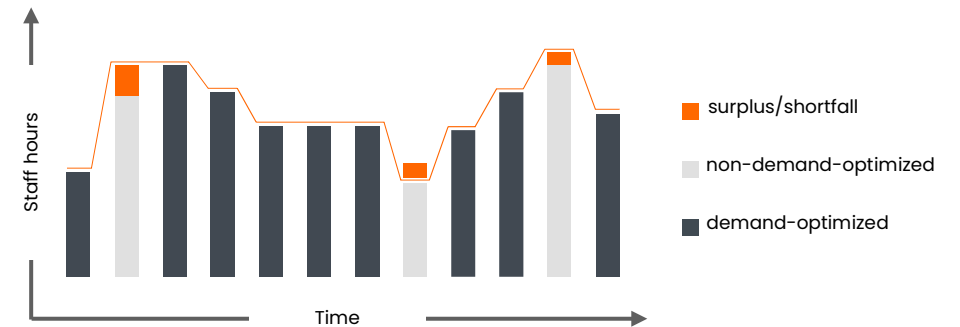
OPTIMIZATION POTENTIAL



Goal

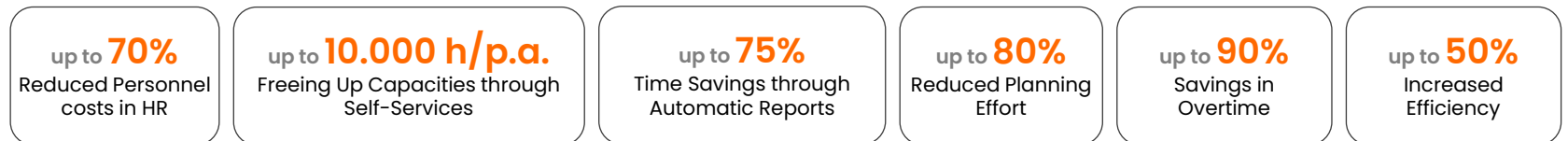
Demand and cost-optimized synchronization of working time and order volume

AFTER OPTIMIZATION



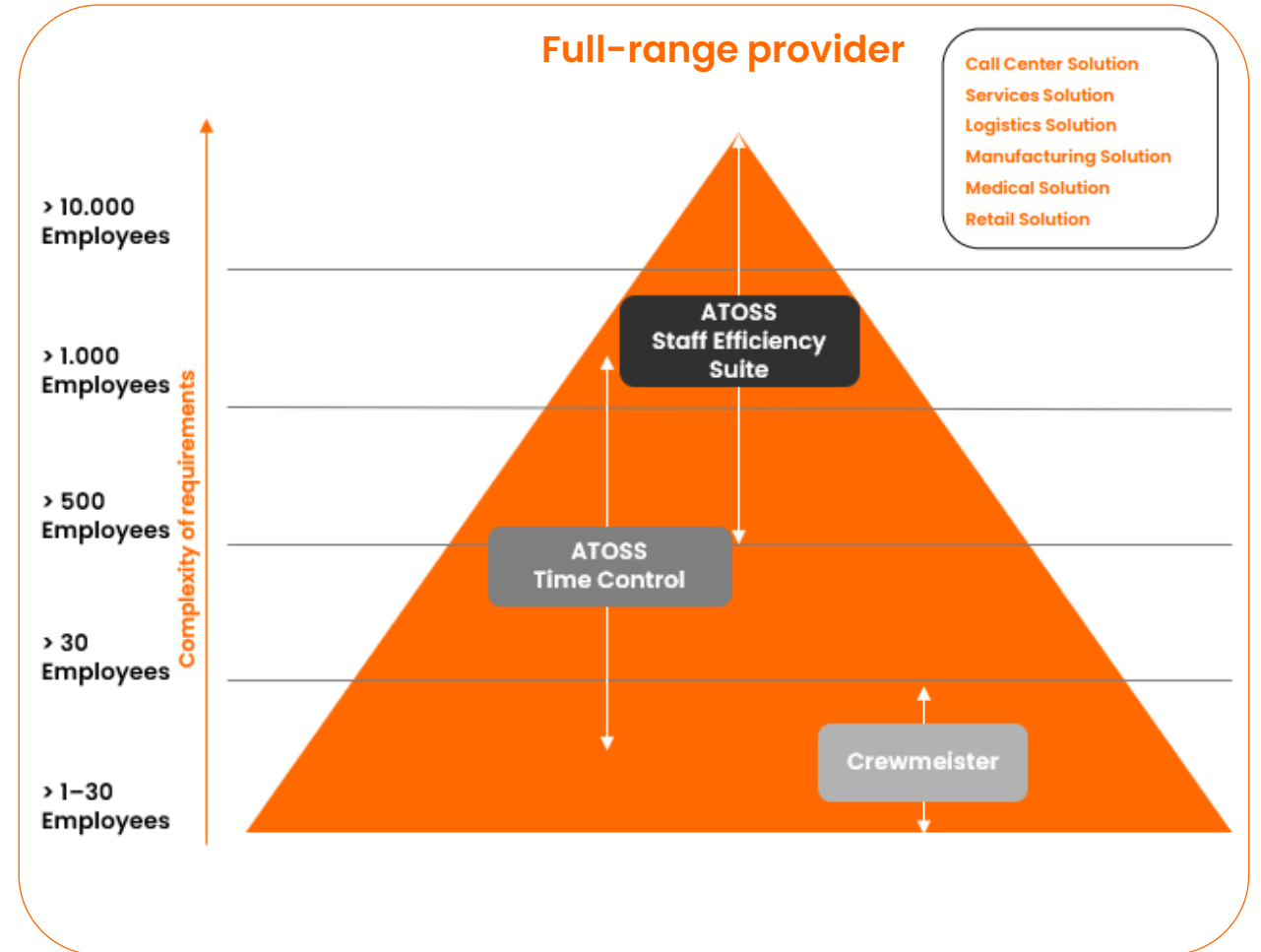
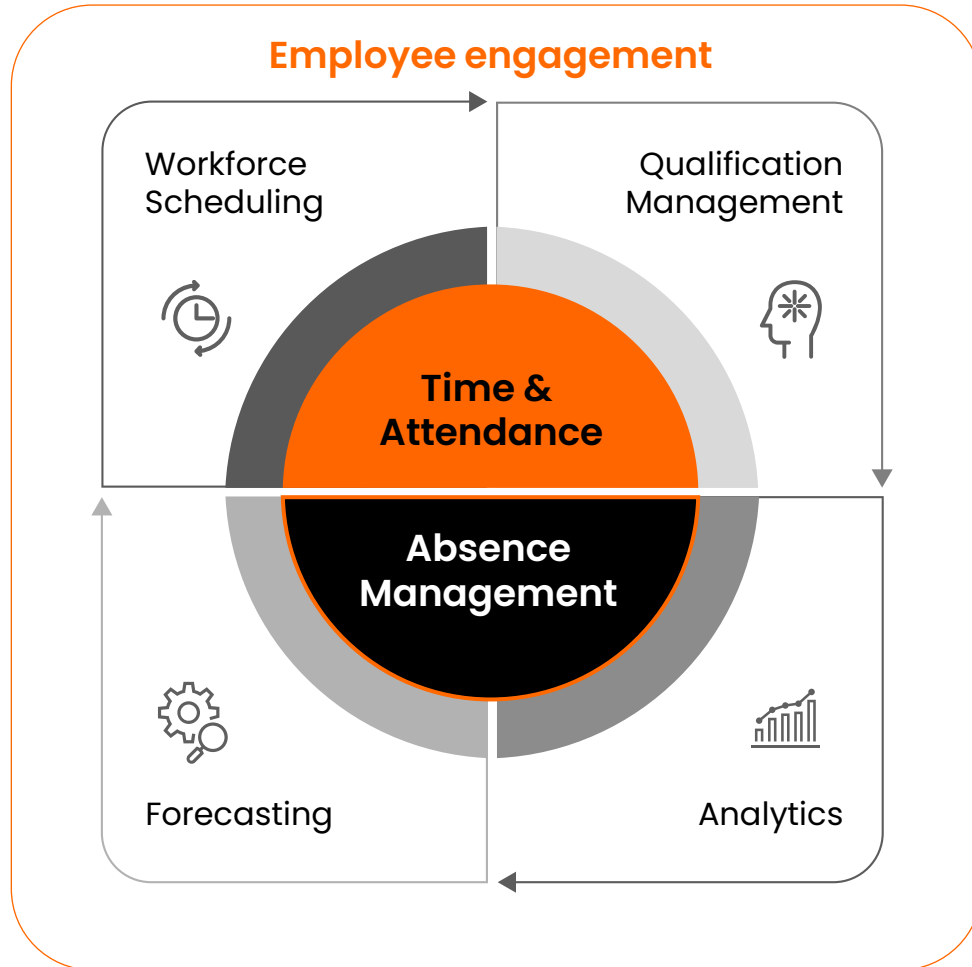
Exemplary:

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



Workforce Management in a Nutshell

Efficiency via Highly Flexible Staff Deployment



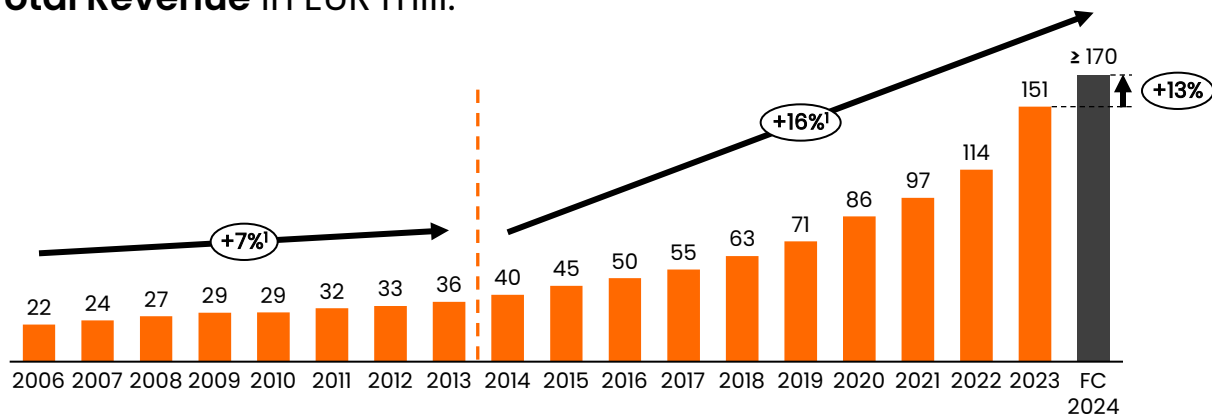
02 Financials & KPI's

ATOSS – 19th Record Year Anticipated

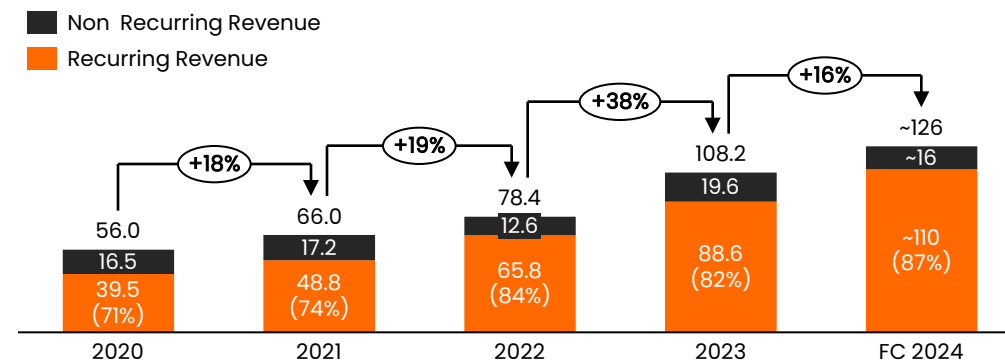
Running like Clockwork

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

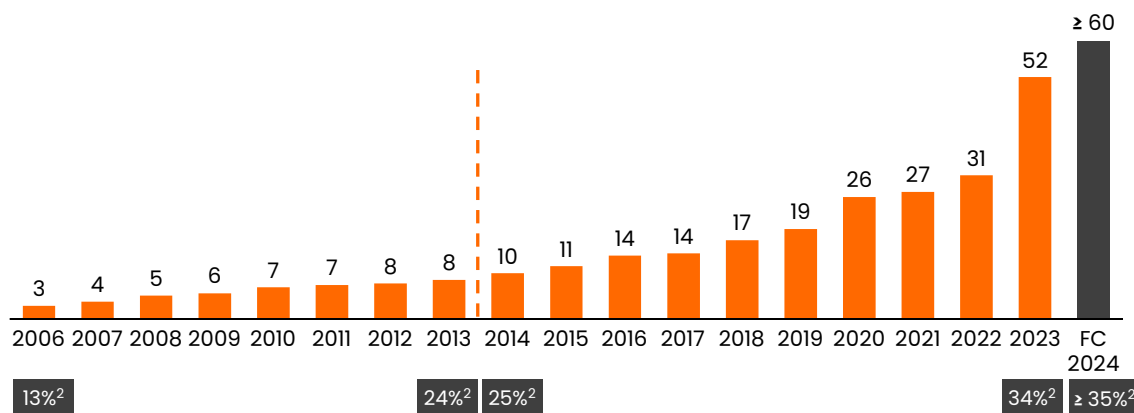
Total Revenue in EUR mill.



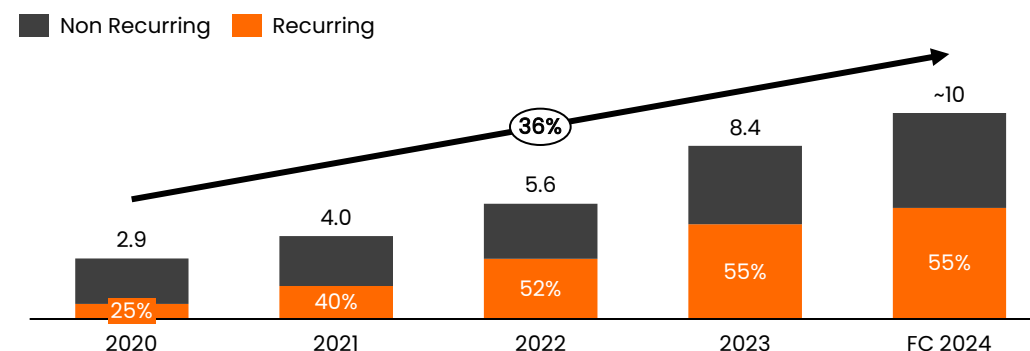
Software Revenue in EUR mill.



EBIT in EUR mill.



NON-DACH Revenue in EUR mill.

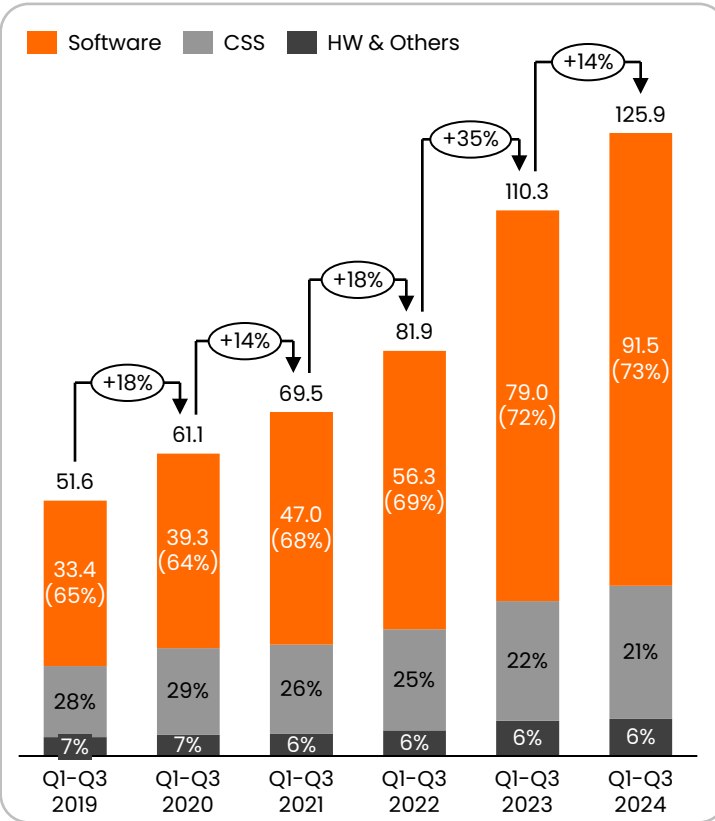


(1) Average growth rate; (2) EBIT as % of total revenue.

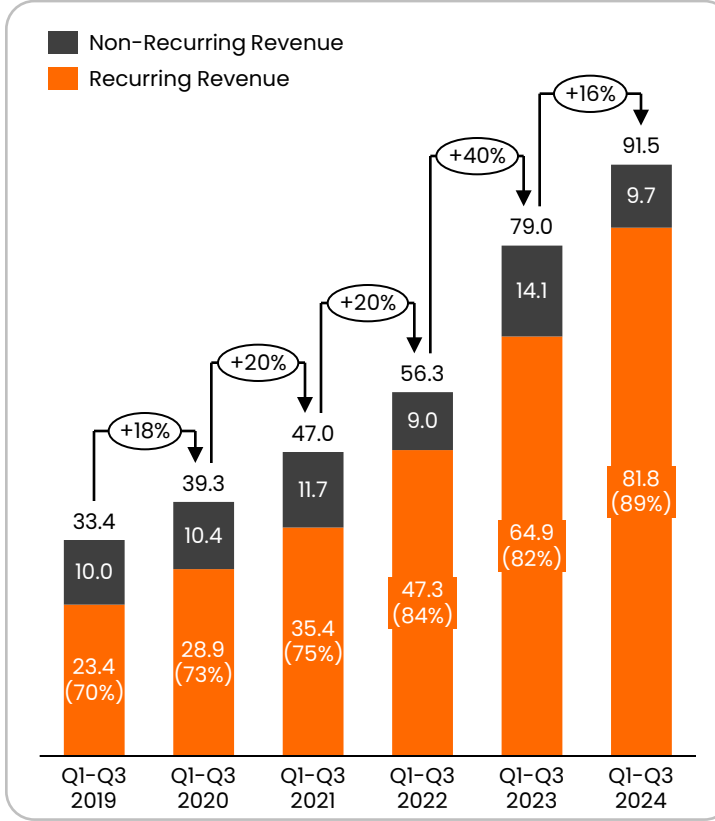
Top Key Figures

Revenue Q1-Q3 2024

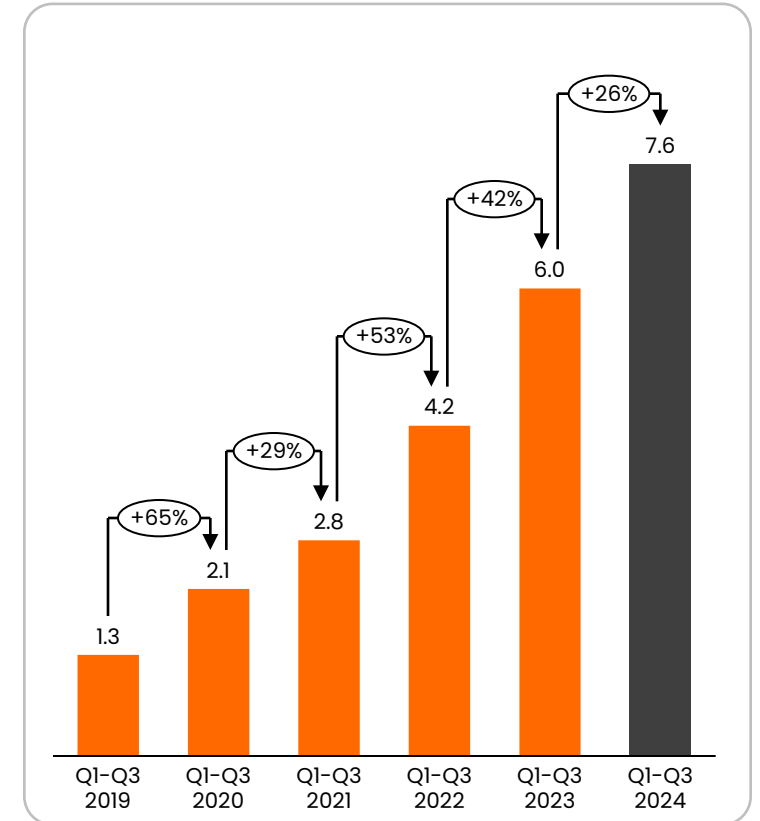
Total Revenue in EUR mill.



Software Revenue in EUR mill.



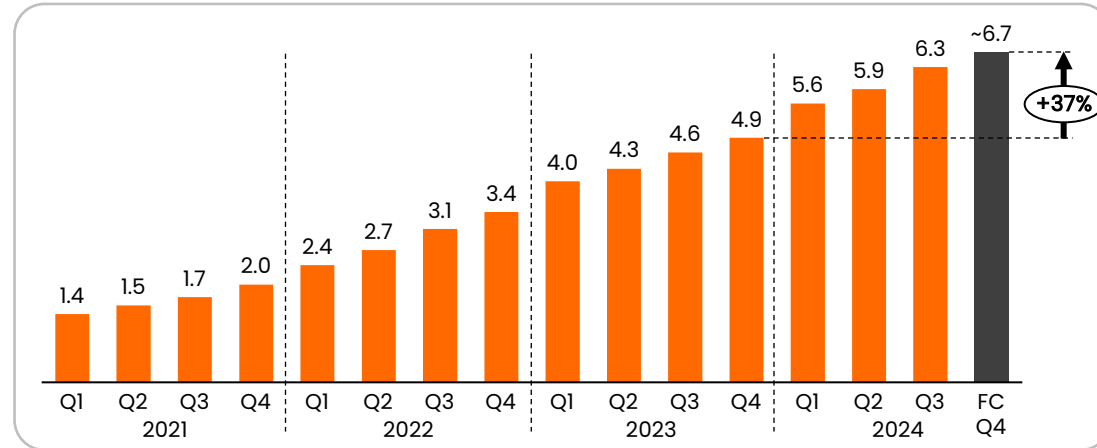
Non-DACH Revenue in EUR mill.



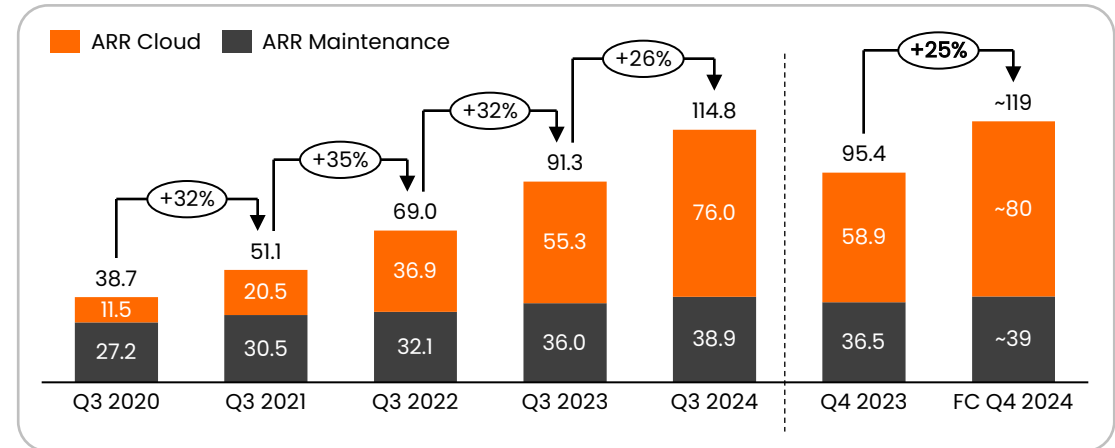
Cloud MRR & ARR (Cloud + Maintenance) Development

Actuals Q1-Q3 + Outlook Q4 2024

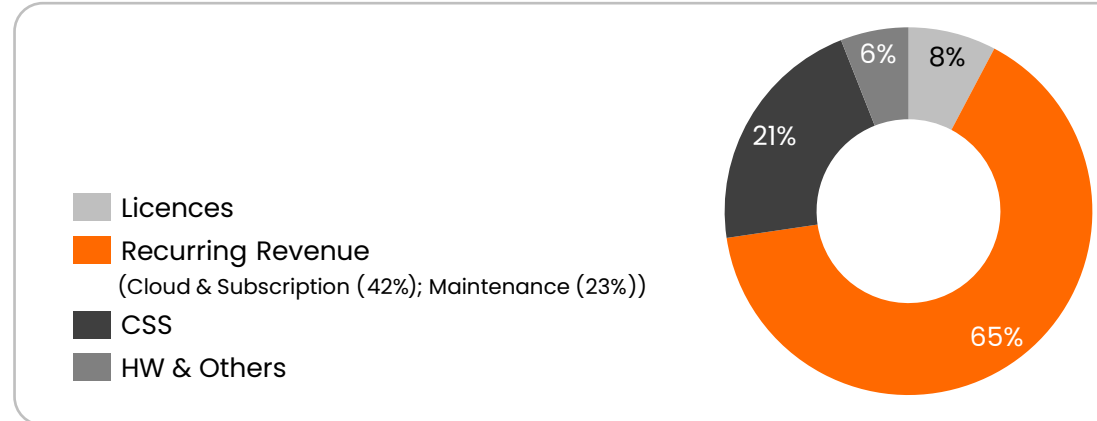
Cloud MRR: Quarterly development in EUR mill.



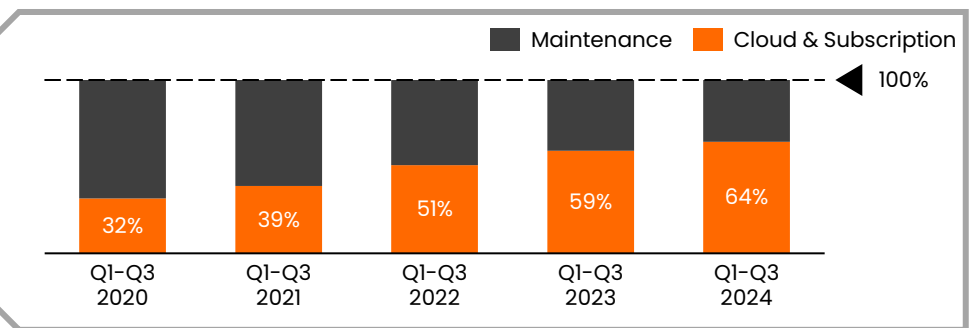
ARR Total (Cloud + Maintenance) in EUR mill.



Share of Cloud & Subscription in Recurring Revenue in %



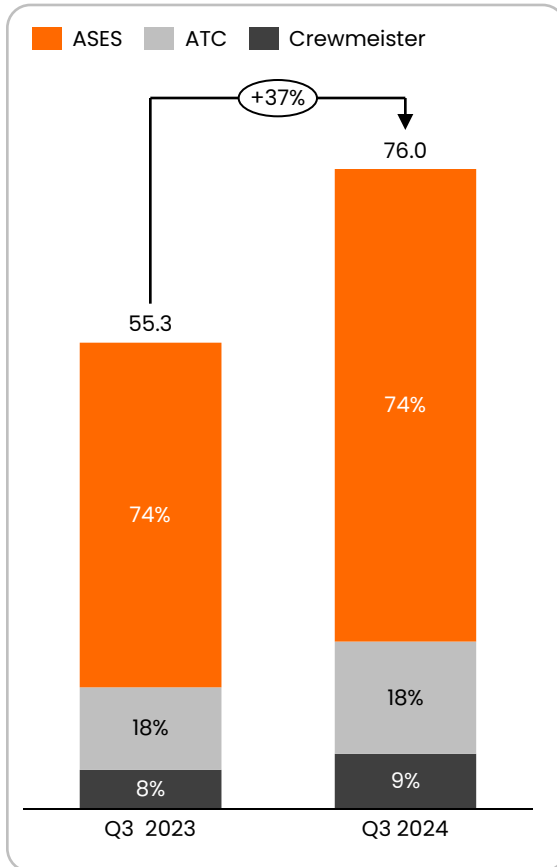
Increasing Share of Cloud & Subscription in Recurring Revenue



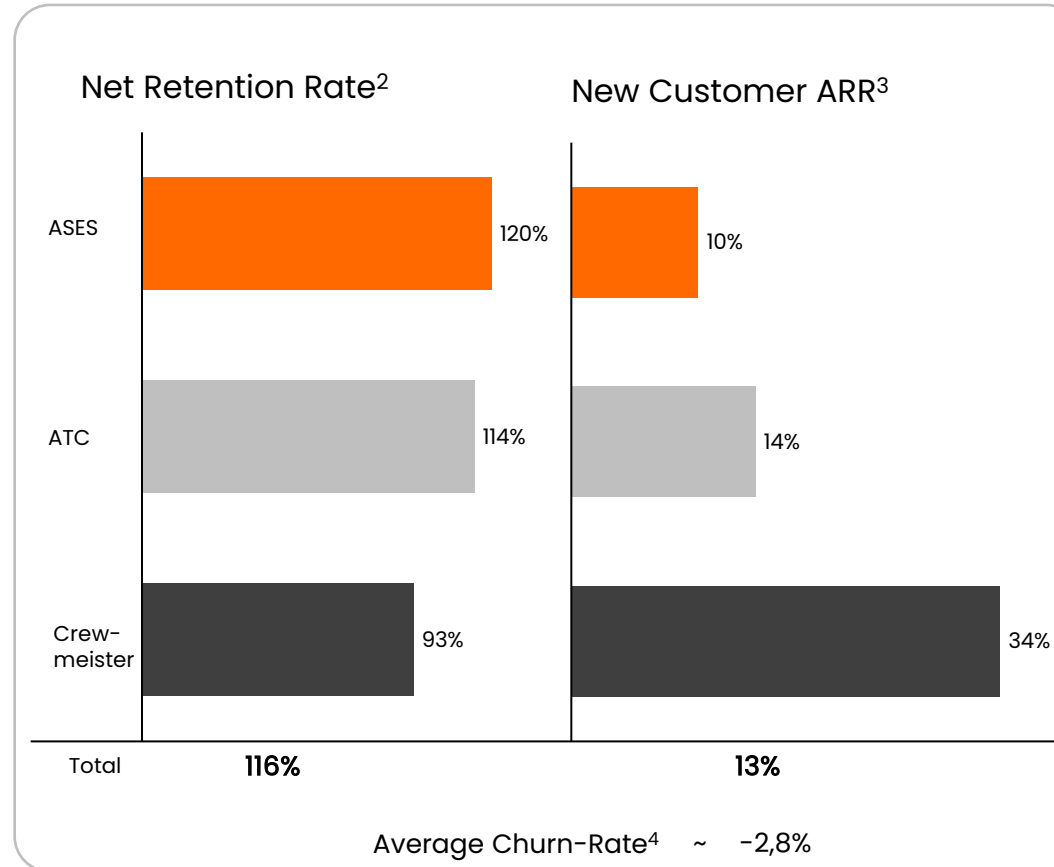
ATOSS Cloud development by products

Q3 2024

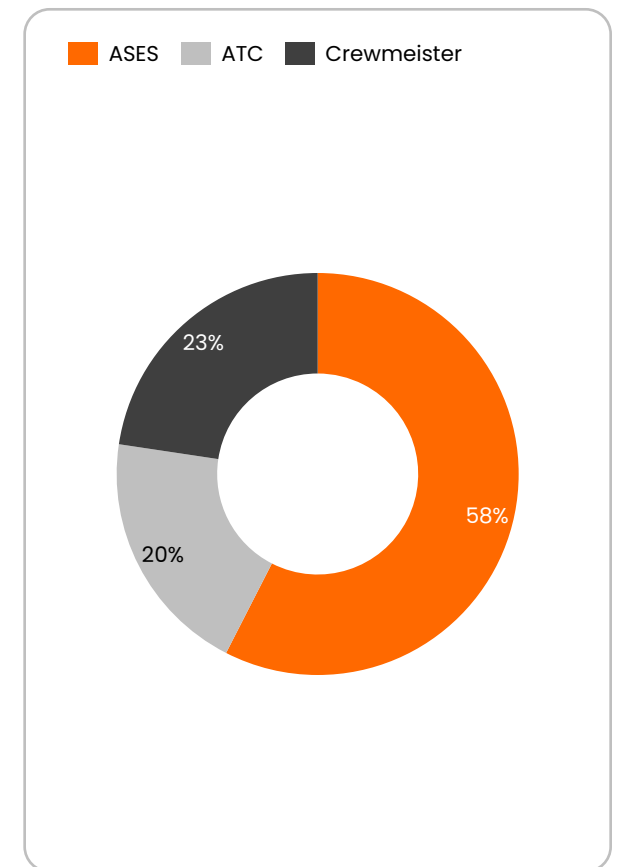
Cloud ARR¹
in EUR mill.



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

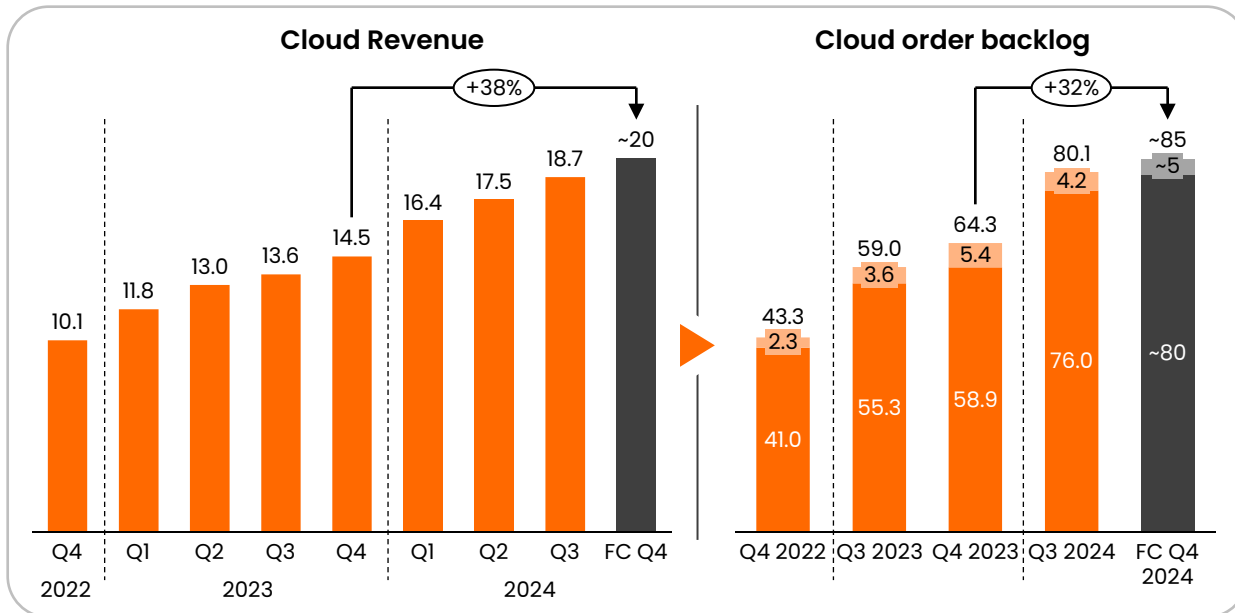
⁴Churn-Rate: calculated as contract terminations and contractions divided by ARR (w/o Crewmeister)

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

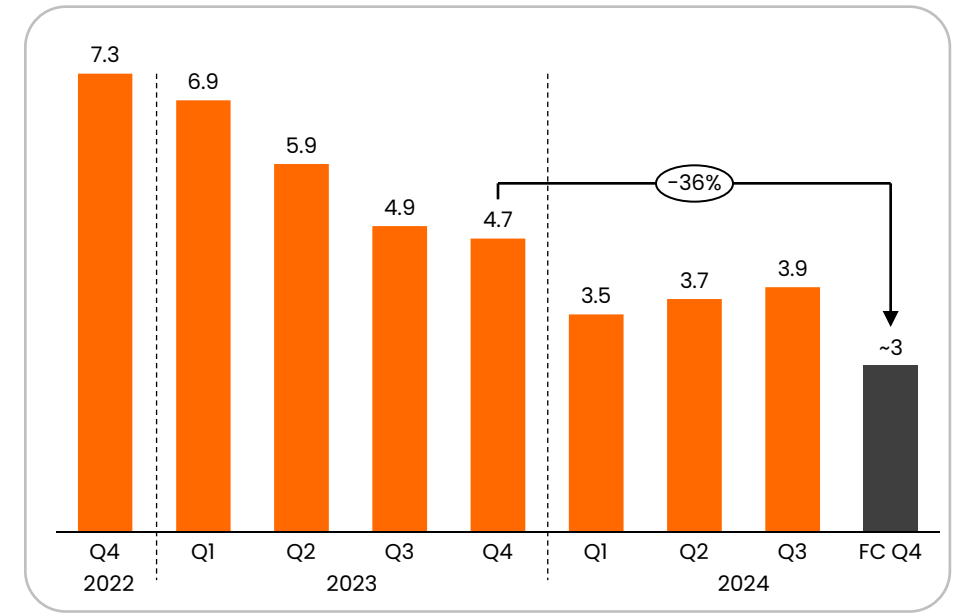
Order backlog

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)

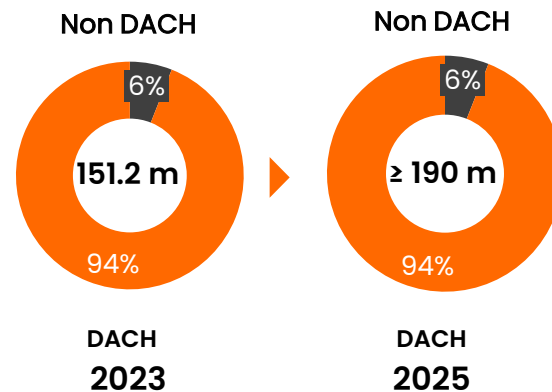
Maintain
commitment
of **further
product
development**

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 in reach
- ~19.000 customers
- ARR of ~9m EUR

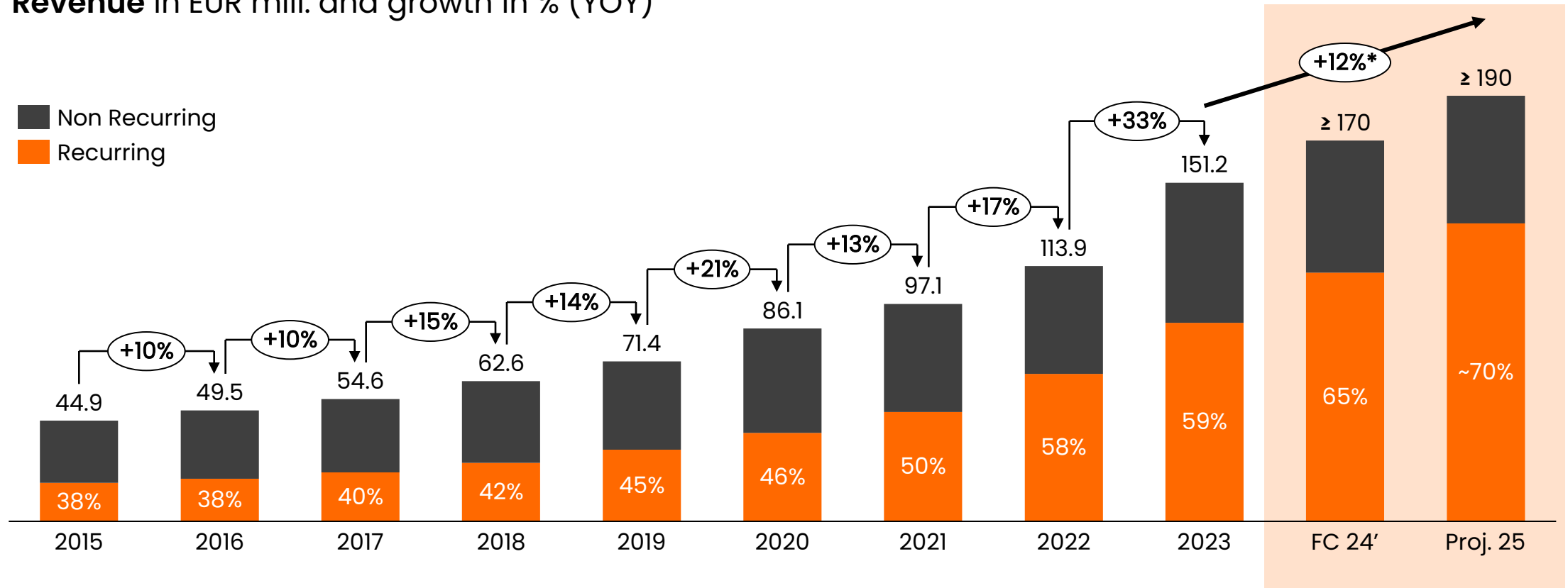
R&D investment
**16-17% of
total revenue**

*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)

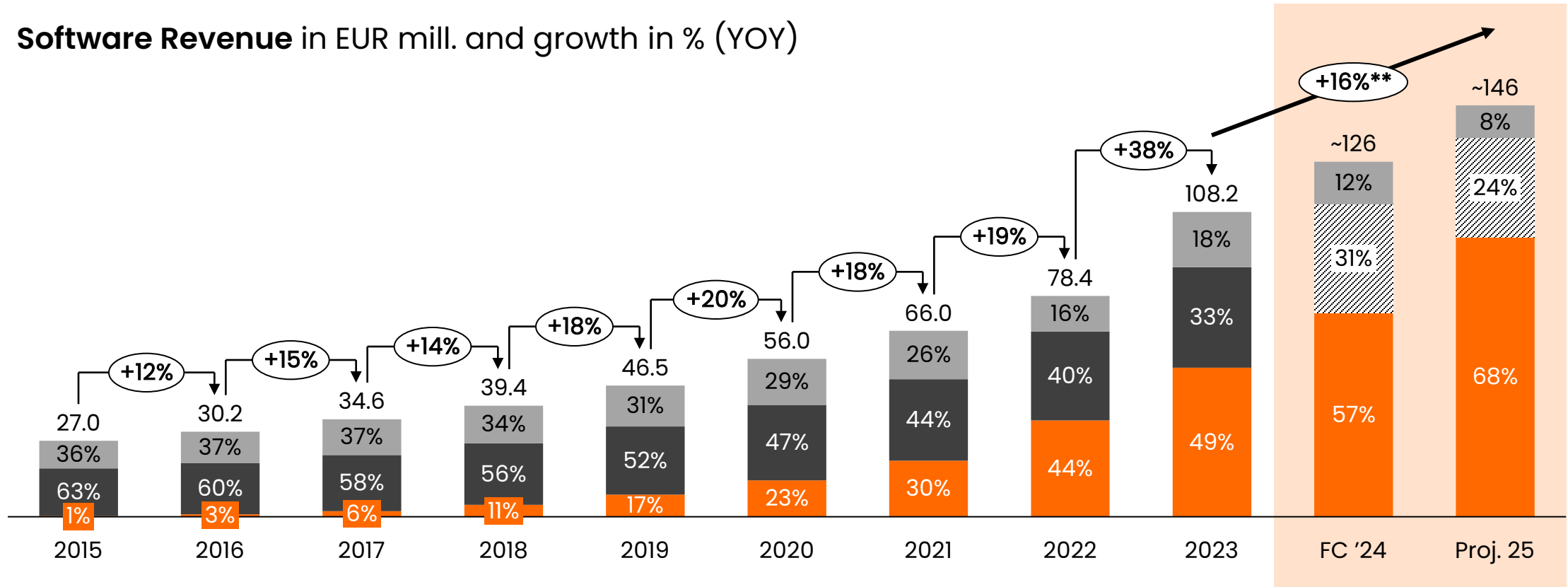


* Compound Annual Growth Rate

ATOSS Cloud Transformation

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

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



■ Licenses ▨ Maintenance/Cloud*
■ Maintenance ■ Cloud & Subscriptions

* 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**

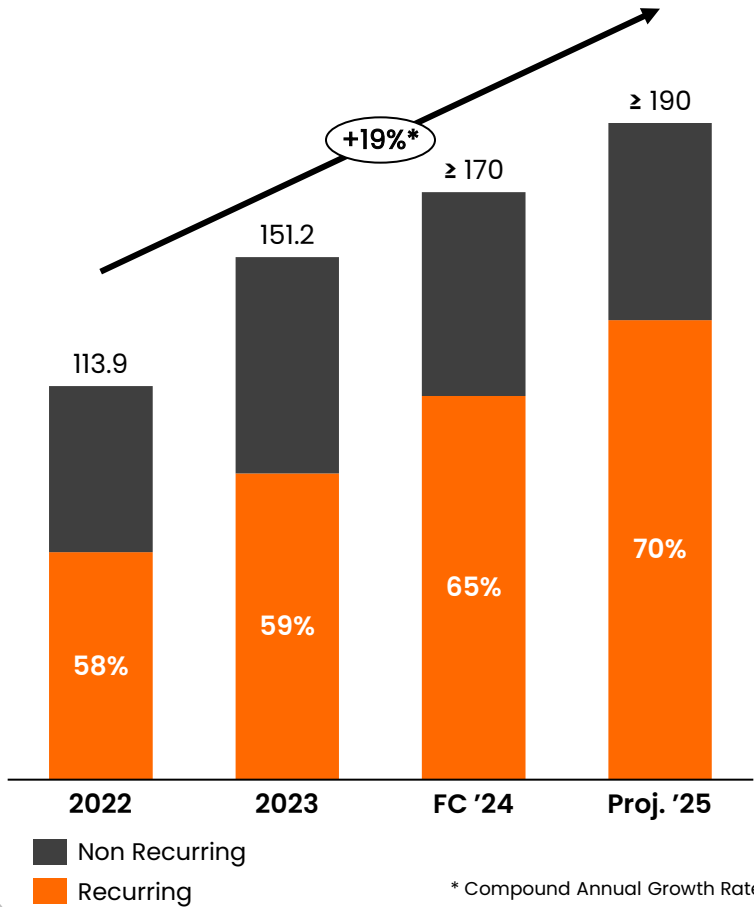
As of 31.12.2023



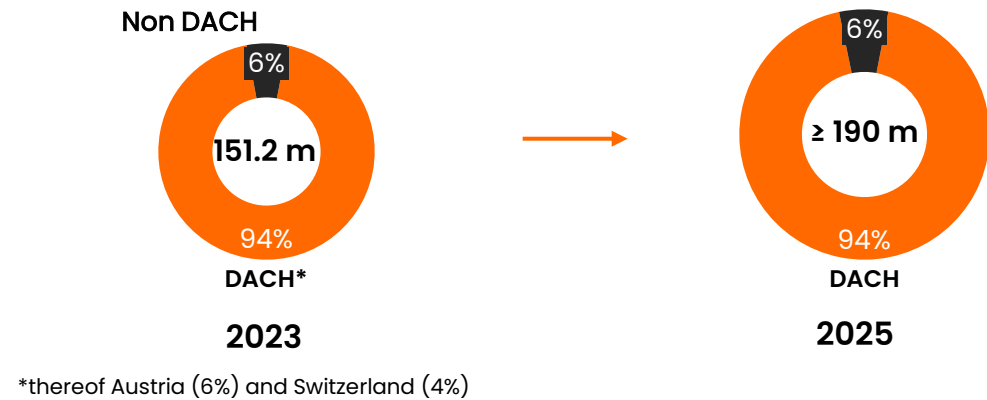
ATOSS Internationalization

Supporting overall growth strategy with expansion in Non-DACH countries

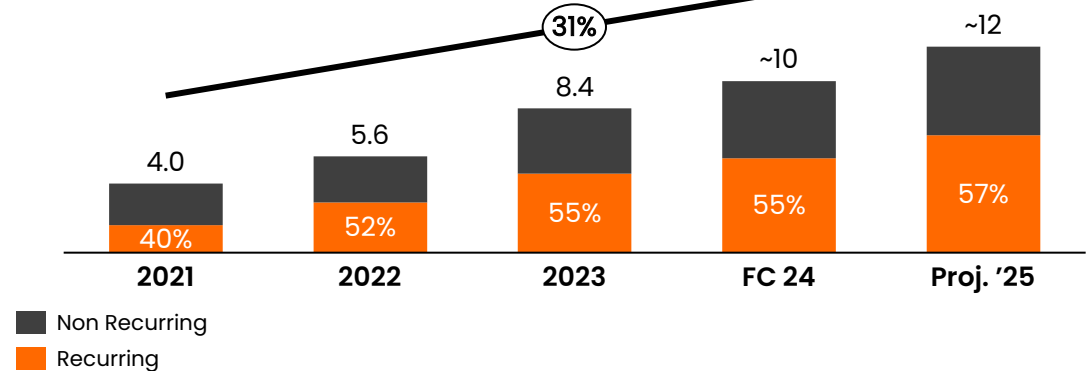
Total Revenue (Projections, in EUR mill.)



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

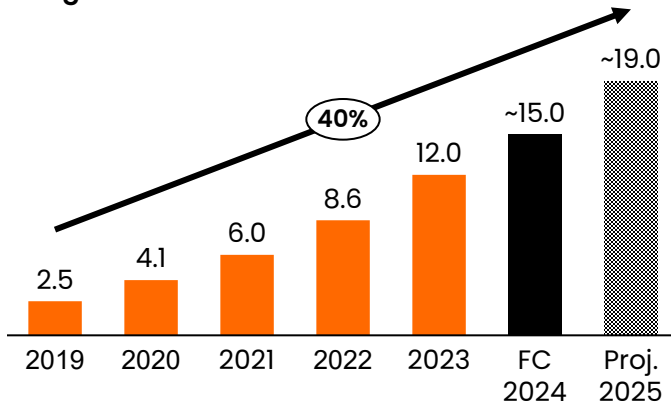
- Av. Customer Acquisition costs (CAC¹): 299 EUR
- Av. Customer Lifetime Value (CLTV²): 1,736 EUR
- CLTV/CAC-Ratio: 5.8
- Av. Monthly Churnrate³: 1.52 %
- Cloud Gross Margin: +79%

Outlook 2025

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

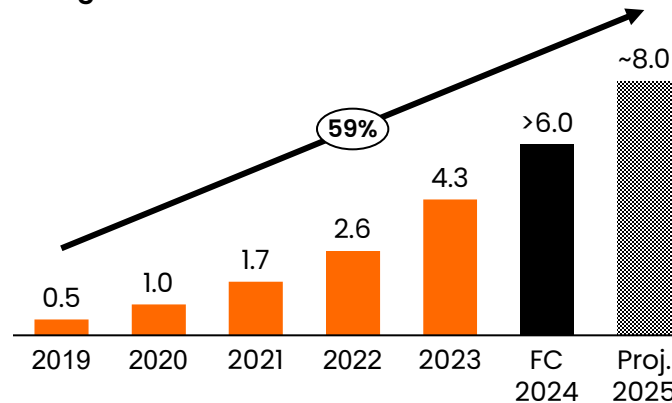
Customer Development (K)

Av. growth rate



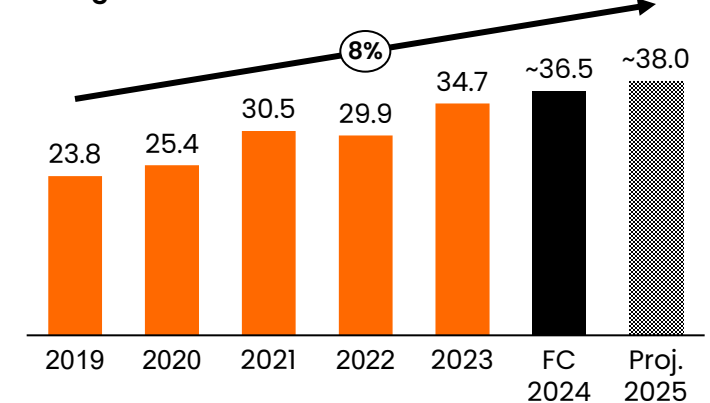
Sales Development (MEUR)

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

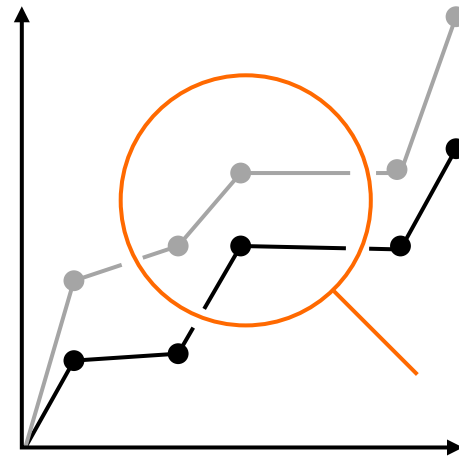
Guidance 2024

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

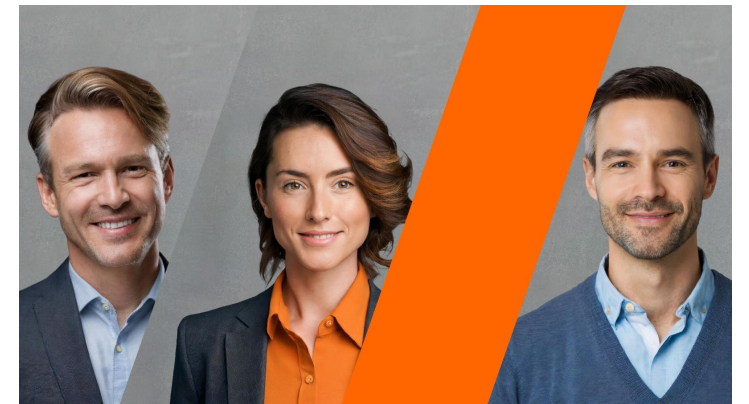


Customer and society

- 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%



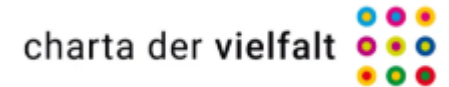
“Continuous employee growth”

- 775 employees (12/22: 693)



„We live diversity and promote equal opportunities and inclusion“

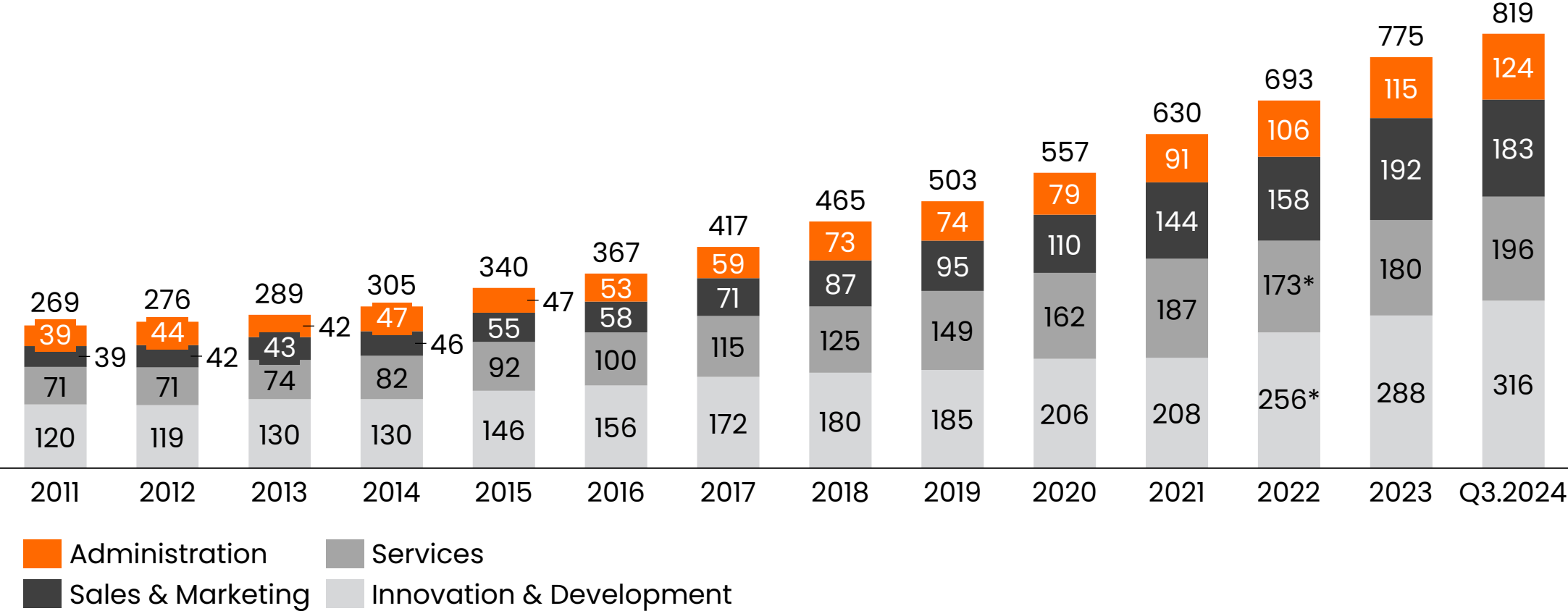
- Member of “Charta der Vielfalt”
- Employees from around 49 countries
- 59% male/41% female > ongoing diversity goals by 2027



“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 – 31 October 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

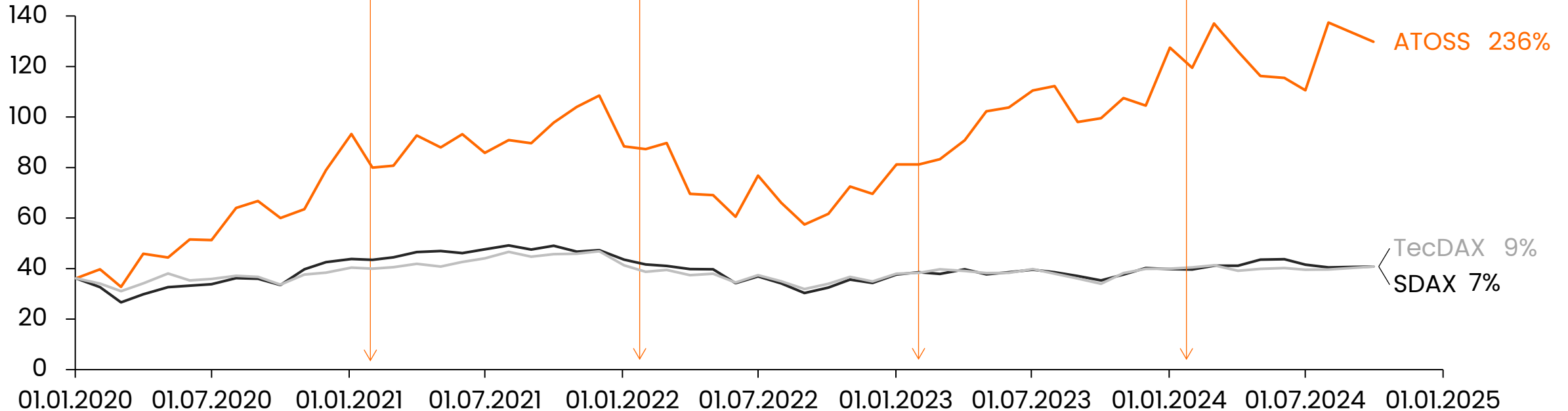
Total rev. growth: +17%
Software growth: +19%
Recurring rev. growth: +35%
EBIT Margin: 27%
Forecast for the years 2023-
2025 raised

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)

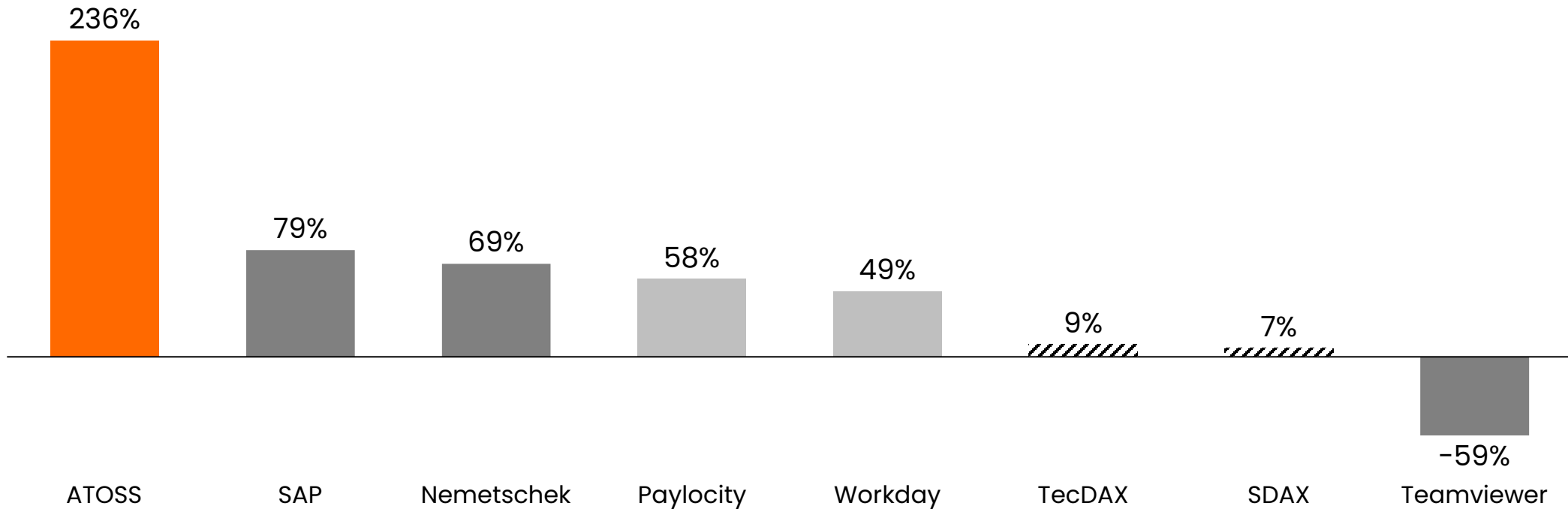


*SDAX/TecDax Index rebased on ATOSS' share price of EUR 72,25 as of 01/02/2020

ATOSS Stock

High Performer in European Software and HCM Stocks since COVID

Share price performance* (01/2020 – 10/31/2024)



■ HCM Saas ■ European Software

* ATOSS, Nemetschek, Teamviewer, SAP, Invision, SDAX: XETRA-Opening price 01/02/2020 and -Closing price 10/31/2024; Paylocity: Frankfurt Stock Exchange-Opening price 01/02/2020 and -Closing price 10/31/2024; Workday: Tradegate-Opening price 01/02/2020 and -Closing price 10/31/2024

Income statement (IFRS)

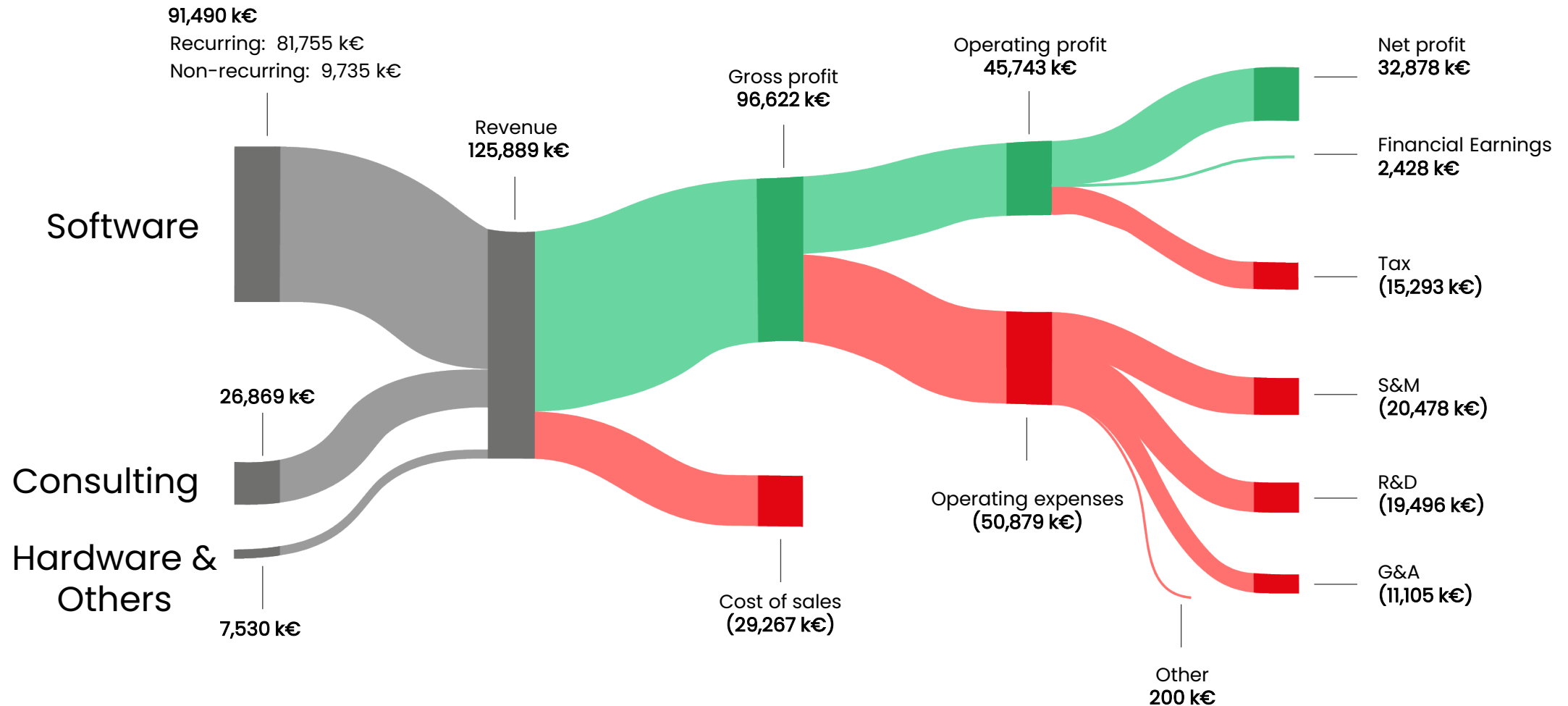
Q1-Q3 2024

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

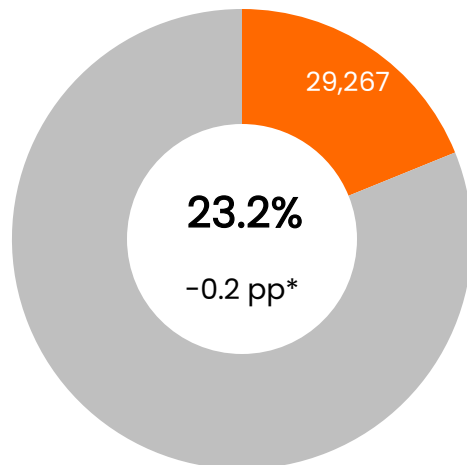


Cost ratios

Q1-Q3 2024

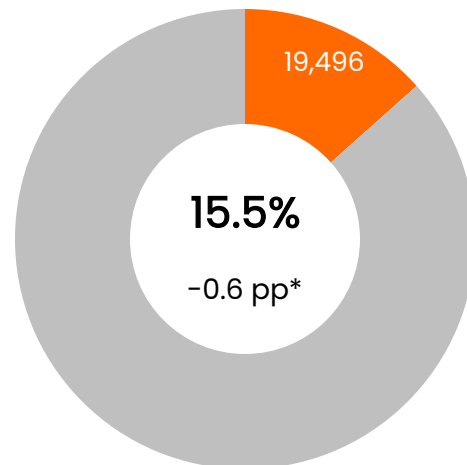
Total Revenue: EUR125.9 million

Cost of sales
as % of total revenue



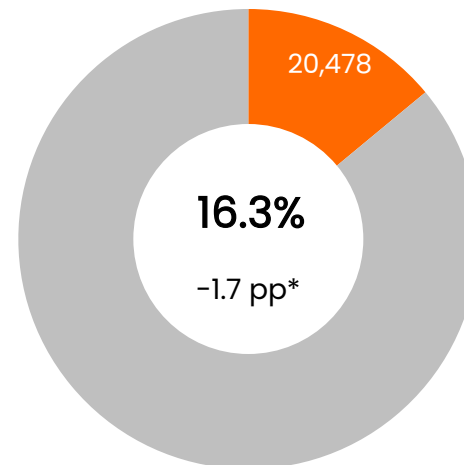
In KEUR

R&D
as % of total revenue



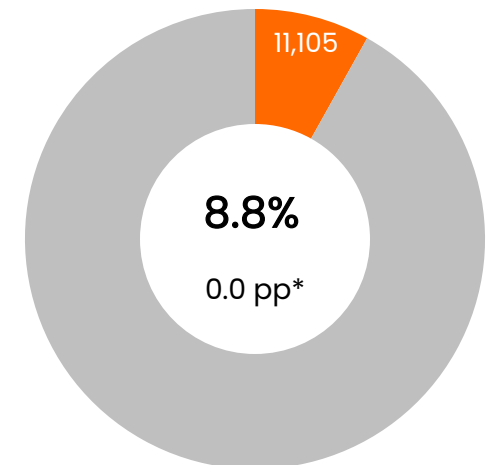
In KEUR

S&M
as % of total revenue



In KEUR

G&A
as % of total revenue



In KEUR

* Delta to PY YTD

Cash flow development (IFRS)

Q1-Q3 2024

in KEUR

Q1-Q3 2024

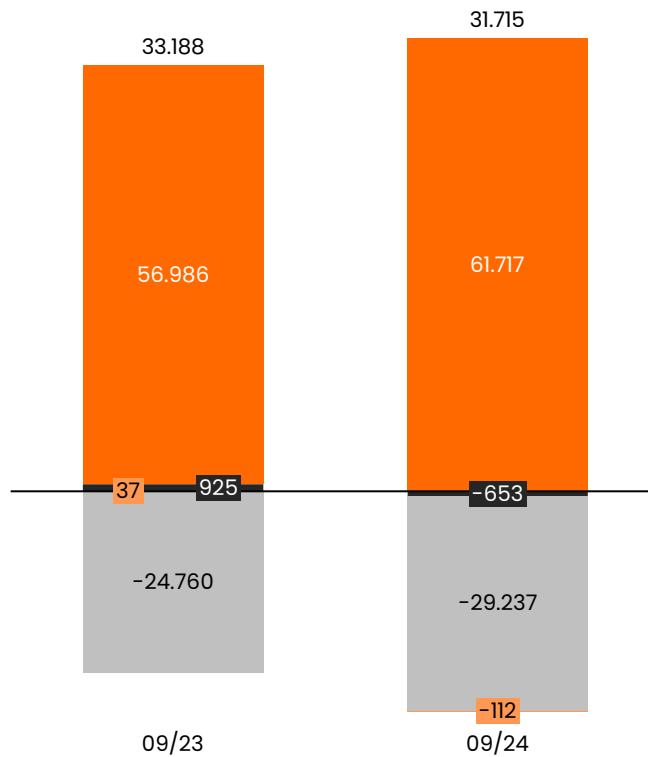
Q1-Q3 2023

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

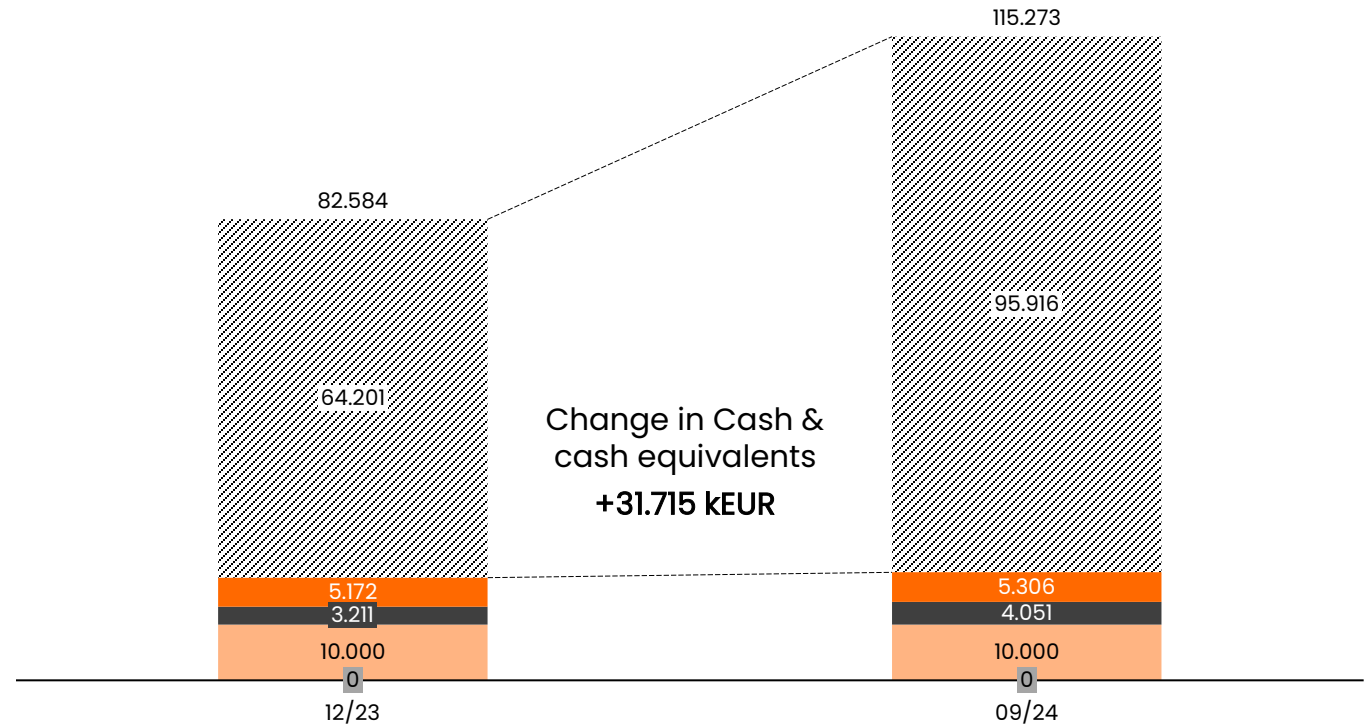
Impressive cash position

Cash Flow in KEUR



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

Liquidity in KEUR

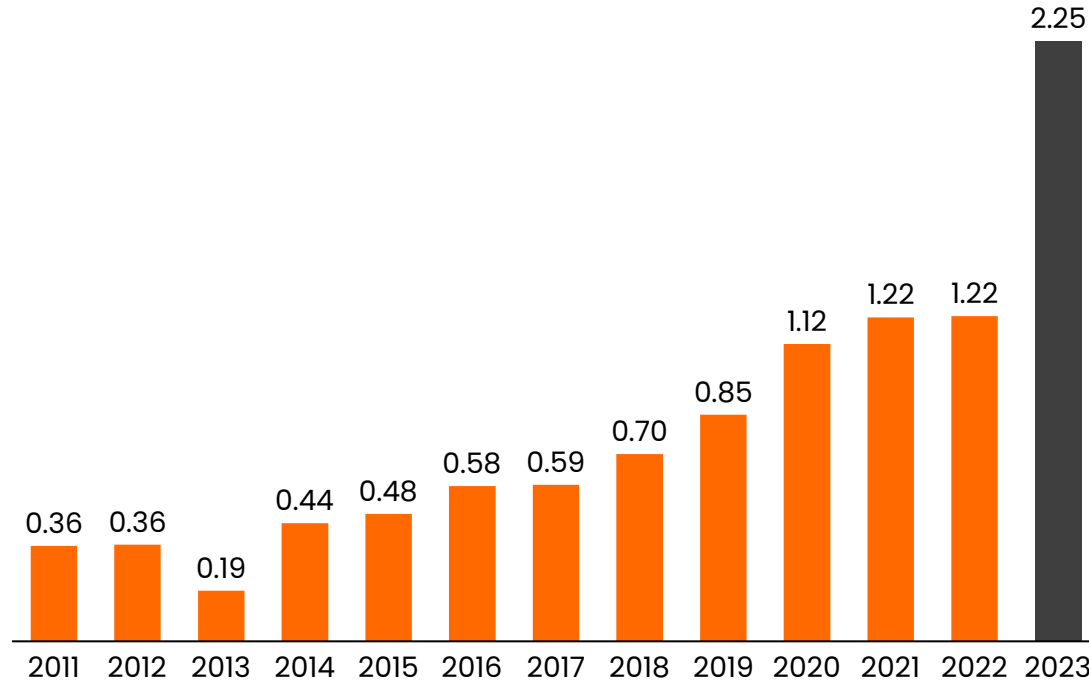


■ Cash & cash equivalents
 ■ Investment funds
 ■ Gold
 ■ Insurance deposits
 ■ Fix. Long-term deposits

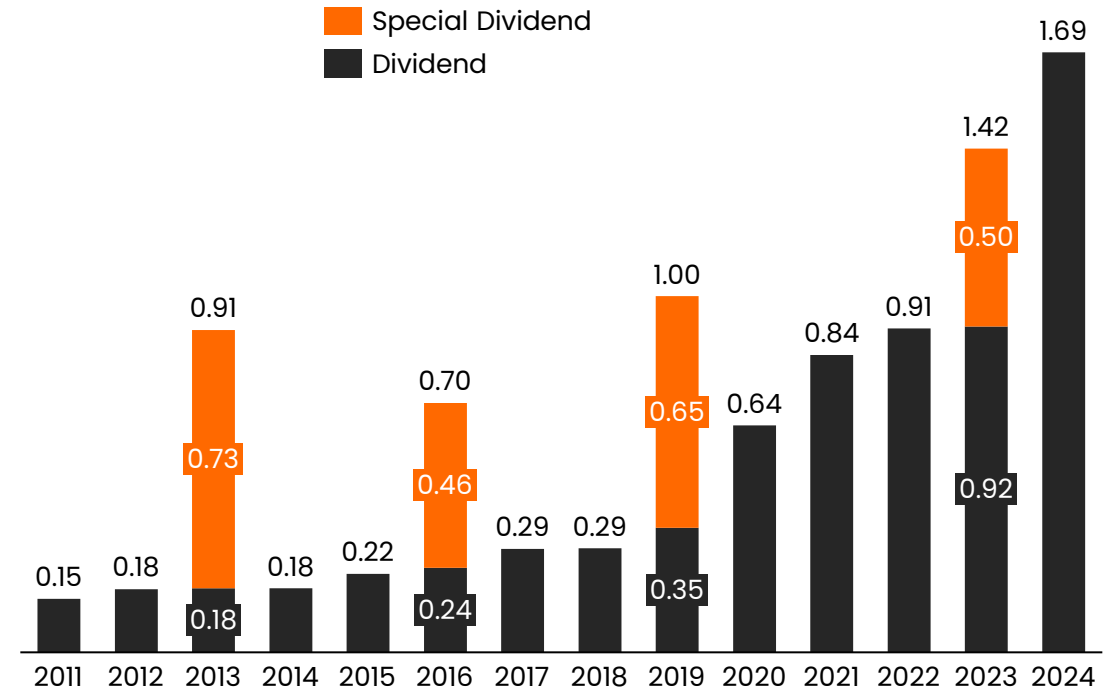
The ATOSS Share

Dividend Policy

EPS* per 31. December in EUR



Dividend* in EUR



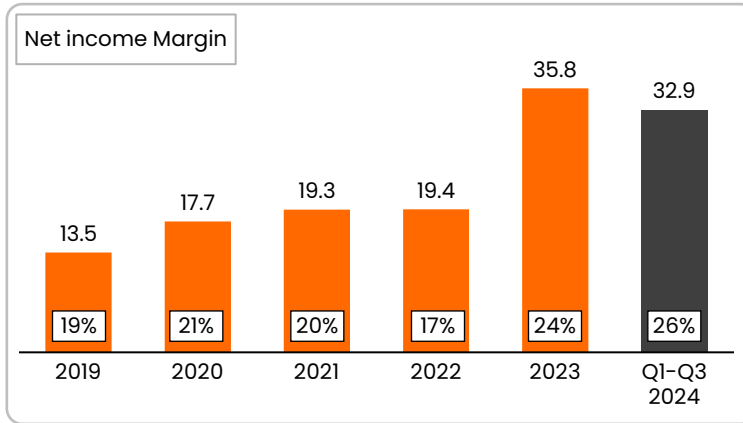
ATOSS stays true to its dividend policy with continuity to the previous year

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

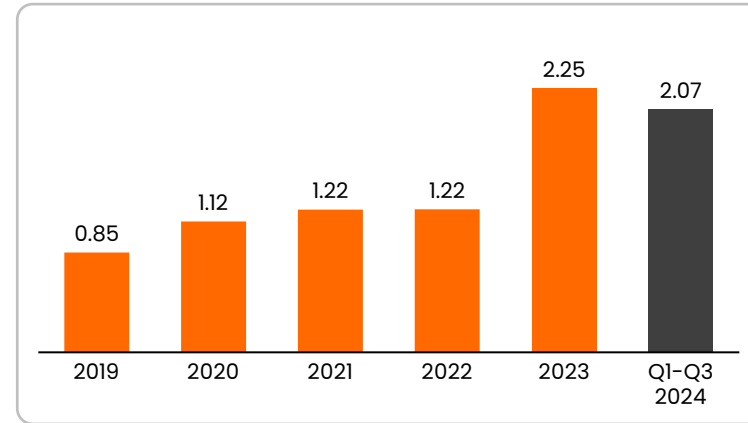
Financial KPIs

Financial strength excellent base for further growth

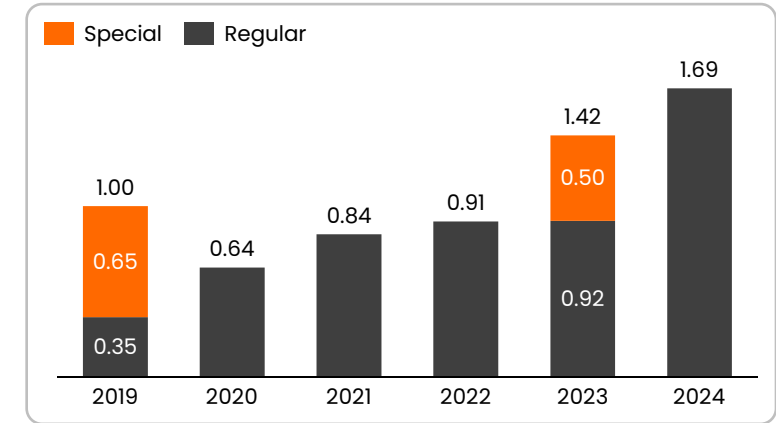
Net income
in EUR mill.



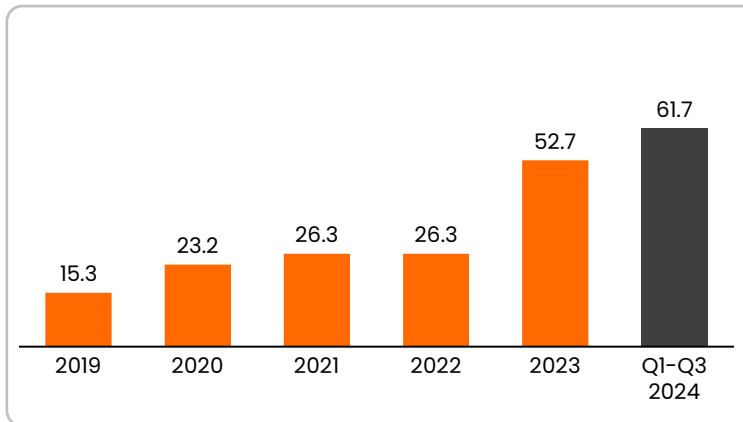
EPS*
in EUR



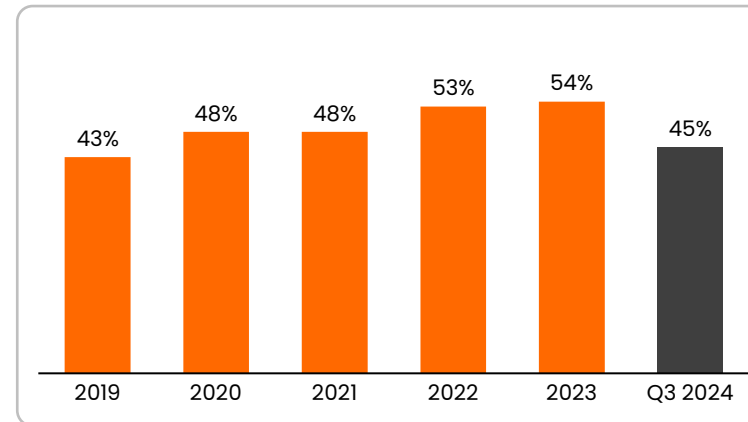
Dist. Dividend per share*
in EUR



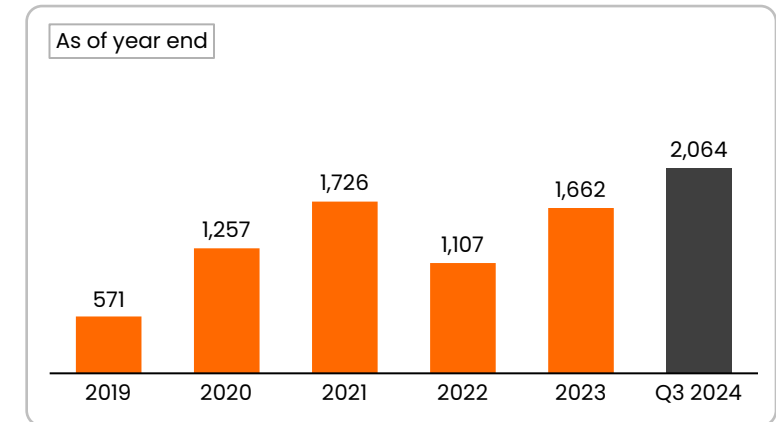
Operational Cashflow
in EUR mill.



Equity Ratio
in %



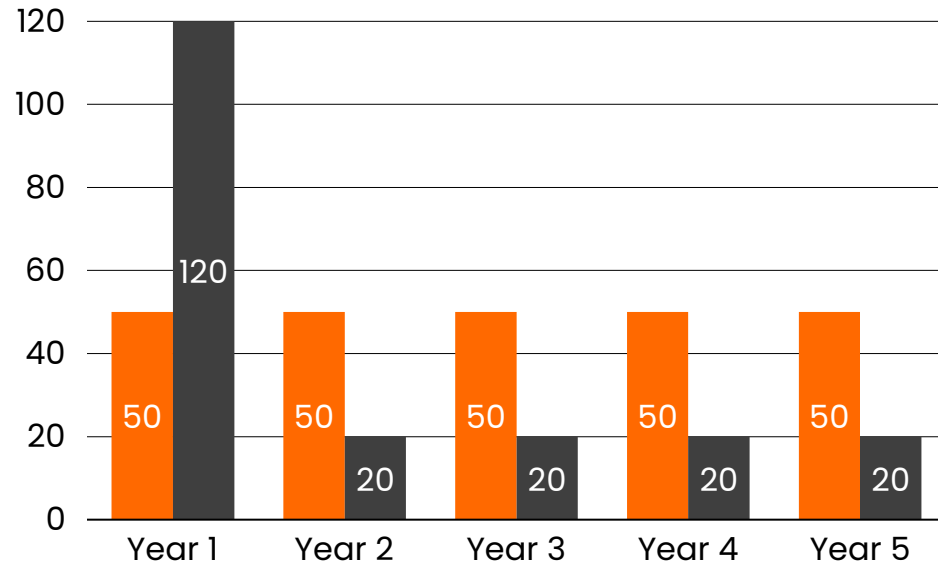
Market capitalization
in EUR mill.



On-Premises vs. Cloud Model

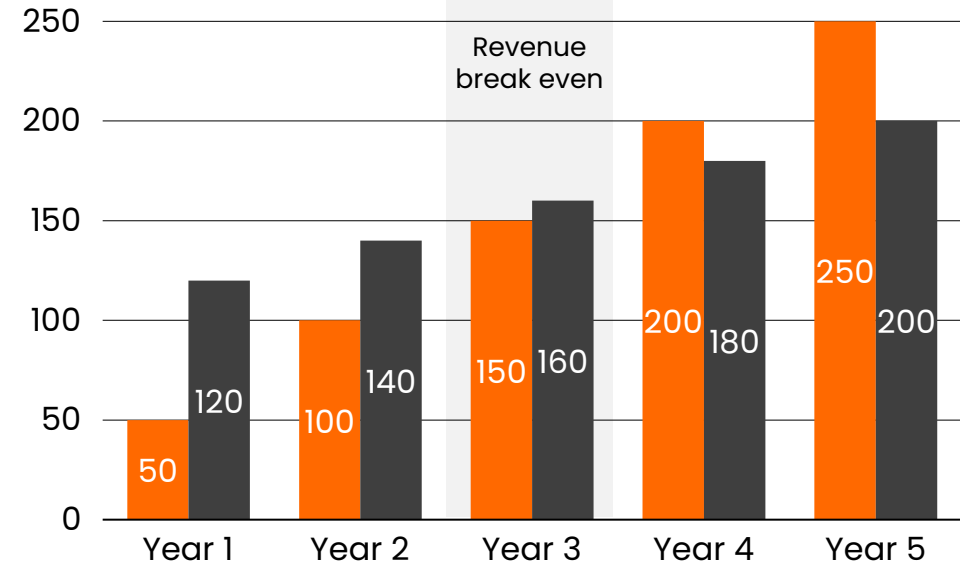
Revenue/Payment scheme

Cloud vs. On-Premises



Cloud (Saas) On-Premises

Cloud vs. On-Premises (accumulated)

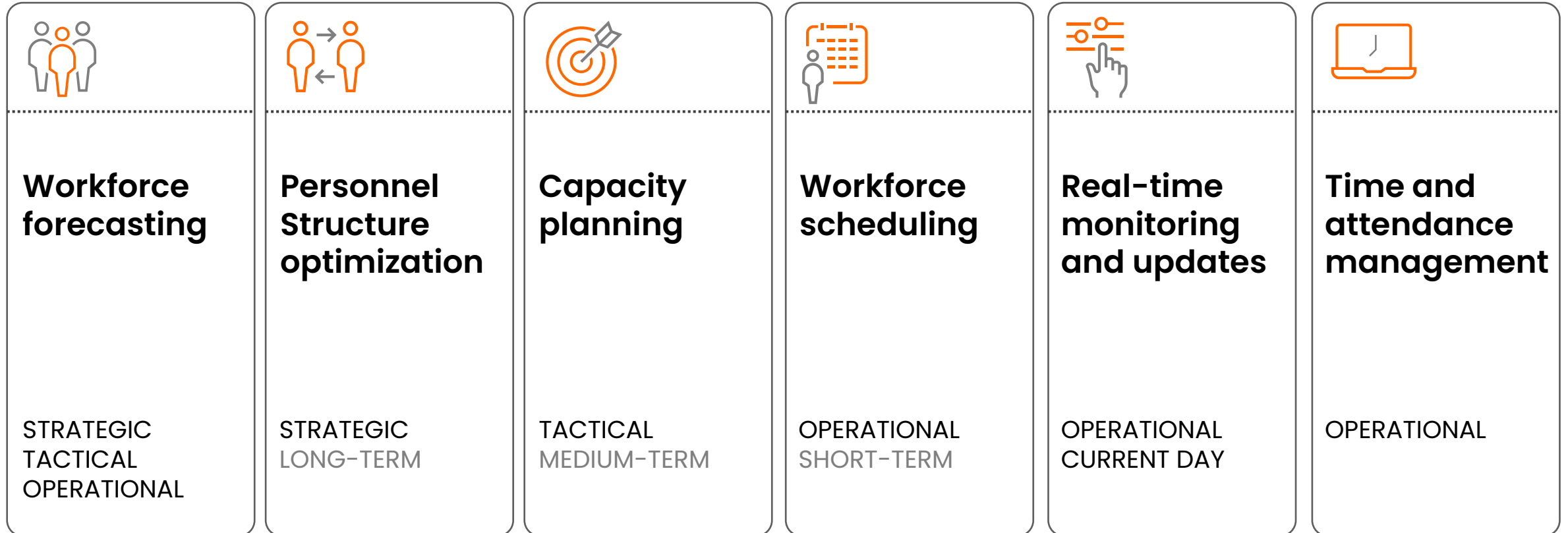


Cloud (Saas) On-Premises

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

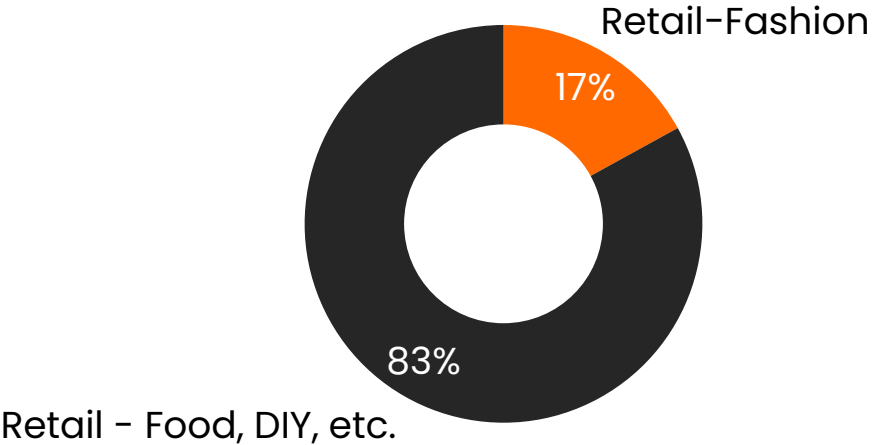
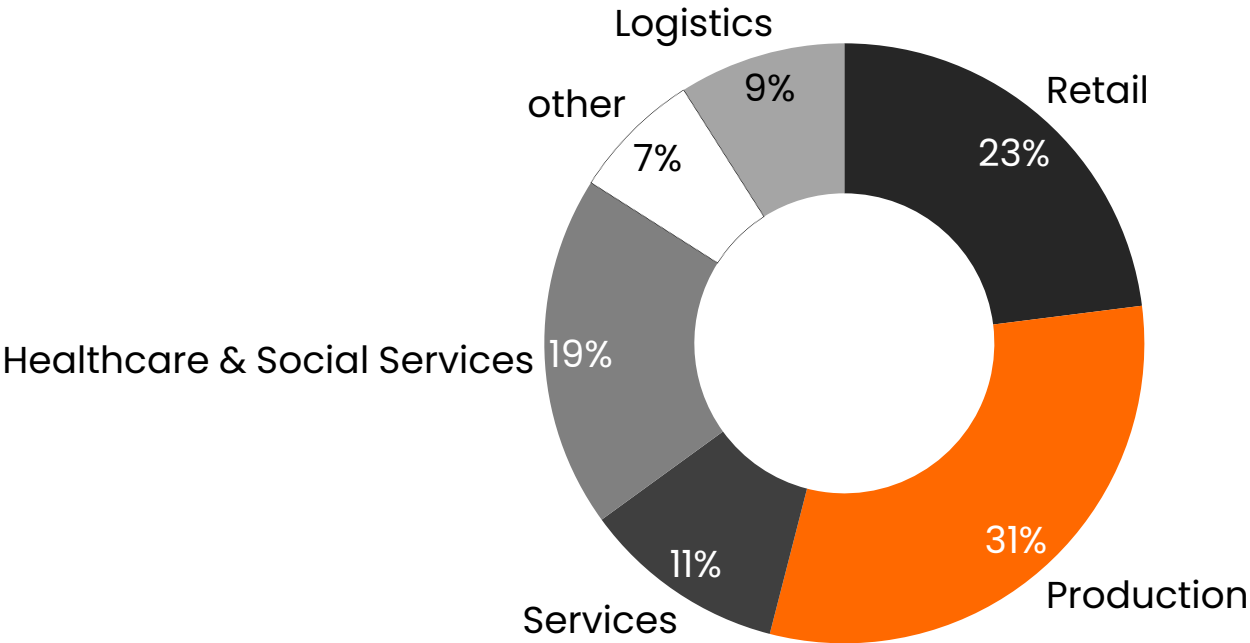
Comprehensive Workforce Management

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



This presentation contains forward-looking statements based on the beliefs of ATOSS Software SE. Such statements reflect current views of ATOSS Software SE 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 SE does not intend or assume any obligation to update these forward-looking statements.

ATOSS Software SE 2024