



Excellence in Workforce Management ATOSS Software AG

AGENDA

- 01 Key Investment Highlights & Market
- 02 Workforce Management @ ATOSS
- 03 Go to Market Strategy
- 04 ATOSS KPI's and Cloud Transformation
- 05 The ATOSS Share

An aerial photograph of Munich, Germany, featuring the Statue of St. Ulrich in the foreground. The statue is a large, blue-green bronze figure of a man in a long robe, holding a book in his left hand and gesturing with his right. Behind him is a circular halo with a cross. The background shows the city's dense architecture, including domes and spires, under a soft, hazy sky.

01

Key Investment Highlights & Market

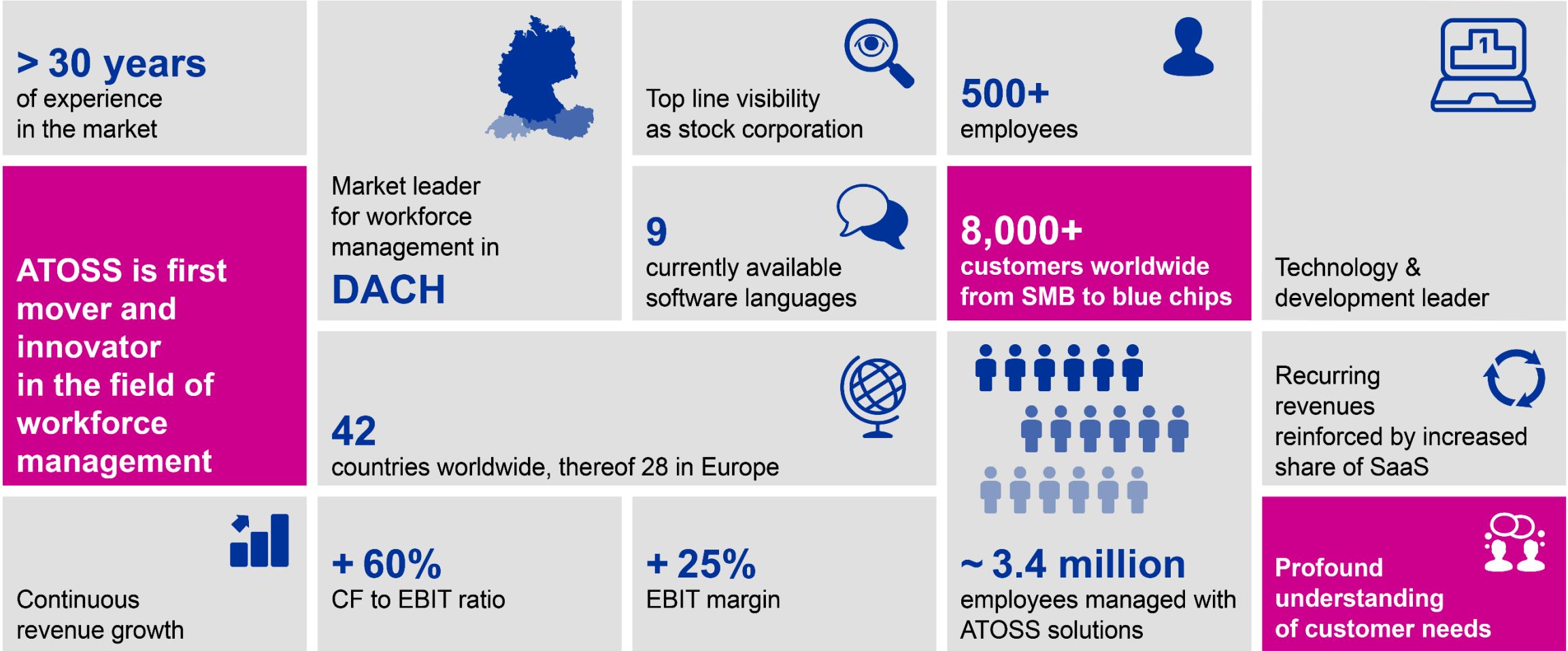
CITY OF MUNICH | Services

ATOSS Annual Report 2019

© Rainer Viertlböck, Der neue Blick auf München

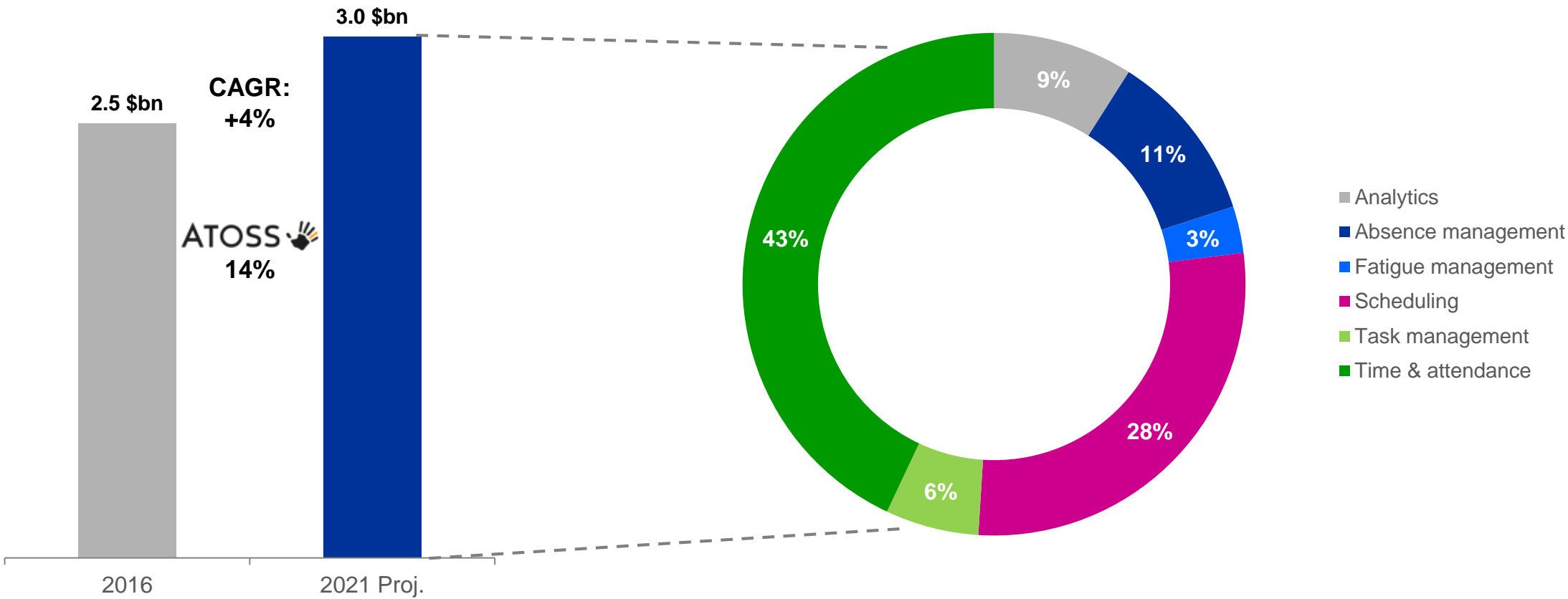
01 ATOSS – Outstanding on key levels

Highlights



01 Workforce Management Market

Market Growth



Source: Statista

01 Workforce Management Market

Main Drivers

Digitalization of labor world



Increasingly complex regulatory environment



Scarcity of resources and skilled staff

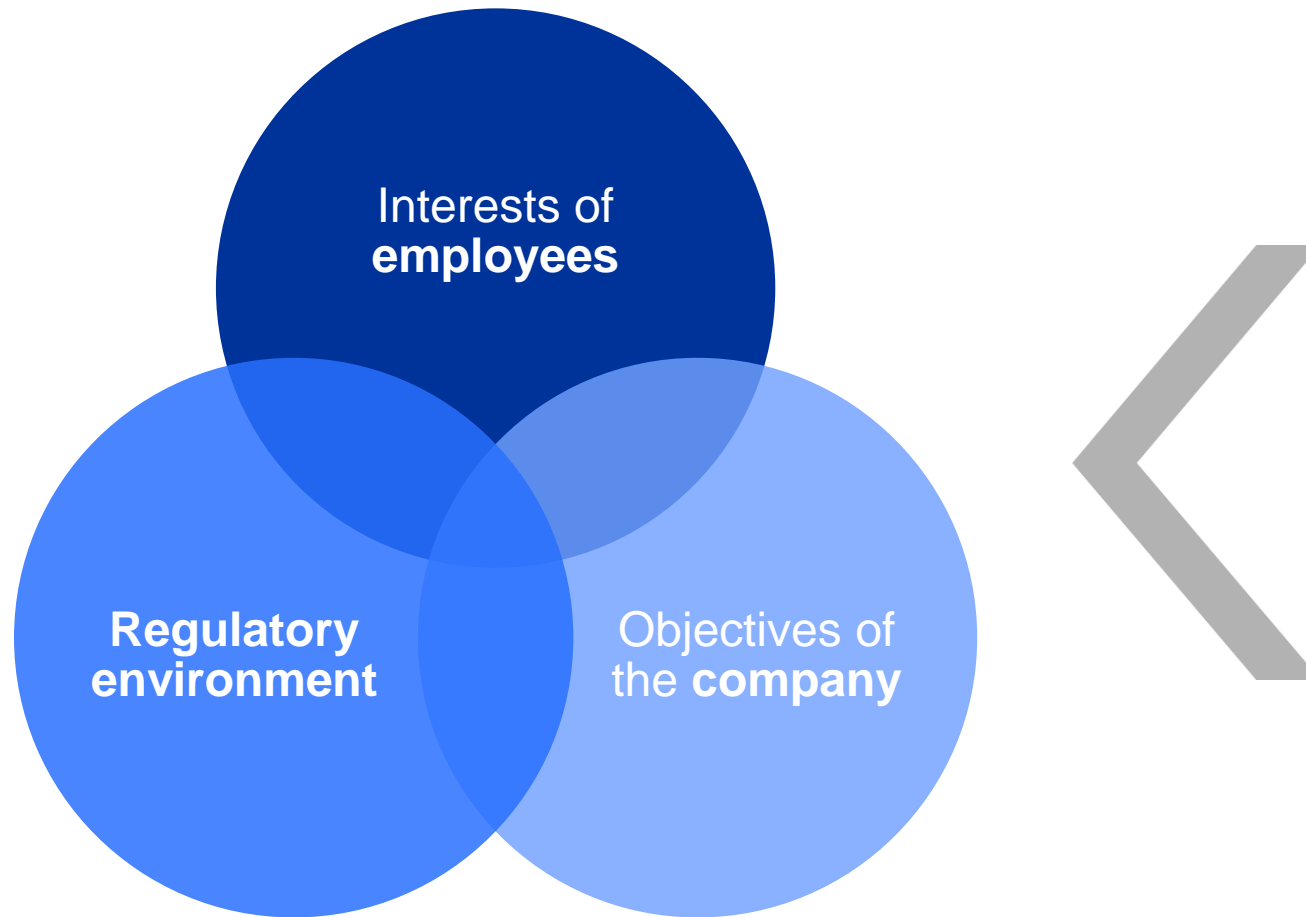


Digitalization, globalization and decentralization resulting in increasing complexity of enterprise organizations



01 Managing Complexity

Workforce Management



ATOSS Workforce Management enables

- Aggregation of all relevant interest groups
- Optimal workforce management



02

Workforce Management @ ATOSS

EBM-PAPST | Manufacturing

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© Philipp Reinhard, 2019

02 Workforce Management in a Nutshell

Efficiency via Highly Flexible Staff Deployment

ATOSS helps companies to have ...

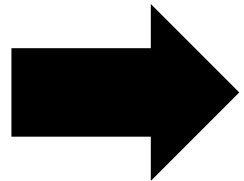
the right employees,

with the right qualifications,

at the right time,

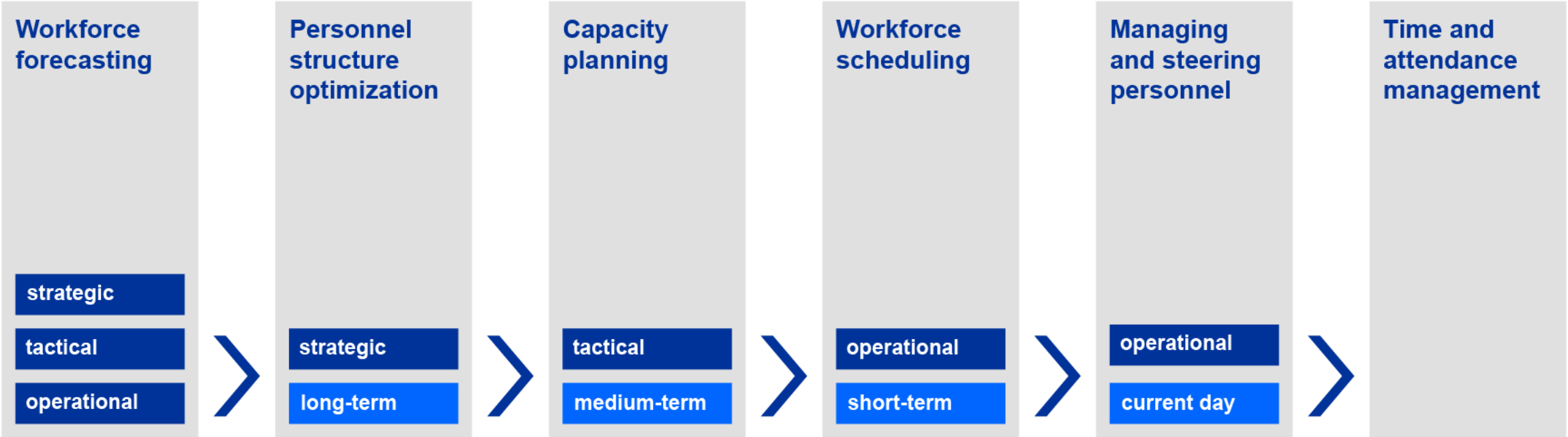
at the right place,

... cost optimised!



02 Comprehensive Workforce Management

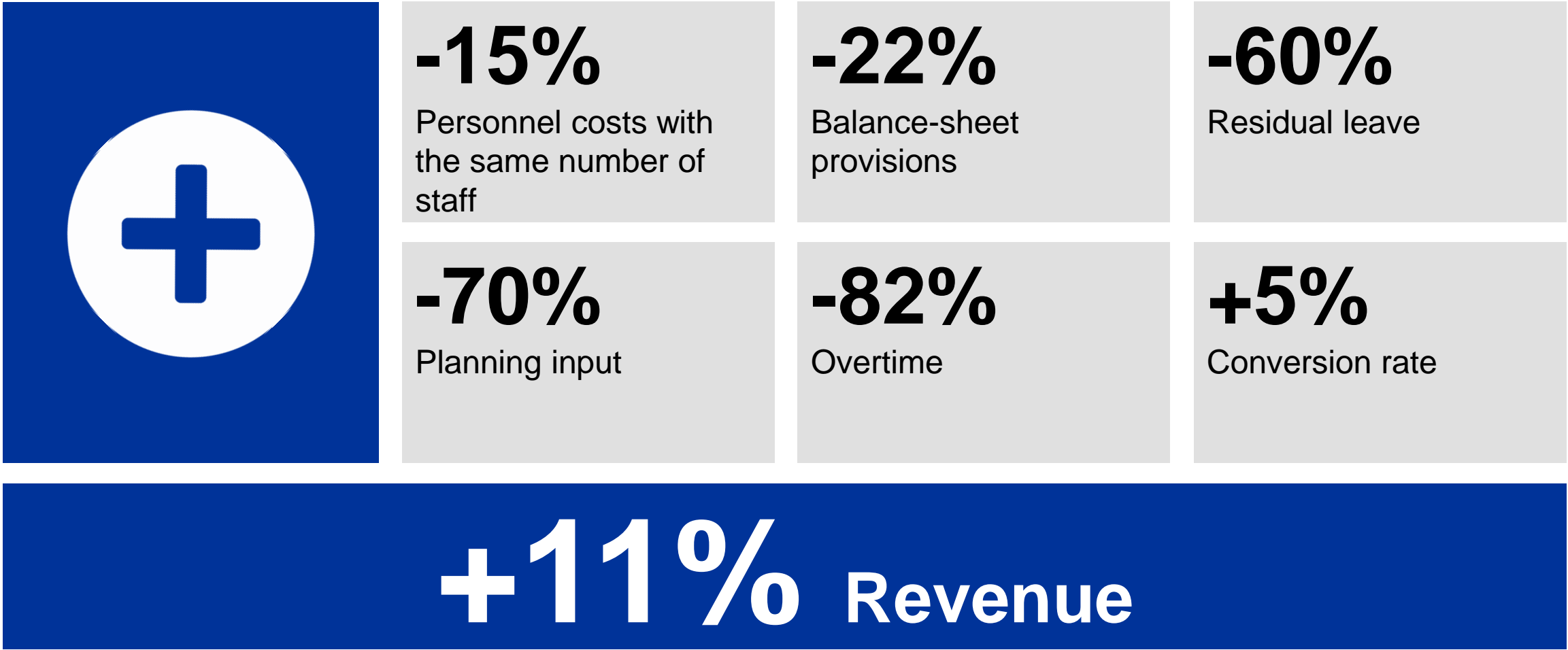
6 steps for success



WORKING HOURS FLEXIBILIZATION

02 Effects generated from ATOSS Projects

Cross-industry



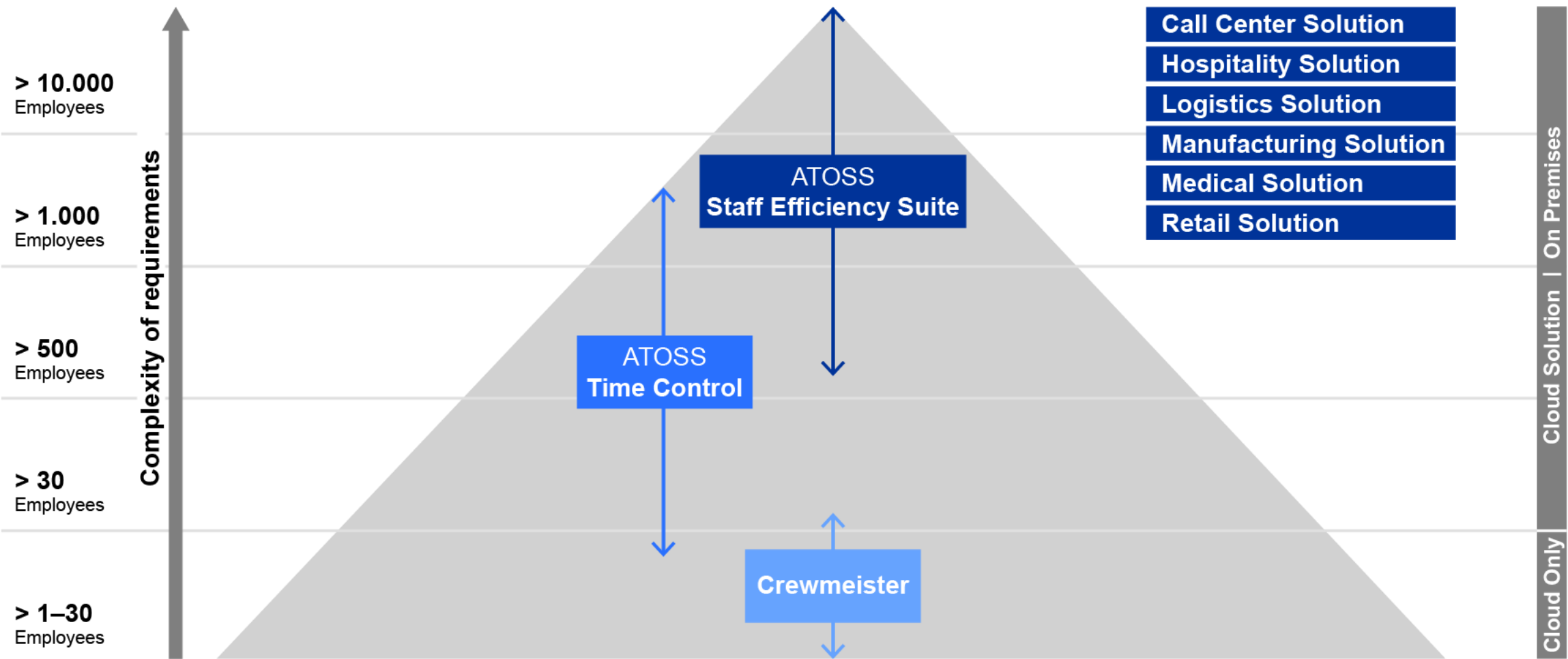
03 Go to Market Strategy

LACOSTE | Retail
ATOSS Annual Report 2019

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03 ATOSS Product Portfolio

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



03 ATOSS Full Range Strategy

Crewmeister continues successful development



Highlights

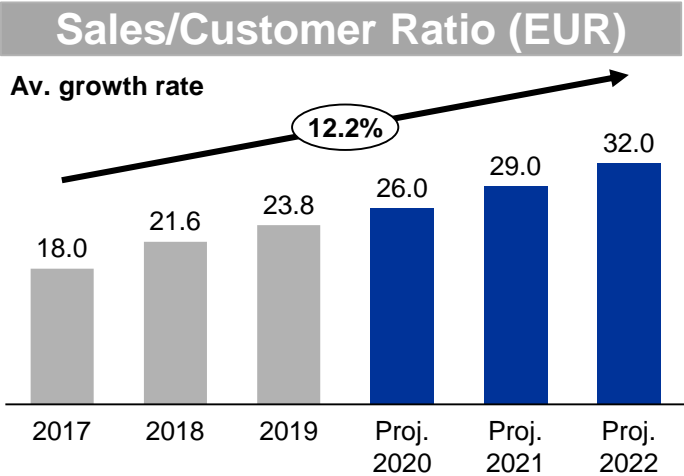
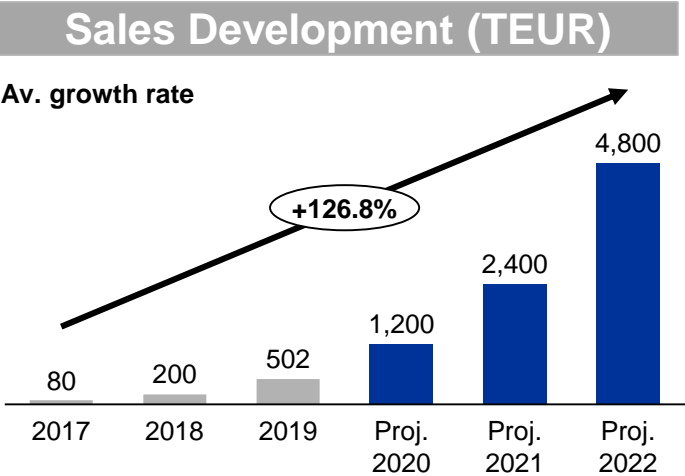
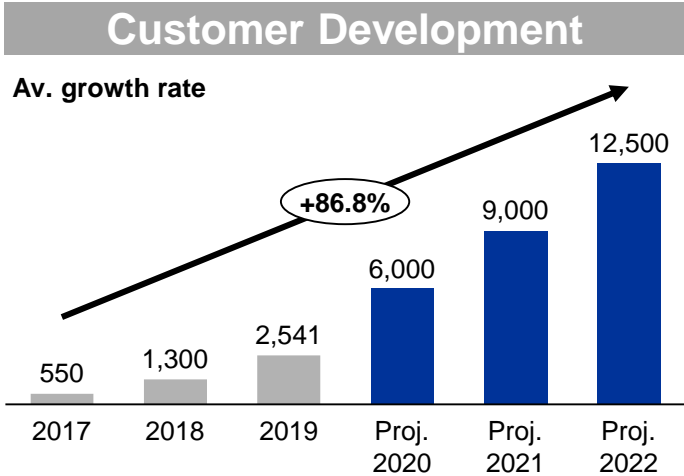
- Customers more than quadrupled in two years
- New product features developed
- High customer satisfaction (Av. Monthly Churnrate improved from 2.2% in 2017 to 1.9% in 2019)

Key metrics

- Av. Customer Acquisition costs (CAC*): 190 EUR
- Av. Customer Lifetime Value (CLTV**): 800 EUR
- CLTV/CAC-Ratio: 4.2
- Av. Monthly Churnrate: 1.85%

Outlook

- Continued growth of more than 100% p.a. expected
- Ongoing increase in sales per customer expected (new product features)



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





04

ATOSS KPI's and Cloud Transformation

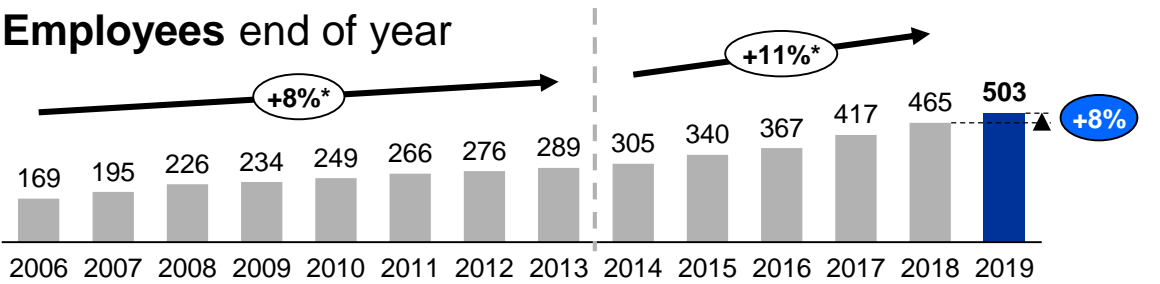
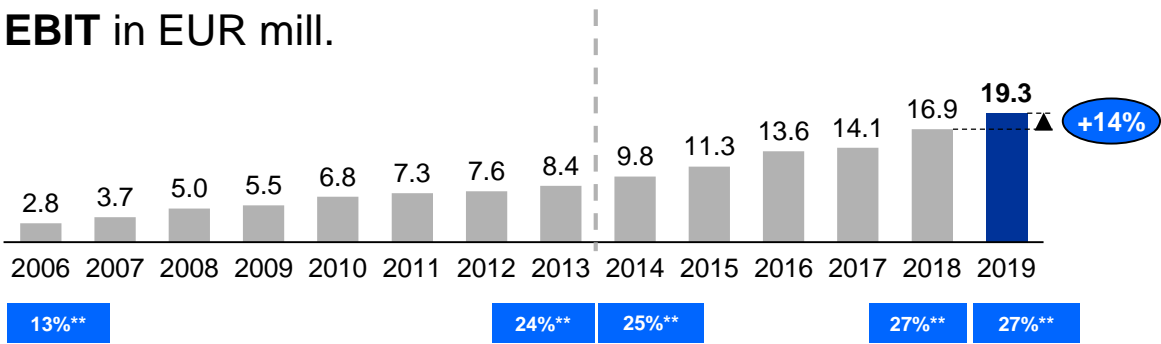
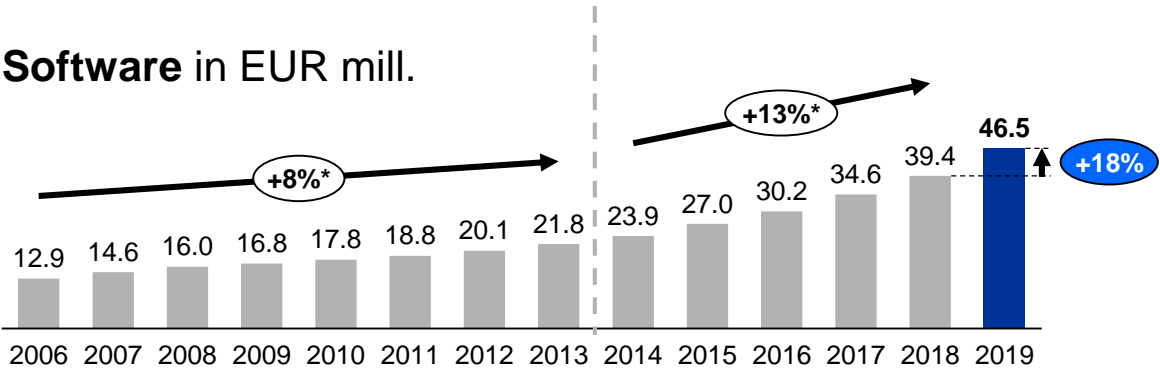
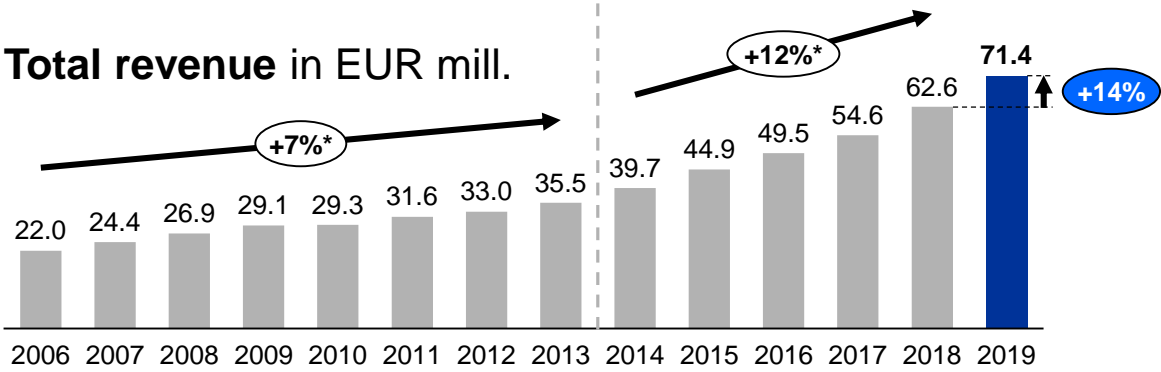
DB SCHENKER | Logistics

ATOSS Annual Report 2019

© DB AG / MAX LAUTENSCHLAEGER

04 ATOSS – 14th Record Year in Succession

Running like Clockwork



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

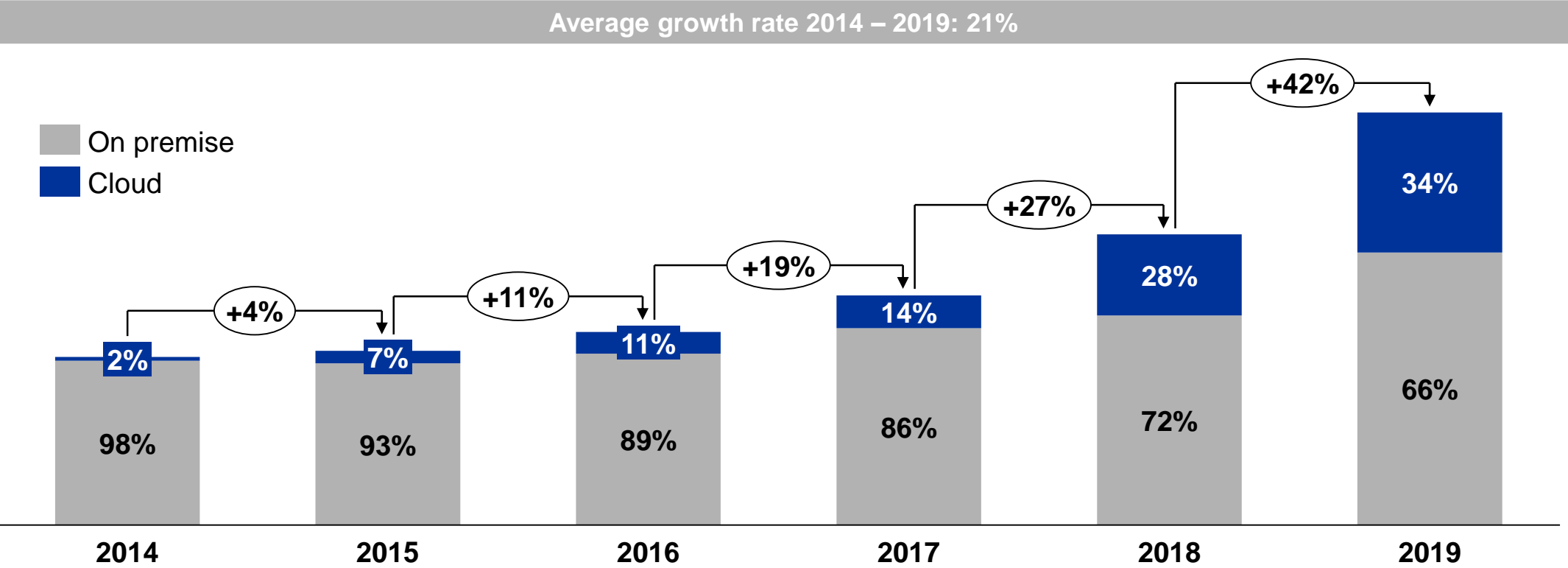
* Average growth rate
** EBIT in % of total revenues



04 ATOSS Cloud Transformation

Success in Cloud Transformation with Strong Margins

Software order intake break down in % and growth in % (YOY)

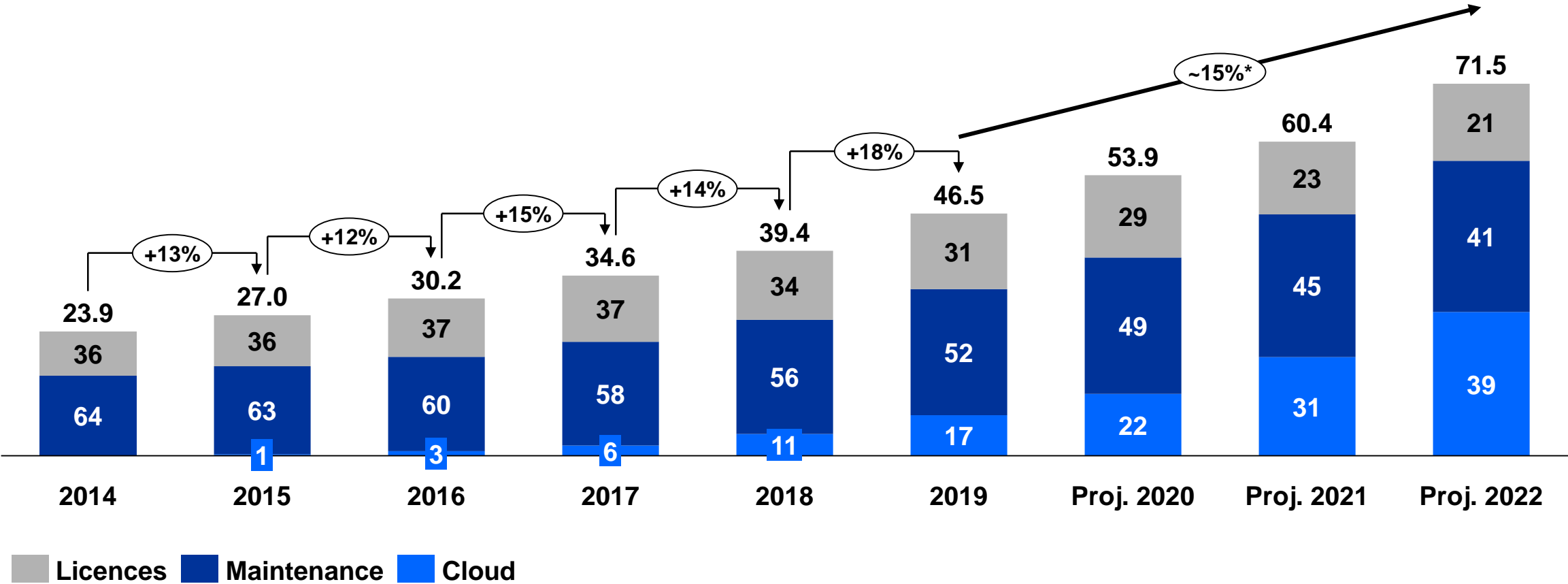


- Strong growth in order intake assures margins during cloud transformation.
- Cloud order intake share expected to rise to 50% by 2022

04 ATOSS Cloud Transformation

Growth Leading the Way for Increased Recurring Revenue

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

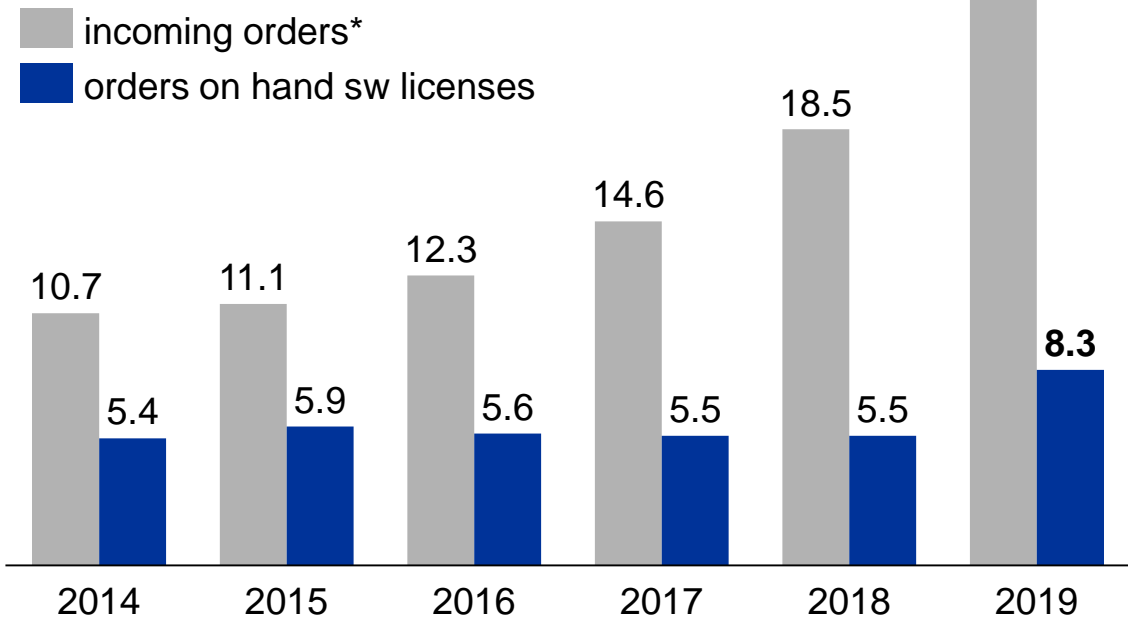


* Average growth rate

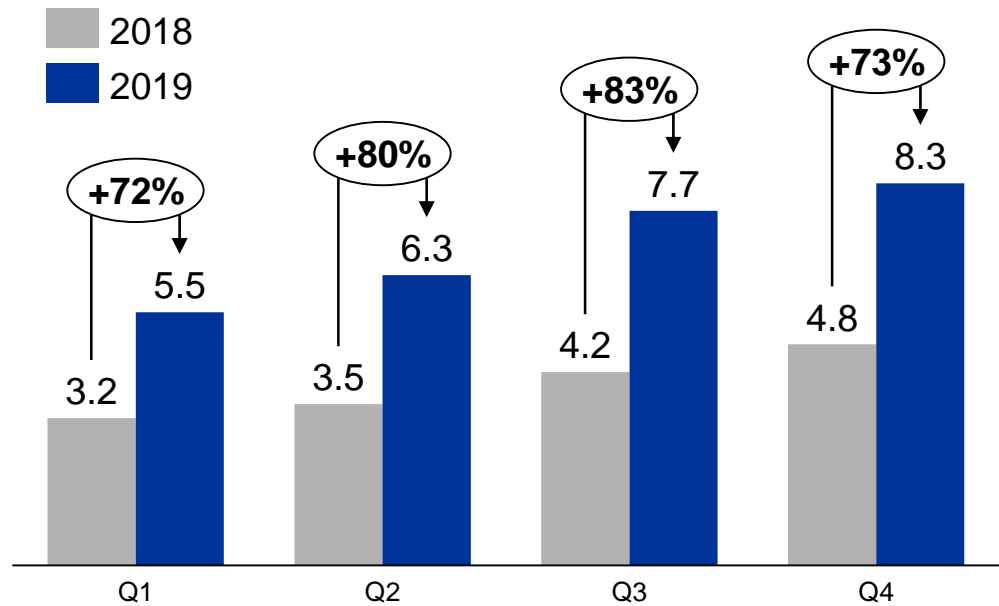


04 ATOSS Cloud Transformation

Order development in EUR mill.



Cloud ARR**: Quarterly development in EUR mill.



The strong demand for our software licenses and cloud solutions provides an excellent basis for further development of ATOSS

*Software licenses incl. software components of contracted cloud solutions
** 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



04 ATOSS – Growth Projections 2019 – 2022

Strong Growth and Margins while building Recurring Revenue

Increasing Share of Recurring Software Revenue from

66%-80%

Total Revenue Growth

p.a. **11-13%**

Software Revenue Growth

p.a. **13%-15%**

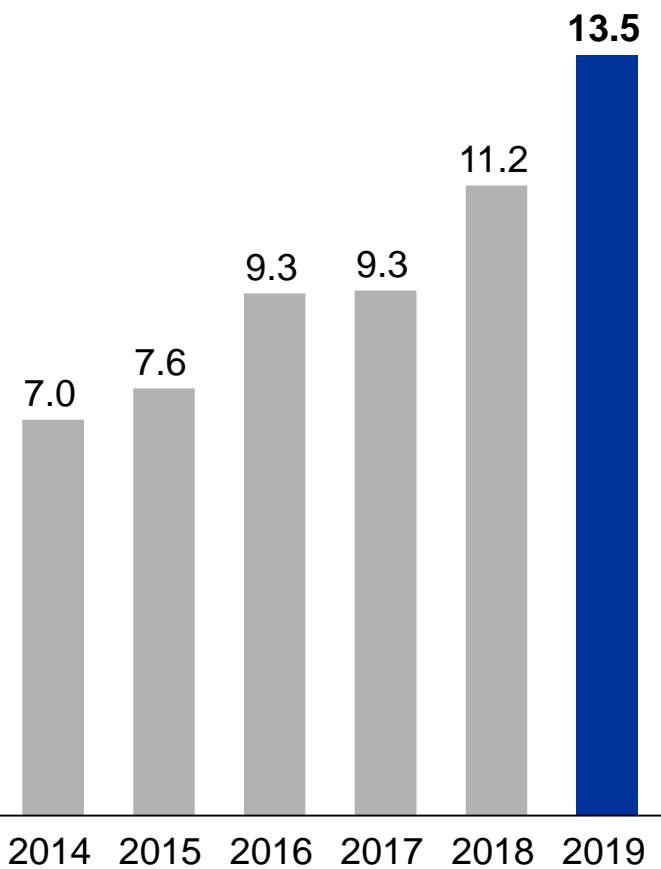
EBIT Margin from

25% - 28%

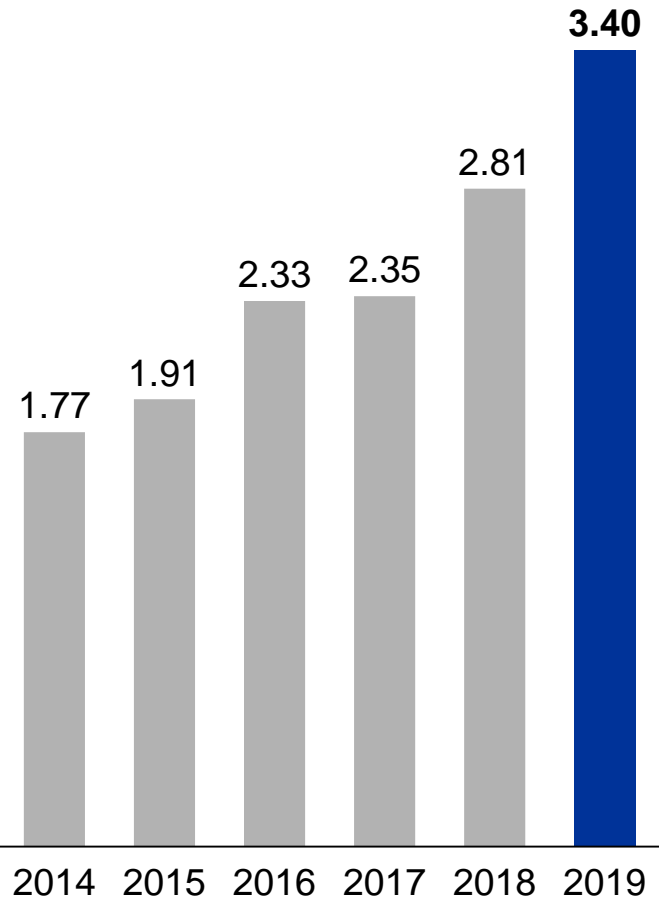
04 Financial Strength

Independence and Security for the Future

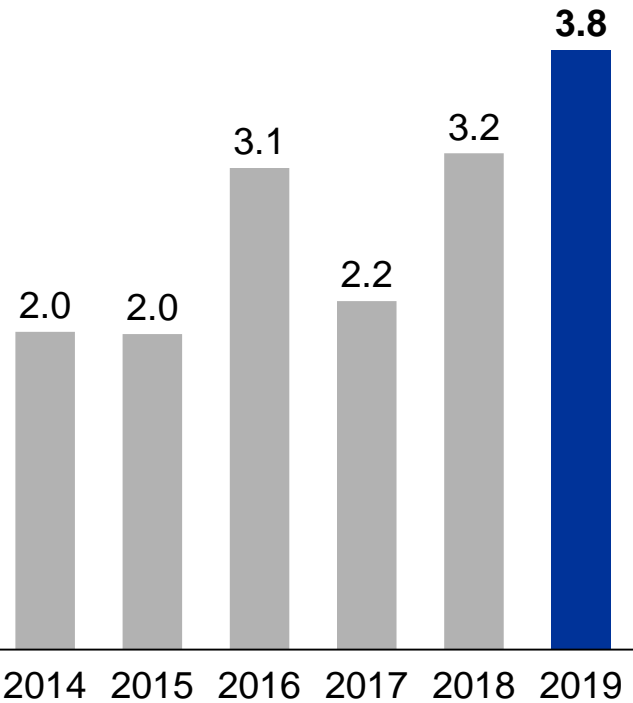
Net income in EUR mill.



EPS in EUR



Cashflow per share in EUR



A woman with blonde hair, wearing a white lab coat over a dark blue shirt, is smiling and holding a tablet. She is standing in a modern office with glass partitions and other people working in the background.

05 The ATOSS Share

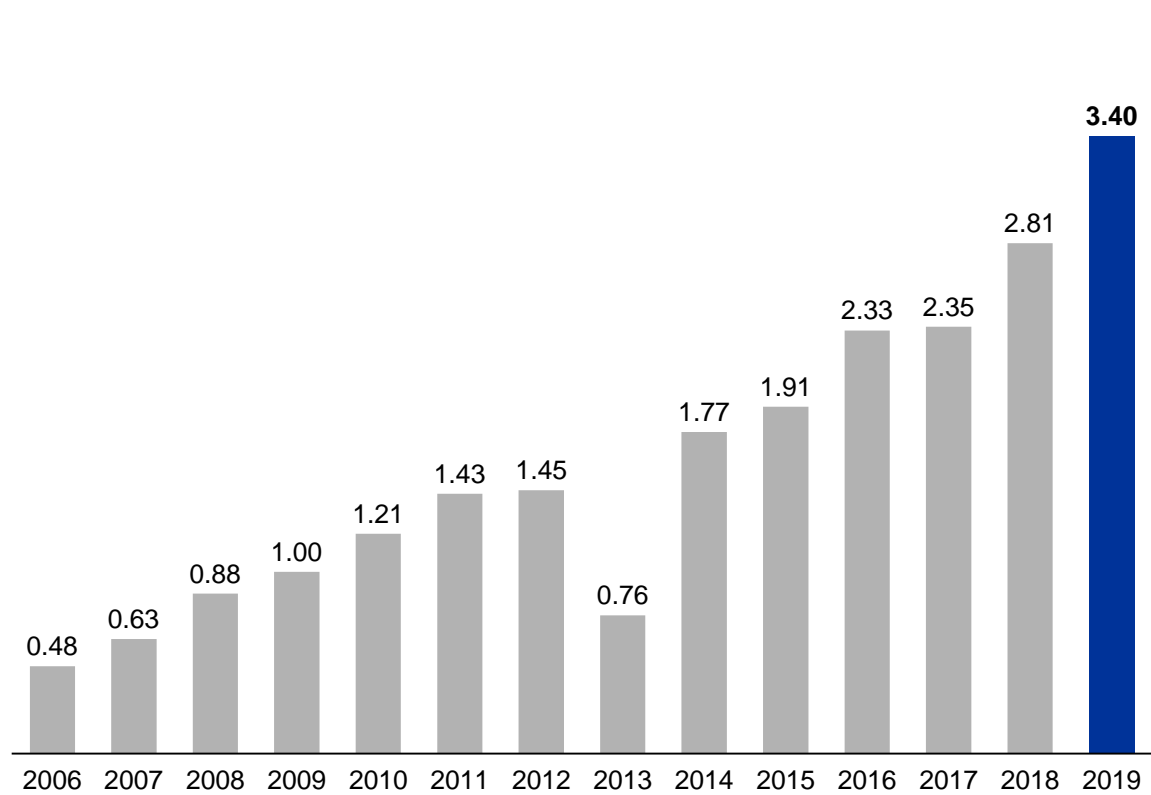
MEDGATE | Healthcare & social services
ATOSS Annual Report 2019

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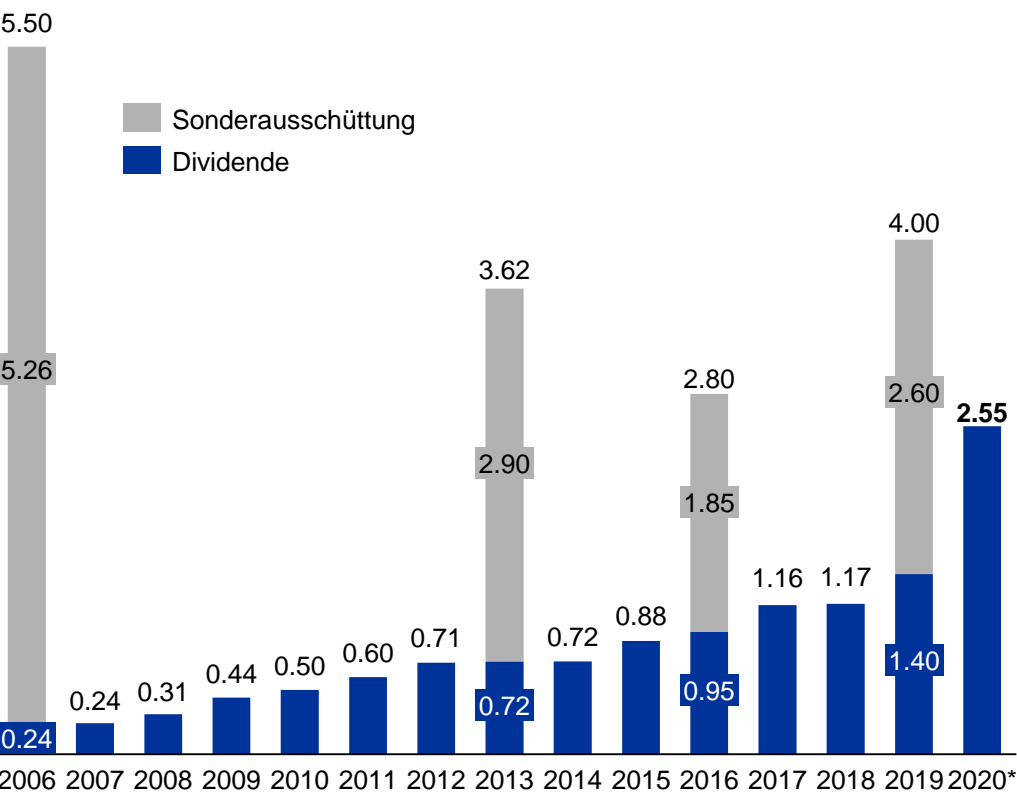
05 The ATOSS Share

Dividend Policy

EPS per 31. December in EUR



Dividend in EUR

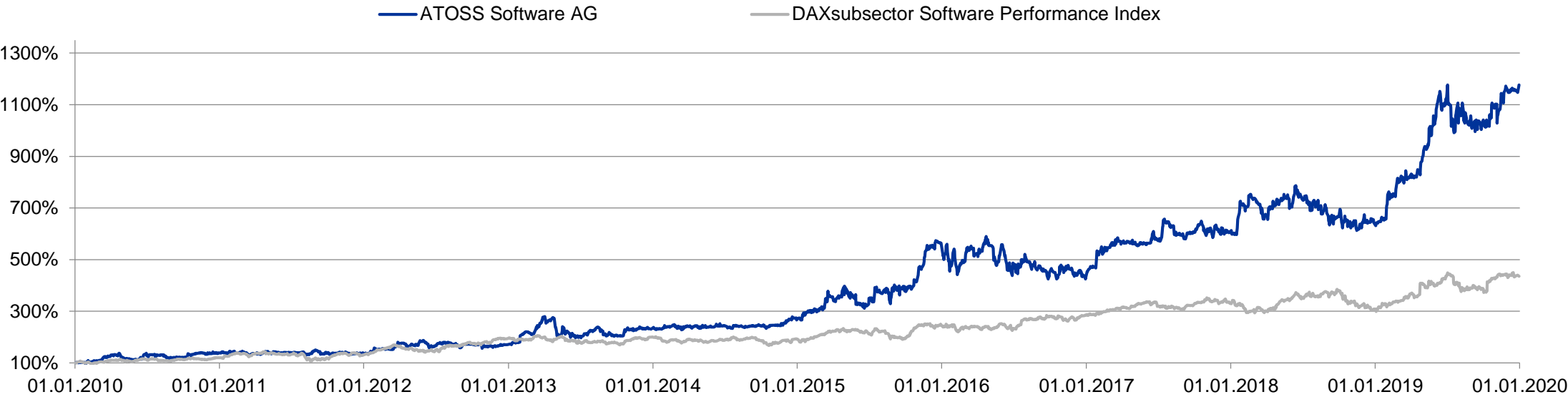


ATOSS stays true to its dividend policy with continuity to the previous year

* In 2006, 2013, 2016 and 2019 with a special dividend

05 The ATOSS Share

Development ATOSS Share 01/2010 – 12/2019



01/01/2010 – 12/31/2019: ATOSS share grows by 1.076%* while the DAXsubsector Software Performance Index gains 336%.

Sustained increase of shareholder assets

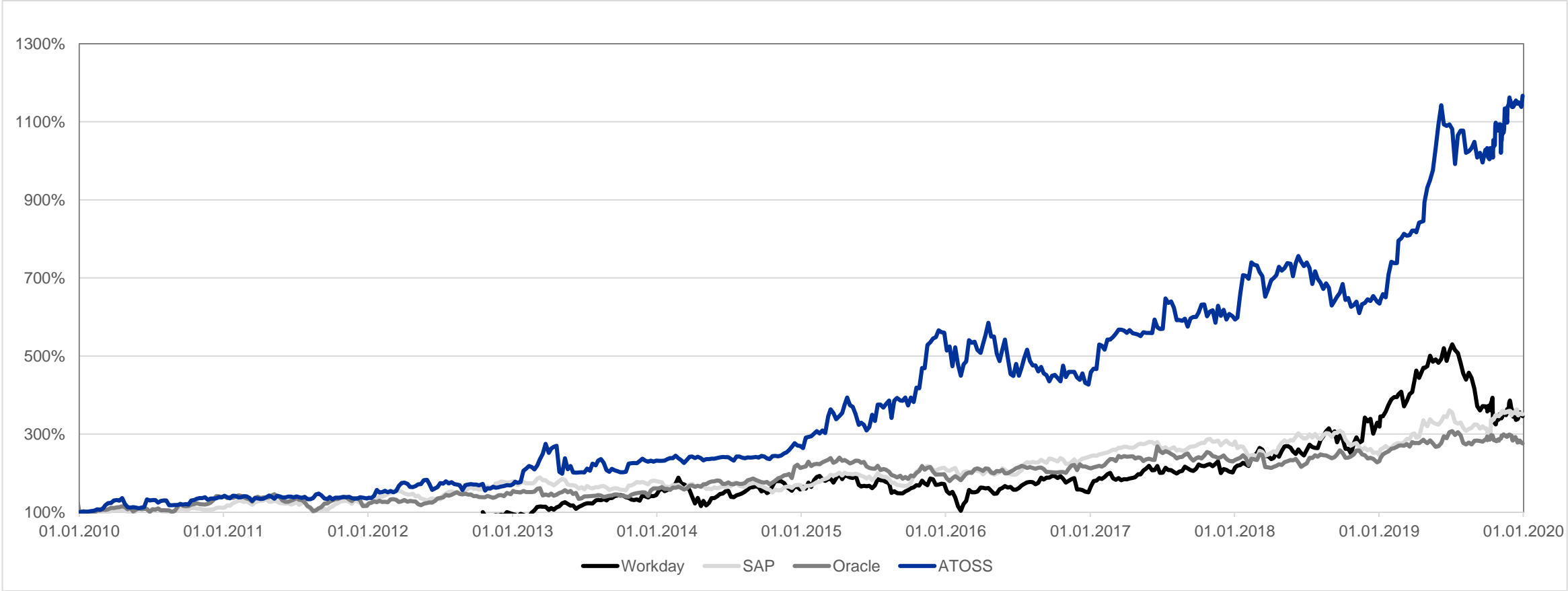
The ATOSS share offers additional upside potential

* XETRA Closing price 01/01/2010 and 12/31/2019 – without integration of special dividend



05 The ATOSS Share

ATOSS Performance – Oracle, SAP, Workday



Source: www.comdirect.de (ATOSS Software AG, SAP AG, XETRA; Oracle, Workday: Stock exchange Frankfurt)



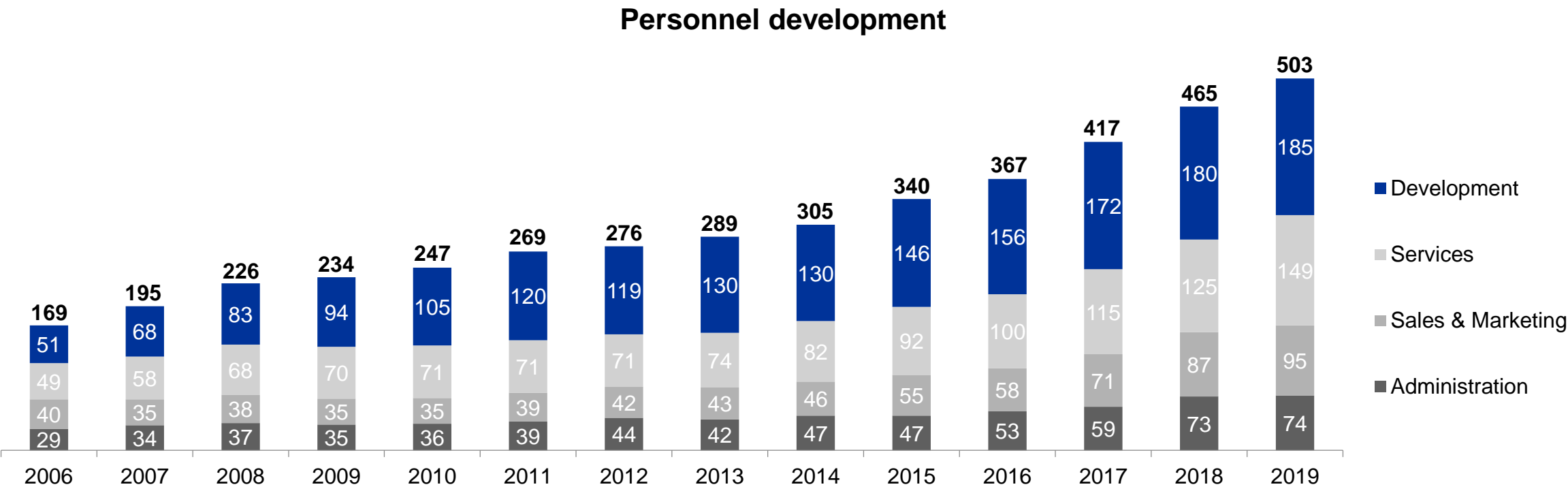


Thank You for Your Attention!



Attachments

Continuous Expansion of Personnel Capacities



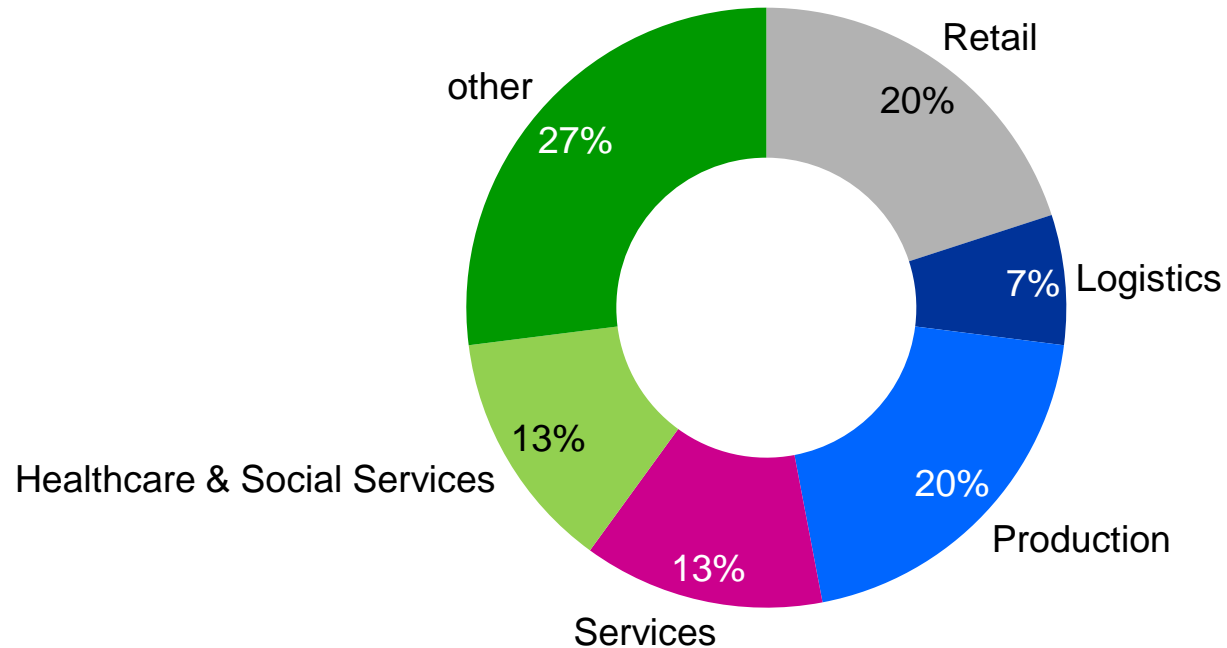
Focused on development and services personnel.

The proportion of those two groups in terms of total personnel has increased by 7% from 2006 to 2019.

As of 12/2019

Workforce Management Market

Sales by Segment



- The three largest customers account for less than 10 percent of company's sales.

Gartner study: Today, there is no single provider that can offer workforce management across all regions and segments

» There is no single, homogeneous workforce management (WFM) software market. Markets have evolved by industry, **geography**, organization size [...].
Gartner, Inc. (2014)



- As of today, there is **no provider** that can offer workforce management with unlimited productivity **on a global level**
- International customers have to limit themselves to decentralised, regional solutions.

Need for change

Regulatory scheme in mainland Europe requires different approach than in the US to be successful

T&A in mainland Europe is dominated by sheer endless number of rules & regulations

Differences in regulatory environment between Europe and US lead to very complex and individual legal frameworks in CE due to:

- Strong unions and workers council
- Extremely high individuality of company agreements
- High regional diversity of collective labour agreements
- By design, extensive room for interpretation of rules in Europe

→ tens of thousands of variations of legal requirements



Vendors without powerful rules engine fail in mainland Europe

Compliance with magnitude of requirements can only be accomplished by a generic, broad and very powerful rules engine and NOT by customer specific programming

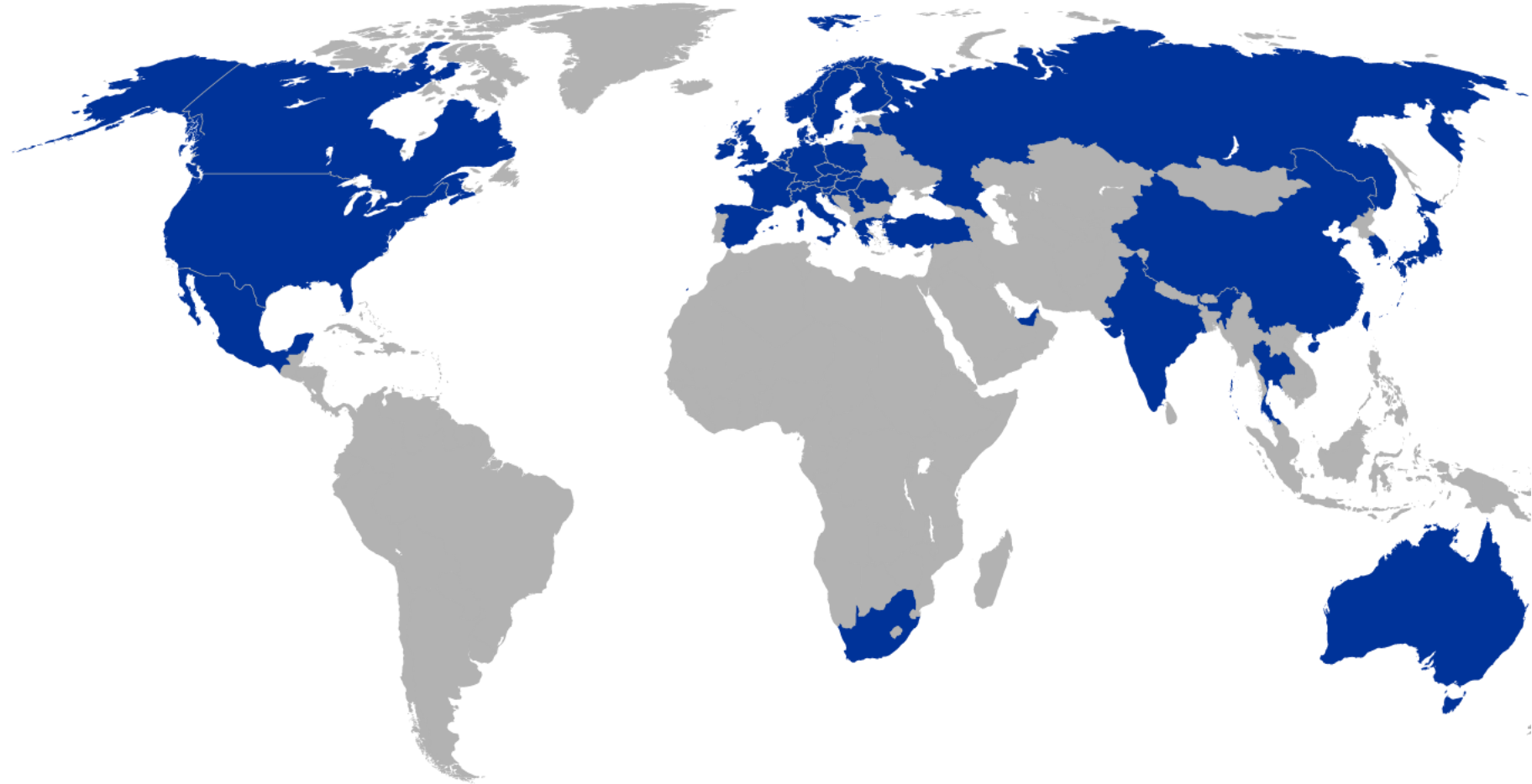
→ Vendors who run T&A based on narrow, standardized rule framework and solve individualism through non-upgradable programming, shipwreck in the face of the diverse European rules and regulations

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

Localized for 42 countries

**9 standard languages +
easy dictionary function
for entire solution**

**Team of 149 consultants
offering support in 6
different languages
(EN, DE, FR, ES, NL, PL)**



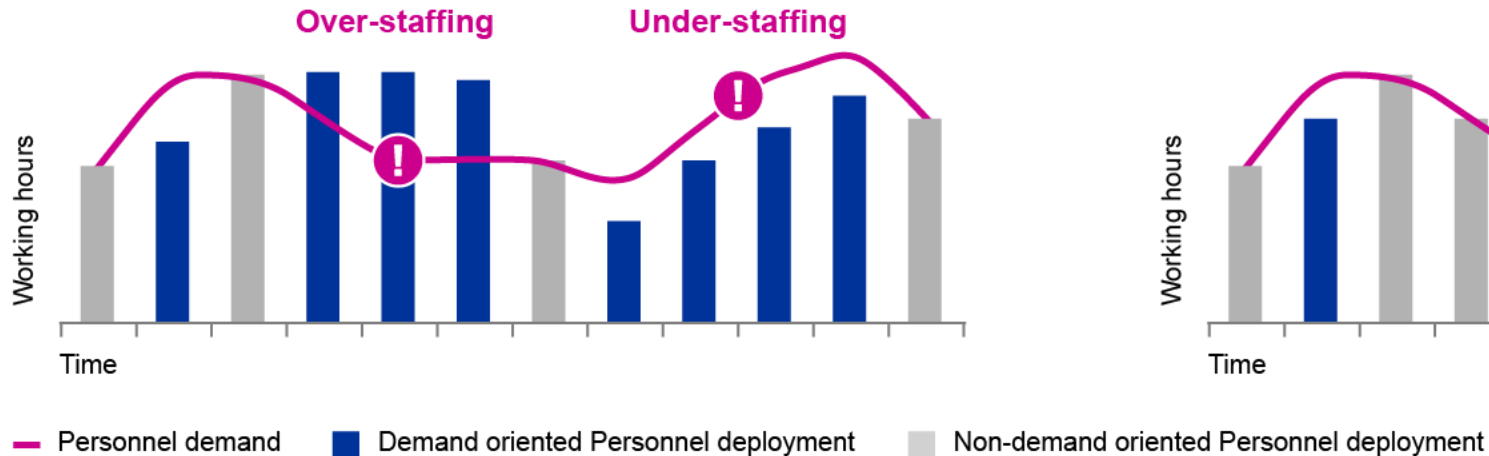
Highly flexible, demand-optimized workforce scheduling

Digital Workforce Management

Current situation

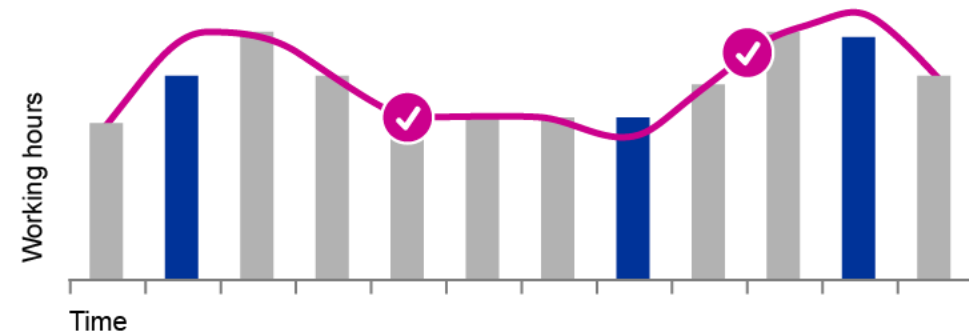
Fluctuation in demand

Little flexibility and long response times

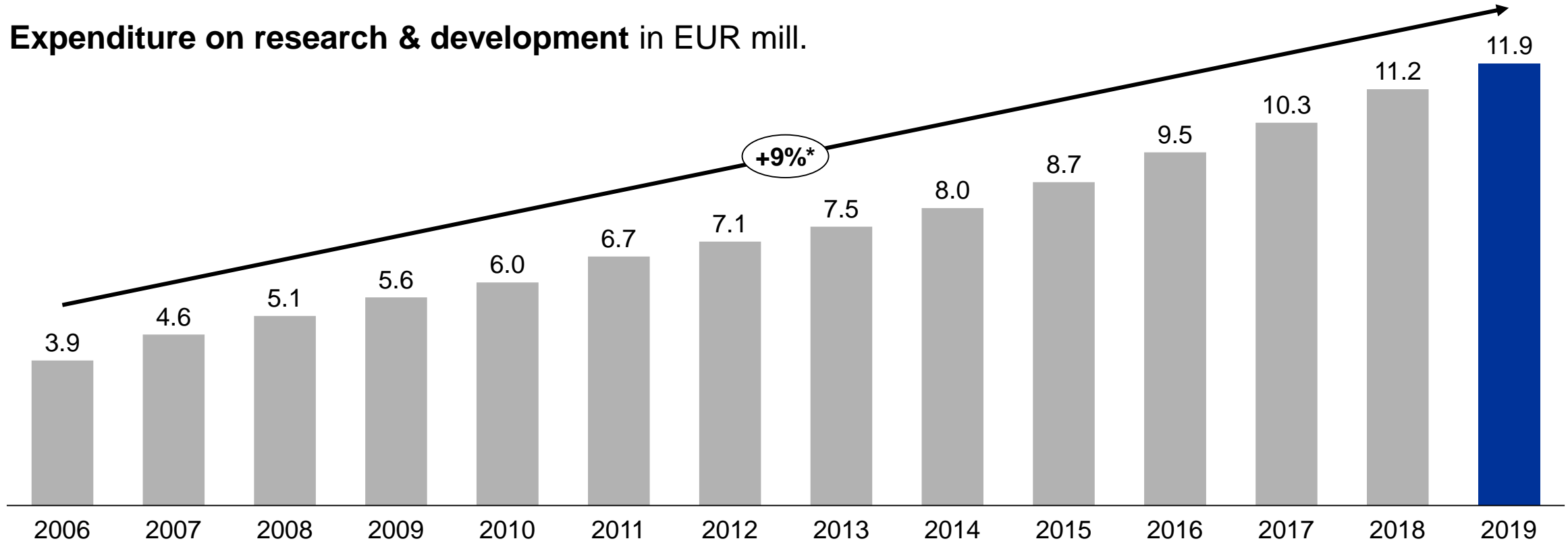


Goal

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



Continuous, ongoing Investments in Research & Development



Continuous increase in development expenditures ensuring the future of our products.

ATOSS customer benefit from advanced, leading edge solutions.

*Av. growth rate

Financial Highlights

Development over 14 Record Years

+ 250 % 

Total sales

+ 505 % 

Software licenses sales

+ 294 % 

Consulting sales

2006 - 2019



+ 194 % 

Investments in R&D

+ 3,329 % 

EBIT

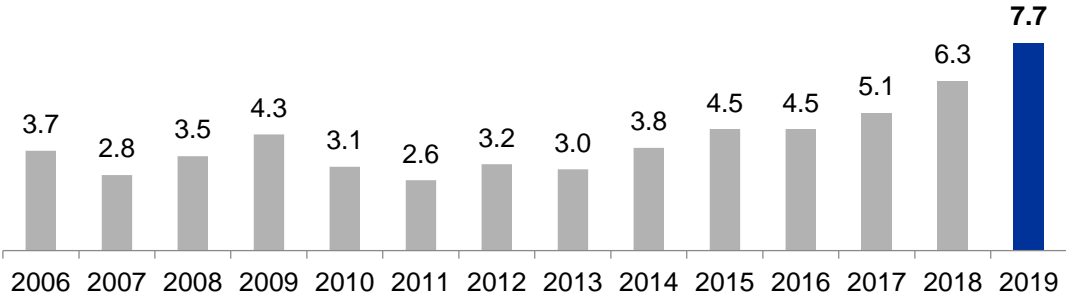
+ 2,733 % 

Earnings per share

As of 12/2019

Benchmark for Customer Satisfaction and Stability

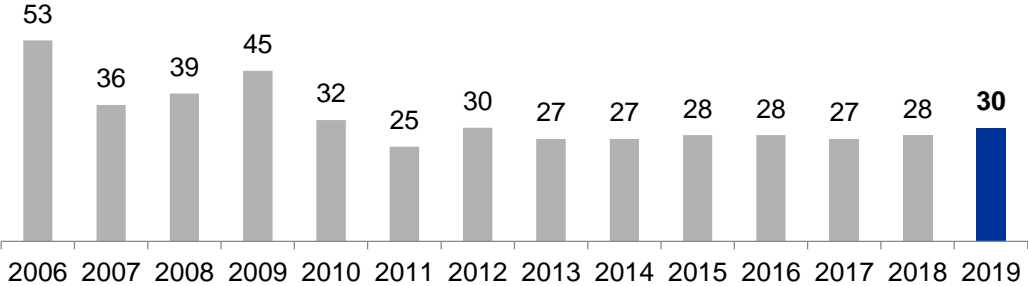
Receivables in EUR mill.



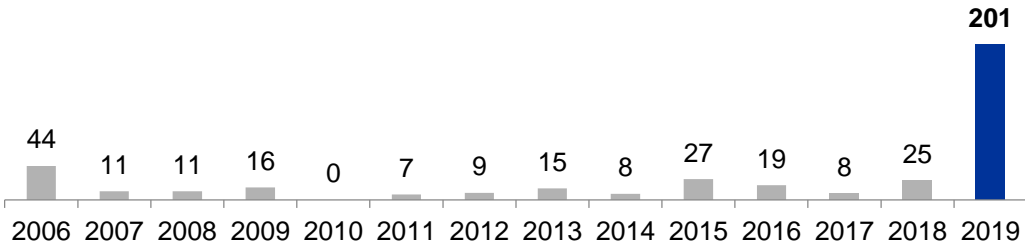
Low volume of receivables and short collection periods reflect good customer relations and well structured business processes.

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

Collection period in days*



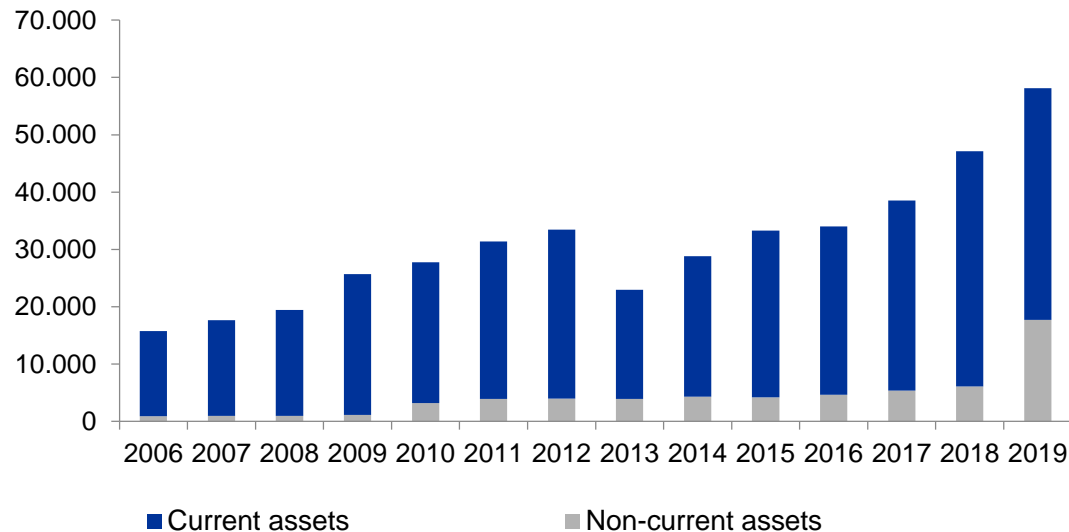
Value adjustments in kEUR



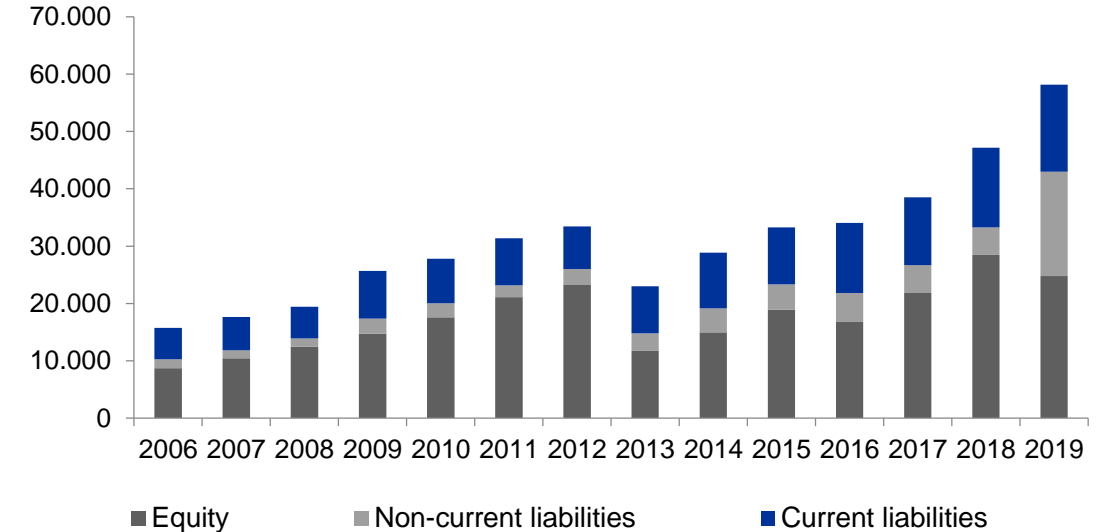
* Gross receivables : Gross sales x 365
As of 12/2019

Balance Sheet Structure 2006 – 2019

Assets in kEUR



Equity & Liabilities in kEUR



Sound structure of balance sheet

Assets: constant solid ratio between current and non-current assets

Equity & liabilities: high equity ratio (2019: 43 percent*)

*Equity ratio 2019 adjusted for IFRS 16: 53 percent

ATOSS Full Range Strategy

Crewmeister – Simple & Affordable Workforce Management in the Cloud

- Time tracking
- Absence management
- Time evaluation
- GPS tracking
- Scheduling
- Communication



- Simple
- Affordable
- Mobile
- Online
- No implementation

- Crewmeister is the starting point for small, non IT-savvy companies
- towards their digital transformation

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