



# 2025

HALF-YEAR REPORT

# 2025



# ATOSS | 2025 Half-Year Report

# Letter to Shareholders



*In view of this upheaval  
in the world of work, companies need  
to be agile, design their organizational  
and personnel structures flexibly and  
harness technology-based solutions  
in order to be able to react quickly  
and effectively to changes.*

Andreas F.J. Obereder  
CEO | ATOSS

Dear Shareholders,  
Ladies and Gentlemen,

ATOSS Software SE consistently maintained its growth trajectory in the second quarter, lifting revenues and earnings. Once again, revenues from Cloud and Subscriptions proved the main driver, which advanced by 30 percent year-on-year to EUR 44.1 million (previous year: EUR 33.9 million). At 34 percent, profitability remains at a consistently high level. This success is based on the sustainable expansion of the Group's recurring revenues, in conjunction with continuous investments in innovation and technology as well as consistent customer orientation.

#### **Workforce management as a strategic tool in digital transformation**

Companies are increasingly facing cultural change, uncertain economic and political forecasts and strongly fluctuating customer requirements. In view of this upheaval in the world of work, companies need to be agile, design their organizational and personnel structures flexibly and harness technology-based solutions in order to be able to react quickly and effectively to changes. Modern workforce management solutions are playing central role here: They enable forward-looking deployment planning, enhance transparency regarding working times and availability and help companies in complying with legal requirements, while sustainably elevating employee productivity.

Advancing digitalization is additionally reinforcing this change: it is not only changing work processes, but also the expectations of employees and managers in terms of flexibility, transparency and self-determination.

#### **Growth with a hallmark of distinction**

This trend towards digitization in companies is also reflected in the current revenues and earnings figures of ATOSS Software SE for the first half of the year. ATOSS is and remains a growth company characterized by high stability, a successful business model and great innovative strength. And this is also recognized and appreciated by the public. At the end of July, ATOSS was awarded the BAYERN'S BEST 50 prize by the Bavarian State Ministry of Economic Affairs, Regional Development and Energy for the fourth time after 2003, 2018 and 2021. Every year, this award honors SMEs that have been selected and audited according to extensive criteria and that have been able to increase their number of employees and sales by an above average measure in recent years. We are extremely pleased with this distinction and the appreciation it expresses for our successful development and the confirmation of our strategy reflected here.

#### 25 years of ATOSS on the German stock exchange

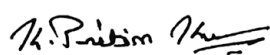
In March, ATOSS Software SE celebrated its 25th anniversary on the stock exchange – marking a significant milestone in the history of ATOSS. The IPO took place on March 21, 2000 at a placement price of EUR 7.50 on the Frankfurt Stock Exchange. Since then, we have succeeded in overcoming numerous challenges such as the dotcom bubble, the financial crisis and weathered the coronavirus years, while setting significant milestones in the company's development. In the meantime, many software and technology stocks that went public at the turn of the millennium have vanished from the stock market. The expectations of investors and the business models of numerous companies that went public at this time were far too speculative, insufficiently geared to actual market requirements and unduly linked to unrealistic hopes for the future. Only around a quarter of the 142 IPOs from the year 2000 are still represented on the trading floor today. In view of this situation, the company's 25th anniversary on the stock exchange not only underlines its entrepreneurial continuity, but also the solid trust that customers, employees and investors have placed in the company since it was founded 38 years ago.

Against this background, ATOSS believes it is well positioned to gain further market share in the customer segments it addresses in future, and to continue to chart its growth course. For this reason, the Management Board is maintaining its previous revenues and earnings forecast for 2025 as a whole. This forecast envisages revenue growth to around EUR 190 million. Furthermore, taking the investments planned for 2025 into account, particularly in the expansion and development of the sales organization and the further development of cloud-based software solutions, an EBIT margin of at least 31 percent is still planned.

With best regards



**Andreas F.J. Obereder**  
CEO



**Pritim Kumar Krishnamoorthy**  
COO



**Christof Leiber**  
CFO



*The company's 25th anniversary on the stock exchange not only underlines its entrepreneurial continuity, but also the solid trust that customers, employees and investors have placed in the company since it was founded 38 years ago.*

**Andreas F.J. Obereder**  
CEO | ATOSS

# Facts and figures at a glance

## Economic environment

The German economy showed mixed development in the first half of the year, with varying forecasts for 2025. Gross domestic product (GDP) fell slightly in the second quarter of 2025 compared with the previous quarter.<sup>1</sup> While some research institutes currently expect stagnation, other institutes anticipate slight growth.

Forecasts for 2025:

- The German Council of Economic Experts and the federal government expect stagnation <sup>2</sup>
- The DIW forecasts growth of 0.3 percent <sup>3</sup>
- The ifo Institute expects growth of 0.3 percent <sup>4</sup>

Compared to the economy as a whole, the digital industry has so far proven to be largely crisis-proof. This is confirmed by surveys conducted by the digital association Bitkom and the ifo Institute. The digital index compiled jointly by the two organizations, which is calculated from the current business situation and future business expectations of companies, stood at minus 1.0 points in June 2025. It thus remains well above the ifo business climate index for the economy as a whole, which has been in negative territory for more than two years at minus 6.7 points. Bitkom forecasts revenue growth of 4.4 percent to EUR 235.8 billion for the German IT and telecommunications (ICT) market in 2025. This growth will be driven primarily by information technology (IT), in particular software and cloud services. Particularly strong revenue growth is expected in the areas of software (up 9.5 percent) and AI platforms (up 50 percent).<sup>5</sup>

## The company

The Group's positive revenue and earnings development in the first half of 2025 demonstrates the sustained interest of customers in professional, digital workforce management solutions and the competitive strength of ATOSS.

The long-term development of the financial indicators remains very encouraging and is in line with the forecasts issued by the company.

<sup>1</sup> Federal Statistical Office – Press release no. 278 of July 30, 2025

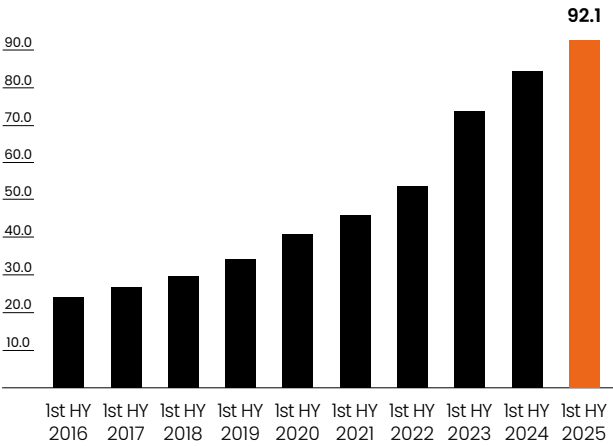
<sup>2</sup> German Council of Economic Experts – Spring Report 2025 – May 21, 2025

<sup>3</sup> DIW Berlin – Press release dated June 13, 2025 – First rays of hope for the German economy – DIW Berlin significantly revises its forecast upward

<sup>4</sup> ifo Institute – ifo Business Survey Summer 2025: Recovery is drawing nearer – Economic policy uncertainties remain high – June 12, 2025

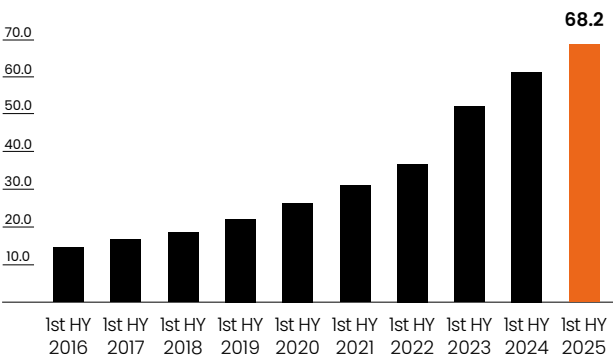
<sup>5</sup> Bitkom – Press release July 2, 2025 – Digital industry grows and creates new jobs

## Total revenues



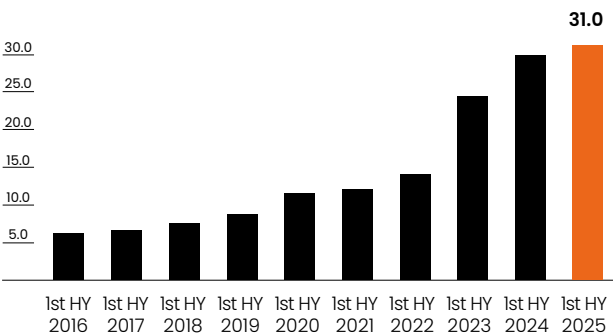
in EUR million

## Software revenues



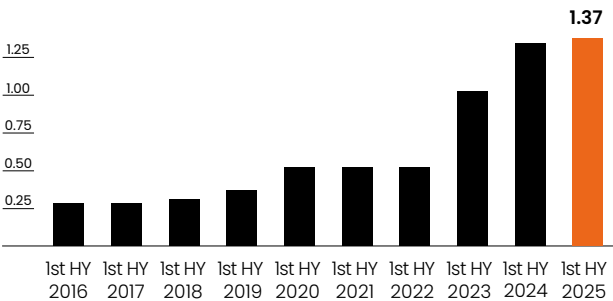
in EUR million

## Operating profit – EBIT



in EUR million

## EPS\*



in EUR

\* In accordance with IAS 33.64, earnings per share (EPS) were adjusted retrospectively for previous periods as a result of the capital increase from company funds carried out in 2024 and the issue of new shares.

# Consolidated overview pursuant to IFRS

**Half-year comparison in KEUR**

|                          | 01/01/2025<br>- 06/30/2025 | Proportion of<br>total revenues | 01/01/2024<br>- 06/30/2024 | Proportion of<br>total revenues | Change<br>2025 / 2024 |
|--------------------------|----------------------------|---------------------------------|----------------------------|---------------------------------|-----------------------|
| Total revenues           | 92,087                     | 100%                            | 83,800                     | 100%                            | 10%                   |
| Software                 | 68,240                     | 74%                             | 60,903                     | 73%                             | 12%                   |
| Licenses                 | 4,273                      | 5%                              | 7,615                      | 9%                              | -44%                  |
| Maintenance              | 19,850                     | 22%                             | 19,351                     | 23%                             | 3%                    |
| Cloud & Subscriptions    | 44,117                     | 48%                             | 33,937                     | 41%                             | 30%                   |
| Consulting               | 19,449                     | 21%                             | 17,956                     | 21%                             | 8%                    |
| Hardware                 | 1,978                      | 2%                              | 3,085                      | 4%                              | -36%                  |
| Others                   | 2,420                      | 3%                              | 1,856                      | 2%                              | 30%                   |
|                          |                            |                                 |                            |                                 |                       |
| EBITDA                   | 33,293                     | 36%                             | 31,853                     | 38%                             | 5%                    |
| EBIT                     | 30,985                     | 34%                             | 29,676                     | 35%                             | 4%                    |
| EBT                      | 32,244                     | 35%                             | 31,114                     | 37%                             | 4%                    |
| Net profit               | 21,720                     | 24%                             | 21,250                     | 25%                             | 2%                    |
| Cash flow (operating)    | 14,704                     | 16%                             | 29,325                     | 35%                             | -50%                  |
| Liquidity <sup>1/2</sup> | 91,249                     |                                 | 83,268                     |                                 | 10%                   |
| EPS in euro              | 1.37                       |                                 | 1.34                       |                                 | 2%                    |
| Employees <sup>3</sup>   | 825                        |                                 | 813                        |                                 | 1%                    |

### Quarterly growth in KEUR

|                          | Q2/25  | Q1/25   | Q4/24   | Q3/24   | Q2/24  |
|--------------------------|--------|---------|---------|---------|--------|
| Total revenues           | 45,836 | 46,251  | 44,736  | 42,089  | 41,957 |
| Software                 | 34,211 | 34,029  | 33,366  | 30,587  | 31,181 |
| Licenses                 | 1,559  | 2,714   | 3,805   | 2,120   | 3,961  |
| Maintenance              | 9,891  | 9,959   | 9,872   | 9,740   | 9,697  |
| Cloud & Subscriptions    | 22,761 | 21,356  | 19,689  | 18,727  | 17,522 |
| Consulting               | 9,414  | 10,035  | 9,074   | 8,913   | 8,676  |
| Hardware                 | 834    | 1,144   | 1,133   | 1,583   | 1,119  |
| Others                   | 1,377  | 1,043   | 1,163   | 1,006   | 981    |
|                          |        |         |         |         |        |
| EBITDA                   | 16,572 | 16,721  | 18,828  | 17,148  | 16,783 |
| EBIT                     | 15,404 | 15,581  | 17,684  | 16,067  | 15,657 |
| EBIT margin in %         | 34%    | 34%     | 40%     | 38%     | 37%    |
| EBT                      | 15,555 | 16,689  | 18,811  | 17,057  | 16,607 |
| Net profit               | 10,406 | 11,314  | 12,573  | 11,628  | 11,491 |
| Cash flow (operating)    | -5,535 | 20,239  | -2,245  | 32,392  | -124   |
| Liquidity <sup>1/2</sup> | 91,249 | 131,910 | 112,216 | 115,273 | 83,268 |
| EPS in euro              | 0.66   | 0.71    | 0.79    | 0.73    | 0.72   |
| Employees <sup>3</sup>   | 825    | 805     | 820     | 819     | 813    |

1 Cash and cash equivalents, other current and non-current financial assets (sight deposits, gold) as of the qualifying date, adjusted to exclude borrowings (loans) 2 Dividend of EUR 2.13 per share on May 6, 2025 (KEUR 33,880). As a result of the capital increase from company funds and the issue of new shares in 2024, the dividend paid in 2024 was adjusted retrospectively for comparison purposes: dividend of EUR 1.69 per share on May 6, 2024 (KEUR 26,802). 3 at the end of the quarter/year

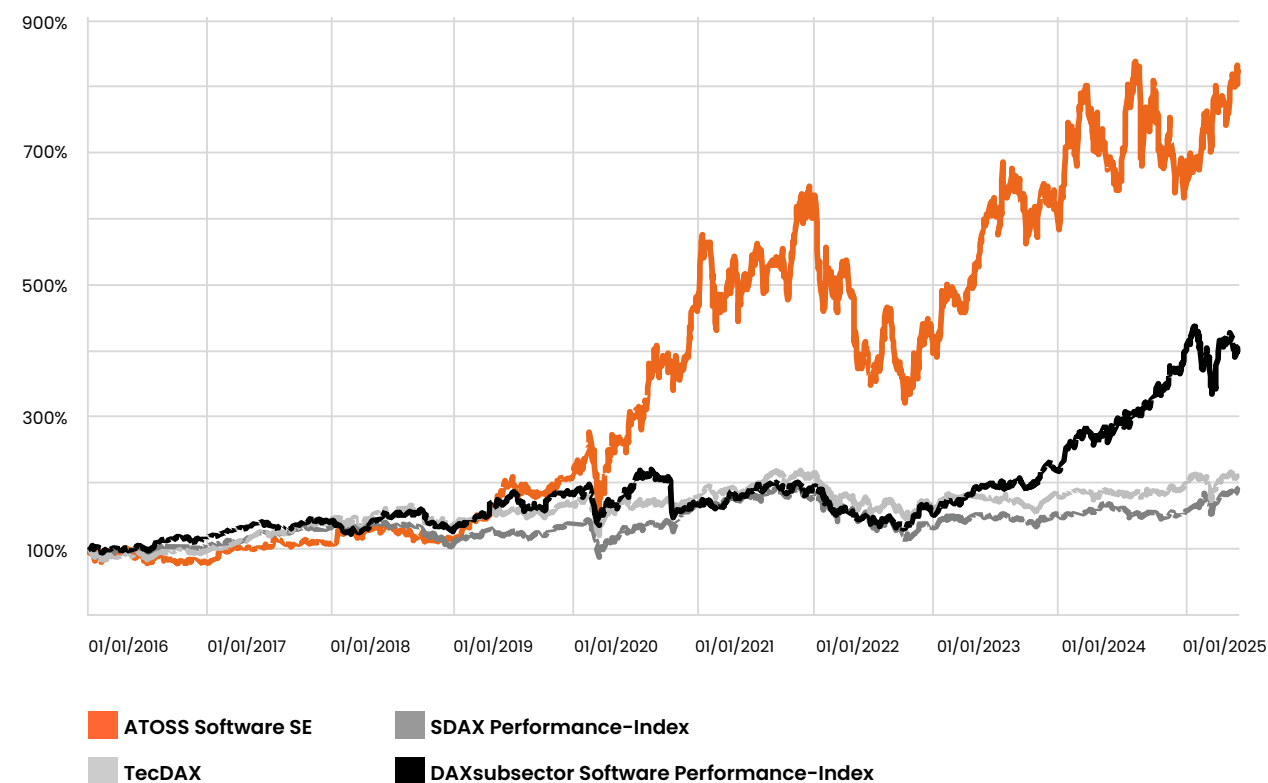


*I find it incredibly motivating and invigorating to contribute, along with over 800 employees at ATOSS, to sustainably and decisively improving the productivity and competitiveness of many companies in Europe!*

Andreas F.J. Obereder  
CEO | ATOSS

# Investor Relations

## Share price development 01/2016 – 06/2025



### Quarterly comparison in EUR

|                                       | Q2/25  | Q1/25  | Q4/24  | Q3/24  | Q2/24  |
|---------------------------------------|--------|--------|--------|--------|--------|
| High                                  | 143.60 | 133.40 | 138.60 | 143.20 | 137.00 |
| Low                                   | 110.00 | 108.00 | 107.00 | 108.20 | 108.60 |
| Share price at the end of the quarter | 141.00 | 125.00 | 114.20 | 129.80 | 112.00 |
| Dividend per share <sup>1</sup>       | 2.13   | 0.00   | 0.00   | 0.00   | 1.69   |
| Cash flow (operating) per share       | -0.35  | 1.27   | -0.14  | 2.04   | -0.01  |
| Liquidity per share <sup>1/2</sup>    | 5.74   | 8.29   | 7.05   | 7.25   | 5.23   |
| EPS                                   | 0.66   | 0.71   | 0.79   | 0.73   | 0.72   |
| EPS (diluted)                         | 0.66   | 0.71   | 0.79   | 0.73   | 0.72   |

<sup>1</sup> Dividend of EUR 2.13 per share on May 6, 2025 (KEUR 33.880). As a result of the capital increase from company funds carried out in 2024 and the issue of new shares, the dividend paid in 2024 was adjusted retrospectively for comparison purposes: dividend of EUR 1.69 per share on May 6, 2024 (KEUR 26.802). <sup>2</sup> Cash and cash equivalents, current and non-current other financial assets (deposits, gold) as at the reporting date, adjusted for borrowings (loans)

## ATOSS on the capital market

With regard to the global financial markets, the first half of 2025 was characterized by massive volatility, political interventions and regional divergences. In particular, the „Liberation Day“ proclaimed by Trump on April 2, 2025, which intensified the trade war, sent share prices tumbling worldwide and plunged the major indices into the red. In the first half of 2025 Europe's stock markets performed significantly better than the US markets.

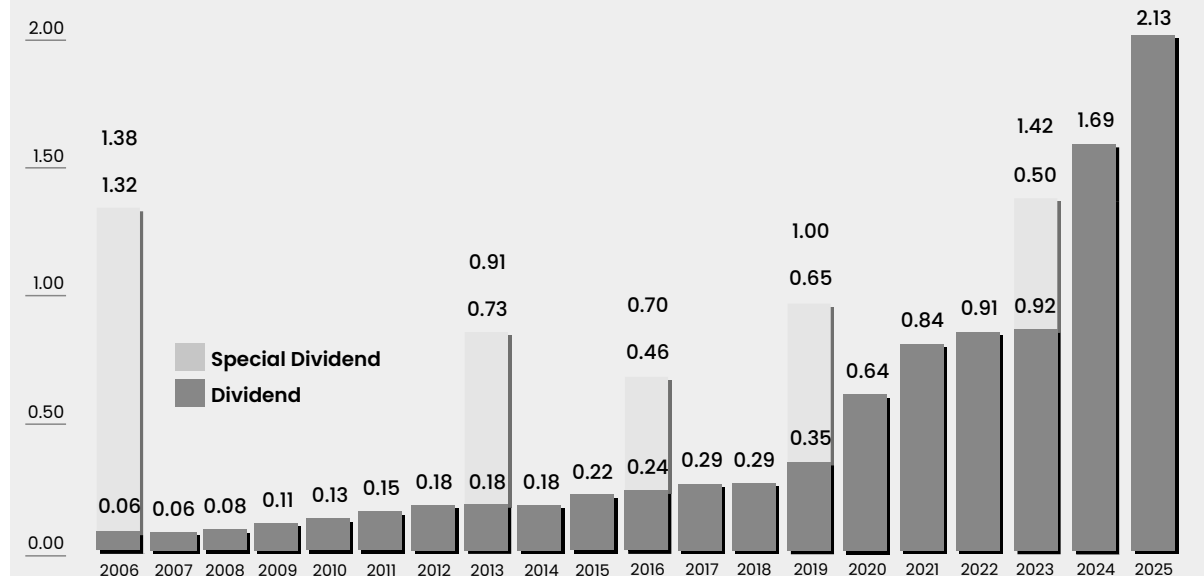
Against this background, the performance of ATOSS stock during the reporting period is all the more pleasing, with the share price trending upwards by 23 percent from EUR 114.80 on January 2, 2025 to EUR 141.00 on June 30, 2025. The strength of the ATOSS share is also evident from a long-term perspective: Since 2016 up to the end of June 2025, the share price has expanded by a total of 726 percent. Over the same period, the Daxsubsector Software Performance Index increased by only 307 percent. The two SDAX and TecDAX share indices, in which ATOSS Software SE is listed, also showed significantly lower performance gains over the same period, at 94 percent and 113 percent respectively. Consequently, the ATOSS share has clearly outperformed all three indices and significantly outperformed the market in the first half of 2025.

## Dividend policy

Every year, ATOSS Software SE distributes around 75 percent of its earnings per share to its shareholders assuming there are corresponding profits to be distributed. The company has been systematically pursuing this transparent policy since 2003 (having adjusted the dividend rate from 50 to 75 percent in 2020). In addition, financial years 2006, 2013, 2016, 2019 and 2023 were capped off with attractive special dividends. In total, long-term shareholders of ATOSS have received dividends of EUR 14.05 per share since the company went public.\*

Given this dividend policy – combined with highly positive earnings growth – ATOSS will retain its positioning in future as a technology company offering an attractive and reliable dividend return, as well as consistently positive development, plus the growth opportunities on offer.

## ATOSS dividend\* in EUR



\*For better comparability, the figure for the sum of the total dividend distributed to date and the dividends in the period 2006-2024 has been adjusted in the chart „ATOSS dividend in EUR“ after the capital increase from company funds carried out in 2024 and the issue of new shares.

Shareholder structure\*



\*Direct shareholdings as of 06/30/25

The shareholder, Andreas F.J. Obereder of Grünwald, Germany, holds 3,434,907 shares, representing 21.59467 percent of the shares in ATOSS Software SE via AOB Invest GmbH, Grünwald, Germany in which he owns 100 percent of the shares. As of June 30, 2025, General Atlantic Chronos GmbH, Munich, Germany, holds a stake of 21.59462 percent in ATOSS Software SE.

Among the shares in free float, in accordance with voting rights notices available on June 30, 2025, there are no institutional investors holding interests in excess of 3 percent in ATOSS Software SE.

25 years of ATOSS on the German stock exchange

On March 21, 2000 ATOSS went public on the Frankfurt Stock Exchange with a placement price of 7.50 Euro. Since then, ATOSS has succeeded in overcoming numerous challenges such as the dotcom bubble, the financial crisis or the corona-virus years, and has set significant milestones in the company's development. This is also reflected in the performance of the ATOSS share. In the period March 21, 2000 to June 30, 2025, the ATOSS share price gained 1,780 percent<sup>1</sup>. Over the same period, the DAX only grew by 206 percent. The two SDAX and TecDAX share indices, in which ATOSS Software SE is listed, also showed a significantly lower or even negative performance developments of +424 percent and -55 percent respectively over the same period. This means that ATOSS has clearly outperformed all three indices, also in a long-term multi-year comparison, and has developed in a unique manner since 2000.

Analysts praise strong business performance and resilience

Analysts at Warburg Research and Hauck Aufhäuser Lampe were once again impressed by ATOSS's strong business figures for the first half of the year. The results are in line with analysts' expectations and reflect the continued solid growth and strong profitability of ATOSS Software SE in a challenging macroeconomic environment.

Analysts believe that ATOSS occupies a strong position in an attractive market. The high proportion of recurring revenue in particular ensures predictability and stability in the operating business. The most profitable deployment of employees is a constant challenge for companies in Germany and abroad, meaning that ATOSS's cross-industry workforce management solutions are in demand regardless of economic trends and that the growth potential is far from exhausted.

The analysts at Warburg Research and Hauck Aufhäuser Lampe also conducted a regular assessment of the company's performance in the first half of the year. In view of the strong growth potential and resilience of the Munich-based software group, the share was rated "Buy" with a target price of EUR 157 by the analysts at Warburg Research on July 25, 2025, following the publication of the financial figures for the first half of 2025. The analysts at NuWays by Hauck Aufhäuser Lampe have a similar assessment, rating the stock as "Buy" with a target price of EUR 152 on July 30, 2025.

The complete analyses by Warburg Research and Hauck Aufhäuser Lampe can be found online at <https://www.atoss.com/en/company/investor-relations/stock>

<sup>1</sup> Xetra closing price 06/30/2025 (EUR 141.00) in relation to placement price 03/21/2000 (EUR 7.50)



## 1. Business and operating conditions: German economy sees first green shoots of recovery

The global economic outlook continues to be burdened by a high level of uncertainty regarding the economic policy in the United States and, in particular, by aggressive customs policies. At the outset of the year, the threat of tariffs apparently even stimulated economic activity, as deliveries to the United States were brought forward. According to economic experts, however, this demand is likely to be lacking again as from the second quarter onwards, reinforcing the negative effects of the tariffs on production.<sup>1</sup>

Economic momentum in the eurozone was tentatively positive in the first half of 2025, supported primarily by exports to the USA, which were brought forward. By contrast, consumer demand remained subdued, in spite of favorable conditions – such as low inflation, rising real incomes and a continued low unemployment rate.<sup>2</sup>

In Germany, economic development was mixed in the first half of the year, accompanied by varying forecasts for 2025. While some research institutes currently expect stagnation, other institutes anticipate slight growth.<sup>3</sup>

Compared to the economy as a whole, the digital industry has so far proven to be largely crisis-proof. This is confirmed by surveys conducted by the digital association Bitkom and the ifo Institute. The digital index compiled jointly by the two organizations, which is calculated from the current business situation and future business expectations of companies, stood at minus 1.0 points in June 2025. It thus remains well above the ifo business climate index for the economy as a whole, which has been in negative territory for more than two years at minus 6.7 points. Bitkom forecasts revenue growth of 4.4 percent to EUR 235.8 billion for the German IT and telecommunications (ICT) market in 2025. This growth will be driven primarily by information technology (IT), in particular software and cloud services. Particularly strong revenue growth is expected in the areas of software (up 9.5 percent) and AI platforms (up 50 percent).<sup>4</sup>

Against this backdrop, ATOSS Software SE continued to chart its growth trajectory and further lifted revenues as well as earnings in the first half of 2025. Group revenues were up by 10 percent to EUR 92.1 million in the first half of the year (previous year: EUR 83.8 million). Once again, the cloud and subscriptions business made a significant contribution to growth, with revenues trending upwards by 30 percent to EUR 44.1 million (previous year: EUR 33.9 million). The operating result edged up from EUR 29.7 million to EUR 31.0 million in connection with an EBIT margin of 34 percent (previous year: 35 percent).

## 2. Earnings: Double-digit revenues growth and continued strong profitability

In the first half of financial year 2025, the ATOSS Group achieved growth in total revenues of 10 percent to EUR 92.1 million (previous year: EUR 83.8 million). Of this amount, the Software division contributed a 12 percent increase in revenues totaling EUR 68.2 million (previous year: EUR 60.9 million). Once again, the main drivers of software revenues were revenues from cloud and subscriptions which were up 30 percent to EUR 44.1 million (previous year: EUR 33.9 million) and now account for 48 percent of total revenues (previous year: 41 percent). Together with the 3 percent rise in software maintenance revenues amounting to EUR 19.9 million (previous year: EUR 19.4 million), recurring revenues advanced year-on-year by 20 percent in total, reaching EUR 64.0 million (previous year: EUR 53.3 million). The proportion of recurring revenues from cloud and maintenance in total revenues in the first half of the year stands at 70 percent (previous year: 64 percent). This was offset by one-off revenues from software licenses, which dropped by 44 percent to EUR 4.3 million (previous year: EUR 7.6 million). Revenues from consulting services in the same period expanded to EUR 19.4 million (previous year: EUR 18.0 million). Given investment reticence, hardware revenues amounted to EUR 2.0 million (previous year: EUR 3.1 million).

<sup>1</sup> Kiel Economic Report – World Economy in Summer 2025 No. 124 (2025IQ2)

<sup>2</sup> ifo Economic Forecast Summer 2025: Recovery is approaching – economic policy uncertainties remain high

<sup>3</sup> German Council of Economic Experts – Spring Report 2025 – May 21, 2025; DIW Berlin – Press release dated June 13, 2025 – First rays of hope for the German economy – DIW Berlin significantly revises its forecast upwards; ifo Institute – ifo Business Survey for July 2025: Recovery is approaching – Economic policy uncertainties remain high – June 12, 2025

<sup>4</sup> Bitkom – Press release July 2, 2025 – Digital industry grows and creates new jobs

Against the backdrop of generally subdued demand for new software solutions from new and existing customers, incoming orders in the first half of the year were down on the previous year. By contrast, the key KPIs for the cloud business order situation developed positively. The cloud order backlog, which indicates the revenues from contractually committed cloud usage fees within the next 12 months, was up to EUR 96.9 million in the first half of the year (December 31, 2024: EUR 85.8 million). This key cloud indicator also includes the cloud Annual Recurring Revenue (ARR) from current cloud usage fees, which was up by 15 percent to a total of EUR 90.9 million compared to the year-end figure as of December 31, 2024 (EUR 79.3 million). Total ARR (consisting of cloud usage fees and maintenance revenues) trended upwards by 10 percent to EUR 130.1 million in the first six months up to June 30, 2025.

Operating earnings (EBIT) expanded by EUR 1.3 million to EUR 31.0 million. The EBIT margin amounts to 34 percent (previous year: 35 percent) and stands above the forecast issued at the beginning of the year of at least 31 percent for the full year 2025, primarily due to sustainable cost management and the investments still outstanding in the second half of the year, especially in the sales organization.

Earnings before taxes (EBT) were recorded 4 percent higher at EUR 32.2 million (previous year: EUR 31.1 million). Net income for the first half of the year amounted to EUR 21.7 million (previous year: EUR 21.3 million). Earnings per share increased from EUR 1.34 to EUR 1.37.

### 3. Net assets and financial position

In the first six months, cash flow from operating activities totaled EUR 14.7 million (previous year: EUR 29.3 million). Cash and cash equivalents less borrowings increased from EUR 64.3 million in the same period of the previous year to EUR 71.1 million. Liquidity (overall position consisting of cash and cash equivalents as well as other current and non-current financial assets) was up from EUR 83.3 million to EUR 91.2 million compared to the previous year, in spite of the dividend payment of EUR 33.9 million (EUR 2.13 per share) disbursed at the beginning of May 2025. Liquidity per share on June 30 including these other current and non-current financial assets, adjusted for borrowing, stood at EUR 5.74 (previous year: EUR 5.23).

The principal factors which impacted positively on cash flow from operating activities include net income, the formation of contract liabilities as well as current and non-current provisions. The rise in trade receivables as well as the increase in capitalized contractual costs in addition to back taxes for previous years and higher tax advance payments were the main factors reducing the cash flow.

The positive cash flow from investment activities is attributable to proceeds from the disposal of financial assets in an amount of EUR 10.0 million. The acquisition of fixed assets amounting to EUR 0.4 million (previous year: EUR 0.6 million) incurred a negative effect.

In addition, the payment of a dividend of EUR 2.13 (previous year: EUR 1.69)<sup>1</sup> per share – i.e. the total distribution of EUR 33.9 million (previous year: EUR 26.8 million) and the repayment of lease liabilities in an amount of EUR 1.7 million (previous year: EUR 1.6 million) reduced cash and cash equivalents.

As of June 30, 2025, ATOSS had an equity ratio of 54 percent (previous year: 48 percent).

Thanks to the continuing overall satisfactory earnings situation and the continuing sound asset and financial position, the company expects its ability to meet its financial commitments to remain unchanged in the future.

<sup>1</sup> As a result of the capital increase from company funds carried out in 2024 and the issue of new shares, the dividend paid in 2024 was adjusted retrospectively for comparison purposes: Dividend of EUR 1.69 per share on May 6, 2024

### 4. Product development

Research and development remain an important element of the ATOSS growth strategy with the aim of further expanding the company's strong position as technology leader in workforce management. Research and development costs were up by 13 percent year-on-year in the first six months and amounted to EUR 14.3 million as of June 30, 2025 (previous year: EUR 12.7 million). R&D expenditure as a proportion of overall revenues amounted to 16 percent (previous year: 15 percent).

Furthermore, the company refrains from capitalizing expenses for the development of new product innovations. All expenses for this are recognized in profit or loss in the period in which they are incurred.

### 5. Employees

The number of employees rose from 813 in the previous year to 825. As of June 30, 2025, ATOSS employed 310 members of staff in Development (previous year: 311), 200 Consulting (previous year: 192), 187 in Sales and Marketing (previous year: 186) and 128 in Administration (previous year: 124).

Personnel expenses for the current financial year amounted to EUR 42.6 million as of June 30, 2025 (previous year: EUR 38.2 million).

### 6. Report on opportunities and risks

The risk structure has not changed significantly compared to the presentation in the consolidated financial statements as of December 31, 2024.

As of June 30, 2025, the market risk at Group level associated with financial assets invested in investment funds amounted at fair value to EUR 5.3 million. In the case of financial assets invested in gold, the market risk at Group level as of June 30, 2025 amounted at fair value to EUR 4.8 million.

### 7. Outlook

In spite of a challenging market environment, ATOSS Software SE once again concluded the first half of the year recording growth in revenues and earnings. Despite the difficult and uncertain economic situation, the Munich-based workforce management software specialist remains confident with regard to the second half of the year. This is rooted in the technologically leading software solutions of the ATOSS Group, the attractive and scalable business model and the solid financial foundation. In addition, the Group has succeeded in significantly increasing the predictability of its revenue thanks to the steady expansion of its cloud business and the associated gains in recurring revenue, thereby strengthening its economic stability in a sustainable manner over long term.

Against this backdrop, ATOSS believes it is well positioned to gain further market share in the customer segments it addresses in future, and to continue on its growth trajectory. For this reason, the Management Board is maintaining its previous revenues and earnings forecast for 2025 as a whole – envisaging revenues growth to around EUR 190 million. Furthermore, taking the investments planned for 2025 into account, particularly in the expansion and development of the sales organization and the further development of cloud-based software solutions, an EBIT margin of a minimum of 31 percent is planned.

Consolidated Balance Sheet as of 06/30/2025

| Assets (EUR)                                                           | 06/30/2025         | 12/31/2024         |
|------------------------------------------------------------------------|--------------------|--------------------|
| <b>Non-current assets</b>                                              |                    |                    |
| Intangible assets                                                      | 138,091            | 168,193            |
| Property, plant and equipment                                          | 3,934,135          | 4,098,974          |
| Rights of use                                                          | 6,981,539          | 6,105,054          |
| Capitalized contract costs                                             | 8,822,961          | 7,284,919          |
| Other non-current financial assets and precious metals                 | 1,793,059          | 1,656,575          |
| <b>Total non-current assets</b>                                        | <b>21,669,785</b>  | <b>19,313,715</b>  |
| <b>Current assets</b>                                                  |                    |                    |
| Trade receivables                                                      | 10,916,559         | 9,312,814          |
| Other current financial assets and precious metals                     | 18,875,668         | 28,413,164         |
| Other current non-financial assets                                     | 4,012,815          | 3,458,310          |
| Cash and cash equivalents                                              | 71,102,566         | 82,666,868         |
| <b>Total current assets</b>                                            | <b>104,907,608</b> | <b>123,851,156</b> |
| <b>Total assets</b>                                                    | <b>126,577,393</b> | <b>143,164,872</b> |
|                                                                        |                    |                    |
| Equity and liabilities (EUR)                                           | 06/30/2025         | 12/31/2024         |
| <b>Equity</b>                                                          |                    |                    |
| Subscribed capital                                                     | 15,906,272         | 15,906,272         |
| Capital reserve                                                        | -1,579             | -1,579             |
| Equity deriving from unrealized profits/losses                         | 749,376            | 749,376            |
| Unappropriated net income                                              | 51,264,729         | 63,425,314         |
| <b>Equity attributable to the equity holders of the parent company</b> | <b>67,918,798</b>  | <b>80,079,383</b>  |
| Non-controlling interests                                              | -109,013           | -109,013           |
| <b>Total Equity</b>                                                    | <b>67,809,785</b>  | <b>79,970,370</b>  |
| <b>Non-current liabilities</b>                                         |                    |                    |
| Pension provisions                                                     | 1,842,172          | 1,816,596          |
| Other non-current provisions                                           | 3,648,187          | 2,658,090          |
| Non-current lease liabilities                                          | 4,389,531          | 3,609,342          |
| Deferred tax liabilities                                               | 2,721,922          | 2,907,113          |
| <b>Total non-current liabilities</b>                                   | <b>12,601,812</b>  | <b>10,991,141</b>  |
| <b>Current liabilities</b>                                             |                    |                    |
| Trade accounts payable                                                 | 1,685,828          | 1,959,285          |
| Contractual liabilities                                                | 9,982,566          | 3,181,854          |
| Current lease liabilities                                              | 3,058,795          | 2,980,028          |
| Other current financial liabilities                                    | 8,826,747          | 7,364,678          |
| Other current non-financial liabilities                                | 15,633,939         | 17,650,761         |
| Tax liabilities                                                        | 6,584,980          | 18,914,414         |
| Other provisions                                                       | 392,941            | 152,341            |
| <b>Total current liabilities</b>                                       | <b>46,165,796</b>  | <b>52,203,361</b>  |
| <b>Total equity and liabilities</b>                                    | <b>126,577,393</b> | <b>143,164,872</b> |

Consolidated Income Statement from 01/01/2025 to 06/30/2025

|                                                     | Quarterly report      |                       | 6-month report        |                       |
|-----------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| EUR                                                 | 04/01/2025-06/30/2025 | 04/01/2024-06/30/2024 | 01/01/2025-06/30/2025 | 01/01/2024-06/30/2024 |
| <b>Sales revenues</b>                               | <b>45,836,105</b>     | <b>41,957,637</b>     | <b>92,086,819</b>     | <b>83,800,182</b>     |
| Cost of sales                                       | -10,570,536           | -9,523,829            | -20,739,774           | -19,657,830           |
| <b>Gross profit on sales</b>                        | <b>35,265,569</b>     | <b>32,433,808</b>     | <b>71,347,045</b>     | <b>64,142,352</b>     |
| Distribution costs                                  | -8,191,771            | -6,943,430            | -17,131,191           | -14,368,869           |
| Administration costs                                | -4,554,897            | -3,854,009            | -8,775,155            | -7,551,716            |
| Research and development costs                      | -7,204,199            | -6,313,160            | -14,315,119           | -12,722,621           |
| Other operating income                              | 115,649               | 609,017               | 151,432               | 650,267               |
| Other operating expenses                            | -188,594              | -216,665              | -283,101              | -246,070              |
| Net impairment/increases on financial assets        | 162,706               | -58,467               | -8,574                | -227,134              |
| <b>Operating profit (EBIT)</b>                      | <b>15,404,463</b>     | <b>15,657,094</b>     | <b>30,985,337</b>     | <b>29,676,209</b>     |
| Financial income                                    | 557,208               | 1,030,661             | 1,674,466             | 1,810,688             |
| Financial expenses                                  | -406,522              | -81,229               | -415,886              | -373,392              |
| <b>Earnings before taxes</b>                        | <b>15,555,149</b>     | <b>16,606,526</b>     | <b>32,243,917</b>     | <b>31,113,505</b>     |
| Taxes on income and earnings                        | -5,148,925            | -5,115,068            | -10,524,143           | -9,863,294            |
| <b>Net income</b>                                   | <b>10,406,224</b>     | <b>11,491,458</b>     | <b>21,719,774</b>     | <b>21,250,211</b>     |
| Attributable:                                       |                       |                       |                       |                       |
| Equity holders                                      | 10,406,224            | 11,491,458            | 21,719,774            | 21,250,211            |
| Non-controlling interests:                          | 0                     | 0                     | 0                     | 0                     |
|                                                     |                       |                       |                       |                       |
| Earnings per share (undiluted)                      | 0.65                  | 0.72                  | 1.37                  | 1.34                  |
| Earnings per share (diluted)                        | 0.65                  | 0.72                  | 1.37                  | 1.34                  |
|                                                     |                       |                       |                       |                       |
| Average number of shares in circulation (undiluted) | 15,906,272            | 15,906,272            | 15,906,272            | 15,906,272            |
| Average number of shares in circulation (diluted)   | 15,906,272            | 15,906,272            | 15,906,272            | 15,906,272            |

Consolidated Statement of Comprehensive Income from 01/01/2025 bis 06/30/2025

| EUR                                                   | 01/01/2025-06/30/2025 | 01/01/2024-06/30/2024 |
|-------------------------------------------------------|-----------------------|-----------------------|
| <b>Net income of the period</b>                       | <b>21,719,774</b>     | <b>21,250,211</b>     |
| <b>Components not reallocated in profit and loss</b>  | <b>0</b>              | <b>0</b>              |
|                                                       |                       |                       |
| <b>Other comprehensive income of the period</b>       | <b>0</b>              | <b>0</b>              |
| <b>Comprehensive income after taxes of the period</b> | <b>21,719,774</b>     | <b>21,250,211</b>     |

Consolidated Cash Flow Statement from 01/01/2025 to 06/30/2025

| EUR                                                             | 01/01/2025<br>-06/30/2025 | 01/01/2024<br>-06/30/2024 |
|-----------------------------------------------------------------|---------------------------|---------------------------|
| <b>Earnings before taxes</b>                                    | <b>32,243,917</b>         | <b>31,113,505</b>         |
| Depreciation                                                    | 2,307,269                 | 2,177,224                 |
| Financial income                                                | -1,674,466                | -1,810,688                |
| Financial expenses                                              | 415,886                   | 373,392                   |
| Income from the disposal of fixed assets                        | 83                        | 109                       |
| Non-cash personnel expenses                                     | 0                         | -573,861                  |
|                                                                 |                           |                           |
| <b>Change in net current assets</b>                             |                           |                           |
| Trade receivables                                               | -1,603,745                | -536,804                  |
| Other non-financial assets                                      | -328,016                  | -705,943                  |
| Capitalized contract costs                                      | -1,538,042                | -898,633                  |
| Other assets                                                    | -66,886                   | 111,995                   |
| Trade accounts payable                                          | -273,457                  | -1,066,244                |
| Other current financial and non-financial liabilities           | -554,753                  | -1,903,294                |
| Other current and non-current provisions                        | 1,223,360                 | 150,253                   |
| Contractual liabilities                                         | 6,800,712                 | 6,213,426                 |
|                                                                 |                           |                           |
| Interest received                                               | 1,084,027                 | 1,063,407                 |
| Interest paid                                                   | -340                      | -4,003                    |
| Income taxes received                                           | 0                         | 811,015                   |
| Income taxes paid                                               | -23,331,160               | -5,189,688                |
| <b>Cash flow generated from operating activities (1)</b>        | <b>14,704,389</b>         | <b>29,325,168</b>         |
|                                                                 |                           |                           |
| <b>Cash Flow from investment activities</b>                     |                           |                           |
| Expenditure for the purchase of tangible and intangible assets  | -408,059                  | -576,515                  |
| Proceeds from the disposal of financial assets                  | 10,000,000                | 0                         |
| <b>Cash flow generated from investment activities (2)</b>       | <b>9,591,941</b>          | <b>-576,515</b>           |
|                                                                 |                           |                           |
| <b>Cash Flow from financing activities</b>                      |                           |                           |
| Redemption element leasing liabilities IFRS 16                  | -1,714,544                | -1,606,894                |
| Interest element leasing liabilities IFRS 16                    | -62,569                   | -57,717                   |
| Dividends paid                                                  | -33,880,359               | -26,802,068               |
| <b>Cash flow generated from financing activities (3)</b>        | <b>-35,657,472</b>        | <b>-28,466,679</b>        |
|                                                                 |                           |                           |
| <b>Change in cash and cash equivalents – total (1) to (3)</b>   | <b>-11,361,142</b>        | <b>281,974</b>            |
| <b>Cash and cash equivalents at the beginning of the period</b> | <b>82,666,868</b>         | <b>64,201,070</b>         |
| Effects of exchange rate changes on cash and cash equivalents   | -203,160                  | -141,247                  |
| <b>Cash and cash equivalents at the end of the period</b>       | <b>71,102,566</b>         | <b>64,341,797</b>         |

Statement of Changes in Consolidated Equity as of 06/30/2025

| EUR                                                       | Equity attributable to the properties<br>of the parent company |                    |                                                         |                                   |                                  | Total             |
|-----------------------------------------------------------|----------------------------------------------------------------|--------------------|---------------------------------------------------------|-----------------------------------|----------------------------------|-------------------|
|                                                           | Subscribed<br>capital                                          | Capital<br>reserve | Equity<br>deriving from<br>unrealized<br>profits/losses | Unappro-<br>priated net<br>income | Non-<br>controlling<br>interests |                   |
| <b>01/01/2024</b>                                         | <b>7,953,136</b>                                               | <b>572,282</b>     | <b>610,195</b>                                          | <b>52,729,823</b>                 | <b>-109,013</b>                  | <b>61,756,423</b> |
| Net income of the period                                  |                                                                |                    |                                                         | 21,250,211                        |                                  | 21,250,211        |
| Other comprehensive income<br>of the period               |                                                                |                    | 0                                                       |                                   |                                  | 0                 |
| <b>Comprehensive income after<br/>taxes of the period</b> |                                                                |                    | <b>0</b>                                                | <b>21,250,211</b>                 |                                  | <b>21,250,211</b> |
| Share based remuneration                                  |                                                                | -573,861           |                                                         |                                   |                                  | -573,861          |
| Capital increase<br>from company funds                    | 7,953,136                                                      |                    |                                                         | -7,953,136                        |                                  | 0                 |
| Dividend                                                  |                                                                |                    |                                                         | -26,802,068                       |                                  | -26,802,068       |
| <b>06/30/2024</b>                                         | <b>15,906,272</b>                                              | <b>-1,579</b>      | <b>610,195</b>                                          | <b>39,224,830</b>                 | <b>-109,013</b>                  | <b>55,630,705</b> |
|                                                           |                                                                |                    |                                                         |                                   |                                  |                   |
| <b>01/01/2025</b>                                         | <b>15,906,272</b>                                              | <b>-1,579</b>      | <b>749,376</b>                                          | <b>63,425,314</b>                 | <b>-109,013</b>                  | <b>79,970,370</b> |
| Net income of the period                                  |                                                                |                    |                                                         | 21,719,774                        |                                  | 21,719,774        |
| Other comprehensive income<br>of the period               |                                                                |                    | 0                                                       |                                   |                                  | 0                 |
| <b>Comprehensive income<br/>after taxes of the period</b> |                                                                |                    | <b>0</b>                                                | <b>21,719,774</b>                 |                                  | <b>21,719,774</b> |
| Dividend                                                  |                                                                |                    |                                                         | -33,880,359                       |                                  | -33,880,359       |
| <b>06/30/2025</b>                                         | <b>15,906,272</b>                                              | <b>-1,579</b>      | <b>749,376</b>                                          | <b>51,264,729</b>                 | <b>-109,013</b>                  | <b>67,809,785</b> |

One share represents 1 euro of subscribed capital.

# Notes to the Consolidated Half-Year Financial Statements



## 1. General information

The present condensed, consolidated half-year financial statements as of June 30, 2025 were prepared in accordance with the provisions of IAS 34. The requirements of German Accounting Standard (DRS) No. 16 on interim reporting were also met.

The consolidated half-year financial statements do not comprise all the disclosures in the notes that are normally included in financial statements for a full financial year. Accordingly, these consolidated half-year financial statements should be read in conjunction with the consolidated financial statements for the financial year ending December 31, 2024.

The accounting policies applied correspond to those for the prior financial year and the associated interim reporting period.

The indicators covered in the report have been rounded to the nearest whole number. In individual cases, rounding may result in numbers in this report not adding up exactly to the totals given and percentages may not add up to the values shown.

The Management Board is satisfied that the net assets, financial position, results of operations and cash flows presented in these consolidated half-year financial statements give a true and fair view of the economic situation of the company. This half-year financial report was neither reviewed nor audited.

## 2. Reporting period

These condensed consolidated half-year financial statements were prepared as of June 30, 2025 for the period from January 1, 2025 to June 30, 2025.

## 3. Currency

All figures are stated in euros. Amounts are rounded up to whole euro units.

4. Consolidated group

In addition to the parent company, ATOSS Software SE, Munich, the consolidated half-year financial statements as of June 30, 2025 also include all subsidiary companies:

- ATOSS CSD Software GmbH, Cham, Germany (100%)
- ATOSS Software Ges. mbH, Vienna, Austria (100%)
- ATOSS Software AG, Zurich, Switzerland (100%)
- ATOSS Software S.R.L, Timisoara, Romania (100%)
- ATOSS Aloud GmbH, Munich, Germany (93%)
- ATOSS North America Inc., West Hollywood, USA (100%)

The companies are included by way of full consolidation. The consolidated financial statements for the smallest and largest group of consolidated companies are prepared by ATOSS Software SE, Munich.

5. Financial liabilities

As of June 30, 2025, the contractual maturities of non-derivative financial liabilities were as follows:

| Contractual maturities of financial liabilities in EUR | Up to 3 months | 3 months to 1 year | Over 1 year | Total contractual cash flows | Carrying amount of liabilities |
|--------------------------------------------------------|----------------|--------------------|-------------|------------------------------|--------------------------------|
| As of 06/30/2025                                       |                |                    |             |                              |                                |
| Trade accounts payable                                 | 1,685,828      | 0                  | 0           | 1,685,828                    | 1,685,828                      |
| Lease liabilities                                      | 863,545        | 2,320,243          | 4,588,702   | 7,772,490                    | 7,448,326                      |
| Total                                                  | 2,549,373      | 2,320,243          | 4,588,702   | 9,458,318                    | 9,134,154                      |
| As of 06/30/2024                                       |                |                    |             |                              |                                |
| Trade accounts payable                                 | 1,312,642      | 0                  | 0           | 1,312,642                    | 1,312,642                      |
| Lease liabilities                                      | 927,714        | 2,129,804          | 4,643,854   | 7,701,372                    | 7,429,894                      |
| Total                                                  | 2,240,356      | 2,129,804          | 4,643,854   | 9,014,014                    | 8,742,536                      |

6. Changes in equity

The development in equity is evident from the statement of changes in consolidated equity as of June 30, 2025.

Subscribed capital

The share capital of ATOSS Software SE amounted to EUR 15,906,272 as of June 30, 2025 (12/31/2024: EUR 15,906,272) and is divided into 15,906,272 bearer shares. Each share represents EUR 1.00 of the share capital.

7. Sales revenues

The company's sales revenue in the first half of the year are composed as follows:

| EUR                     | 01/01/2025<br>-06/30/2025 | 01/01/2024<br>-06/30/2024 |
|-------------------------|---------------------------|---------------------------|
| Licenses                | 4,272,999                 | 7,615,151                 |
| Maintenance             | 19,849,731                | 19,350,481                |
| Cloud                   | 44,117,436                | 33,937,198                |
| Total software revenues | 68,240,166                | 60,902,830                |
| Consulting              | 19,448,628                | 17,956,184                |
| Hardware                | 1,977,570                 | 3,084,843                 |
| Others                  | 2,420,455                 | 1,856,325                 |
| Total sales revenues    | 92,086,819                | 83,800,182                |

The geographic breakdown of sales revenues was as follows:

| EUR                      | 01/01/2025<br>-06/30/2025 | 01/01/2024<br>-06/30/2024 |
|--------------------------|---------------------------|---------------------------|
| Domestic                 | 78,010,293                | 70,384,659                |
| Abroad                   | 14,076,526                | 13,415,523                |
| of which Austria         | 5,224,571                 | 5,106,669                 |
| of which Switzerland     | 3,396,803                 | 3,206,497                 |
| of which other countries | 5,455,152                 | 5,102,357                 |
| Total sales revenues     | 92,086,819                | 83,800,182                |

The sales revenues were distributed between product groups as follows:

| EUR                                                                 | 01/01/2025<br>-06/30/2025 | 01/01/2024<br>-06/30/2024 |
|---------------------------------------------------------------------|---------------------------|---------------------------|
| ATOSS Staff Efficiency Suite (ASES) and ATOSS Startup Edition (ASE) | 74,032,183                | 67,581,011                |
| ATOSS Time Control (ATC)                                            | 14,225,955                | 13,278,680                |
| Crewmeister                                                         | 3,828,681                 | 2,940,491                 |
| Total sales revenues                                                | 92,086,819                | 83,800,182                |

## 8. Personnel expenses

Consolidated personnel expenses in the first half of the year were as follows:

| EUR                                                                              | 01/01/2025<br>-06/30/2025 | 01/01/2024<br>-06/30/2024 |
|----------------------------------------------------------------------------------|---------------------------|---------------------------|
| Wages and salaries                                                               | 36,265,630                | 32,460,197                |
| Social security contributions and expenditure on retirement pensions and welfare | 6,346,217                 | 5,696,523                 |
| <b>Total personnel expenses</b>                                                  | <b>42,611,847</b>         | <b>38,156,720</b>         |

## 9. Other operating income and expenses and net impairments on financial assets

Other operating income in the amount of EUR 151,432 (previous year: EUR 650,267) essentially includes income from exchange rate differences amounting to EUR 65,695 (previous year: EUR 41,552) and income from the reimbursement of input tax from previous years in the amount of EUR 35,931 (previous year: EUR 0). In the year elapsed, the balance of other operating income also included one-off income from the cancellation of partial entitlements amounting to EUR 573,861 from the granting of a long-term incentive in the form of virtual stock options (phantom stock options) to the former Management Board member Dirk Häußermann following his departure from the company.

Other operating expenses amounted to EUR 283,101 (previous year: EUR 246.070) and mainly comprise expenses from exchange rate differences in the amount of EUR 128,935 (previous year: EUR 207,987). Net impairments on financial assets relate to trade receivables in the amount of EUR 8,574 (previous year: EUR 227,134).

## 10. Financial income and expenses

The financial investment income in the amount of EUR 1,674,466 (previous year: EUR 1,810,688) relates essentially to income from fixed deposits, as well as investments of credit balances with banks totaling EUR 1,033,590 (previous year: EUR 1,200,389) and income from the write-up of the company's gold holdings in the amount of EUR 507,375 (previous year: EUR 514,295), income from the revaluation of investment funds in the amount of EUR 90,455 (previous year: EUR 28,828), and income from the valuation of a fixed-term deposit in CHF in the amount of EUR 42,990 (previous year: devaluation of EUR 208,424) respectively.

As of June 30, 2025, the Group has financial expenses in the amount of EUR 415,886 (previous year: EUR 373,392). This comprises expenses resulting from the devaluation of a fixed-term deposit in USD dollars in the amount of EUR 230,944 (previous year: revaluation of EUR 65,368), interest expenses in connection with the pension provision of EUR 96,469 (previous year: EUR 102,275) as well as interest expenses in connection with accounting for lease liabilities under IFRS 16 of EUR 62,569 (previous year: EUR 7,672).

## 11. Earning per share

Earnings per share is calculated by dividing the net income in the amount of EUR 21,719,774 (previous year: EUR 21,250,211) by the weighted average number of shares outstanding. As of June 30, 2025, an average of 15,906,272 shares were in circulation. Earnings per share in the first half of the year amounted to EUR 1.37 (previous year: EUR 1.34).

## 12. Employees

As of June 30, 2025, the Group has 825 employees (previous year: 813).

|                     | 06/30/2025 | 06/30/2024 |
|---------------------|------------|------------|
| Sales and Marketing | 187        | 186        |
| Consulting          | 200        | 192        |
| Development         | 310        | 311        |
| Administration      | 128        | 124        |
| <b>Total</b>        | <b>825</b> | <b>813</b> |

## 13. Management Board

The members of the Management Board as of June 30, 2025:

|                             |     |
|-----------------------------|-----|
| Andreas F. J. Obereder      | CEO |
| Pritim Kumar Krishnamoorthy | CTO |
| Christof Leiber             | CFO |

## 14. Supervisory Board

The members of the Supervisory Board as of June 30, 2025 are as follows:

|                                   |                                                                     |
|-----------------------------------|---------------------------------------------------------------------|
| Moritz Zimmermann                 | Chairman                                                            |
| Rolf Baron Vielhauer von Hohenhau | Deputy Chairman                                                     |
| Klaus Bauer                       | Member of the Supervisory Board and Chairman of the Audit Committee |
| Christian Osterland               | Member of the Supervisory Board                                     |

## 15. Board members’ shareholdings

As of June 30, 2025, board members held the following volumes of ATOSS Software SE shares:

| EUR                                                      | 06/30/2025       |
|----------------------------------------------------------|------------------|
| Andreas F.J. Obereder (CEO)                              | 3,434,907        |
| Pritim Kumar Krishnamoorthy (CTO)                        | 2,280            |
| Moritz Zimmermann<br>(Chairman of the Supervisory Board) | 21,856           |
| <b>Total</b>                                             | <b>3,459,043</b> |

The shareholder Andreas Obereder of Grünwald, Germany, holds 3,434,907 shares representing 21.59467 percent of the shares in ATOSS Software SE via AOB Invest GmbH, Grünwald, Germany in which he owns 100 percent of the shares. General Atlantic Chronos GmbH holds a 21.59462 percent stake in ATOSS Software SE as of June 30, 2025.

## 16. Notifiable participating interests

In the first six months of the 2025 financial year, the company did not receive any notifications of changes in participating interests pursuant to Sections 33 ff. of the German Securities Trading Act (WpHG).

The actual number of voting rights may deviate from the number listed as a result of interim, non-notifiable or unreported trading.

## 17. Relationships with related parties

There is a sublease agreement between OF Grundbesitzverwaltungs-GmbH, Grünwald – a company indirectly controlled by the Chairman of the Management Board – and ATOSS Software SE. The value of rental income recognized at standard market conditions amounted to EUR 23,519 in the first half of the year (previous year: EUR 23,519).

In addition, the daughter of the Chief Executive Officer is employed on standard market terms. In 2025 the company incurred personnel costs in the amount of EUR 6,959 (previous year: EUR 5,272) for this contract.

## 18. Events after the reporting date

The existing management contract with the Chief Financial Officer (CFO) Mr. Christof Leiber dated June 24, 2021, has been revised and extended by two years with effect from July 1, 2025. The contract will end after three years on June 30, 2028.

Similarly, the existing management contract with the member of the Management Board (CTO) Mr. Pritim Kumar Krishnamoorthy dated June 24, 2021, has been revised and extended by a further four years with effect from July 1, 2025. The contract ends after five years on June 30, 2030. According to the current allocation of responsibilities, Mr. Pritim Kumar Krishnamoorthy is responsible for Innovation & Development as well as Consulting, Services & Support (CSS) and Crewmeister. Against this background, Mr. Pritim Kumar Krishnamoorthy will hold the title of Chief Operating Officer (COO) from July 1, 2025.

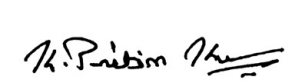
There were no other significant events after the balance sheet date.

## Declaration by the legal representatives

We declare that to the best of our knowledge and in accordance with applicable accounting principles, the annual consolidated financial statements provide a true and fair view of the company's net assets, financial position and results of operations and that the Group management report presents a true and fair view of the development of business, including the operating results and the position of the company, and also describes the significant opportunities and risks relating to the probable development of the company.

Munich, August 11, 2025

  
**Andreas F.J. Obereder**  
CEO

  
**Pritim Kumar Krishnamoorthy**  
COO

  
**Christof Leiber**  
CFO

# Financial calendar

- 10/23/2025**  
Publication of the 9-monthly financial statements
- 11/24/2025**  
ATOSS at the German Equity Forum

## Disclaimer

This report contains forward-looking statements which are based on the conviction of the Management Board of ATOSS Software SE and reflect its current assumptions and estimates. These forward-looking statements are subject to risks and uncertainties. Many currently unforeseeable facts could mean that the actual performance and results of ATOSS Software SE are different. These may include the non-acceptance of newly launched products and services, changes in the general economic and business situation, failure to meet efficiency or cost reduction targets or changes in business strategy.

The Management Board is firmly convinced that the expectations of these forward-looking statements are valid and realistic. However, should the aforementioned or other unforeseen risks occur, ATOSS Software SE cannot guarantee that the expectations expressed will prove to be correct.

# Imprint

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## Investor Relations

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# Locations



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## Representations Germany

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| <b>Düsseldorf</b> | ATOSS Software SE   Robert-Bosch-Straße 14   40668 Meerbusch                        |
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| <b>Osnabrück</b>  | ATOSS Software SE   Westerkappeler Straße 26   49497 Mettingen                      |
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## Representations Europe

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| <b>Paris</b>     | ATOSS Software SE   40 Rue du Louvre   75001 Paris   France               |
| <b>Stockholm</b> | ATOSS Software SE   Vasagatan 7   111 20 Stockholm   Sweden               |
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## Affiliated Companies Germany

|               |                                                            |
|---------------|------------------------------------------------------------|
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| <b>Munich</b> | ATOSS Aloud GmbH   Rosenheimer Straße 141 h   81671 Munich |

## Tochtergesellschaften Europa

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