Excellence in Workforce Management

ATOSS Software SE

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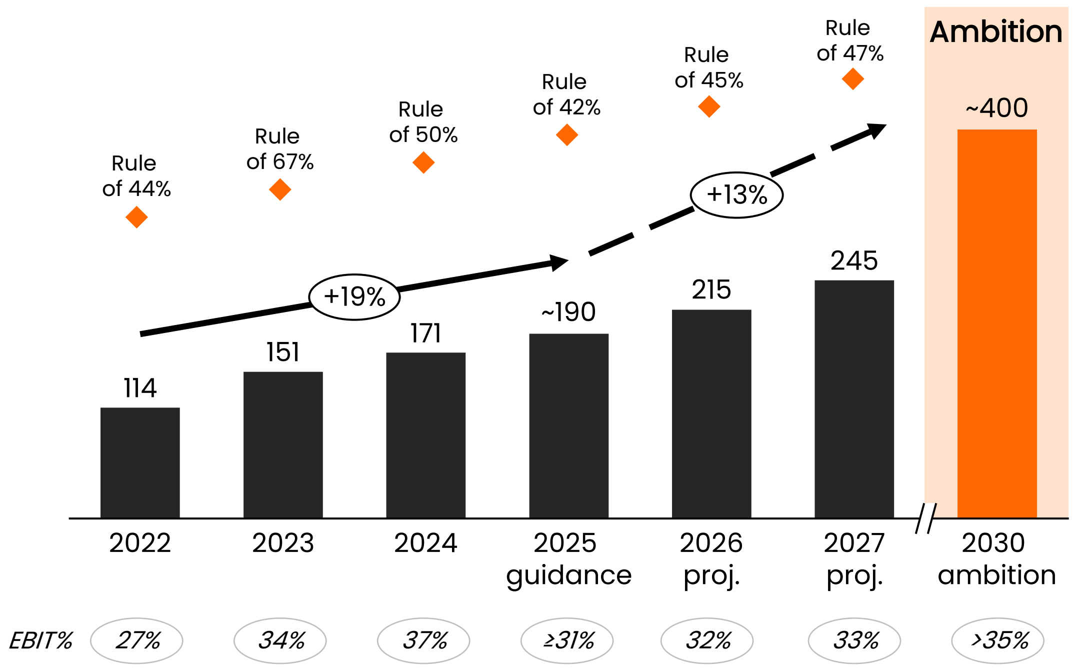
ATOSS Software SE 2025

ATOSS – Leading in the field of Workforce Management

Strong growth potential with a clear path to 16% CAGR through 2030

We are a **leading Workforce Management provider** with tailored solutions for **international Enterprise, SMB,** and **small-business** customers, fueled by **strong historic growth** and **performance metrics** to drive our future growth strategy

Total revenue in EURm



Key factors supporting growth ambition[1]

- ~ 1,200 **Enterprise** customers
- ~ 2,000 **SMB** customers
- ~ 15,100 **small business** customers
- ~ 15,900 **Cloud** customers
- **>4m employees** integrated in ATOSS solutions
- **116%** Net retention rate[2]
- **96.1%** Gross retention rate[2]
- **820+** employees
- **37%** EBIT margin
- **Double-digit revenue growth** (yoy since FY14)

1. As of 12/31/2024 ; 2. w/o Crewmeister

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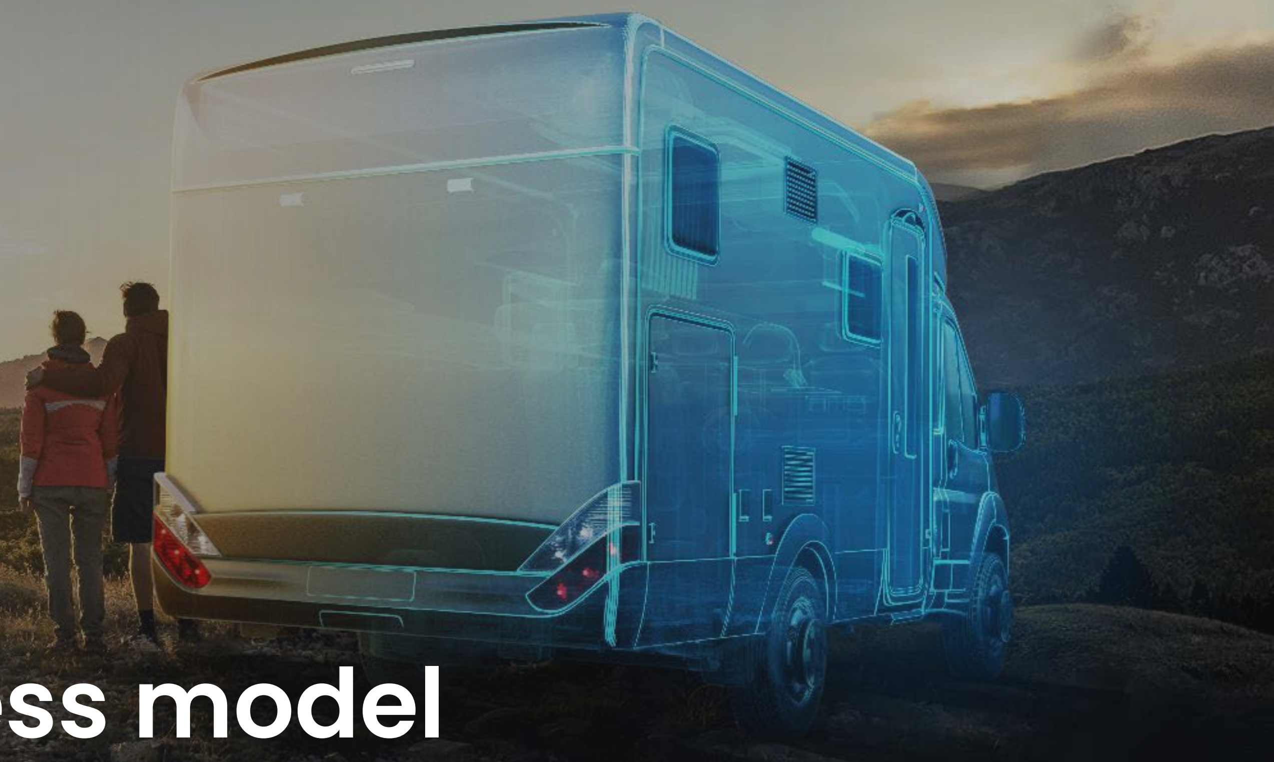


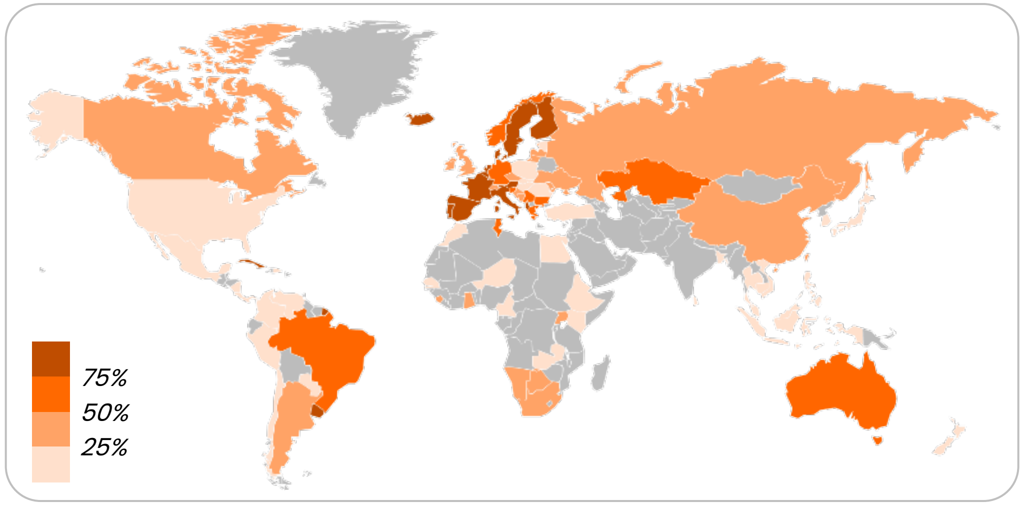
01 Market for Workforce Management, business model and product update

Workforce Management landscape continues to grow and evolve

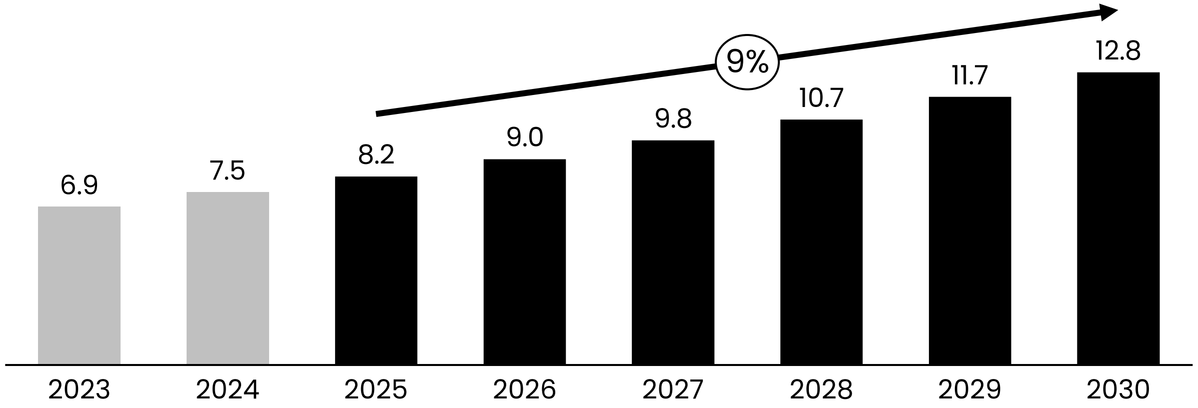
Global trends in the WFM market

1. **Digitalization of labor:** AI-driven WFM solutions enhance efficiency and business value for both employees and managers[1]
2. **Increasing regulatory complexity:** Europe's multi-layered regulations including collective bargaining agreements increase demand for WFM solutions that simplify compliance and streamline management, particularly for hourly paid workers
3. **Resource and skilled staff scarcity:** Workforce scarcity has accelerated investment in advanced scheduling and employee experience initiatives to optimize deployment, retention and efficiency[1]

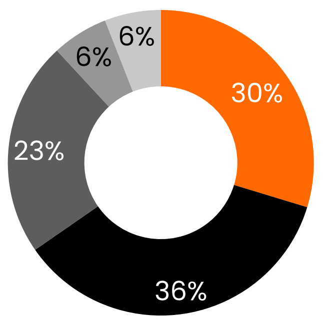
Global collective bargaining coverage rate[2]



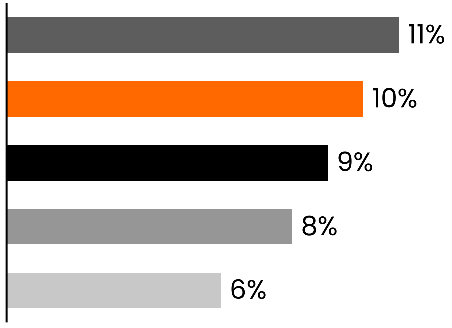
WFM market size development ($bn)[3]



Market size by geo (2023)[3]



CAGR by geo (2023-2030)[3]



Europe · North America · Asia Pacific · MEA · LATAM

1. Gartner, Market Guide for WFM Applications 2022; 2. ILOSTAT; 3. ATOSS estimates and third party data as of March 2025

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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

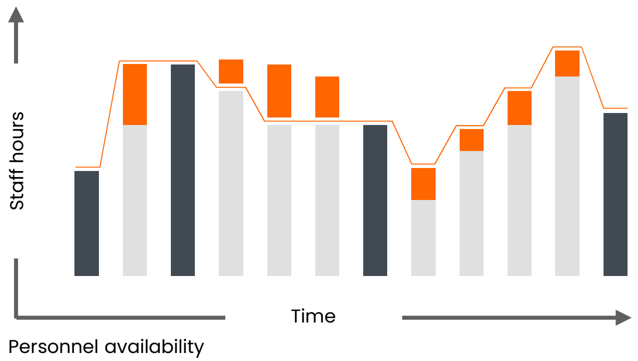
...with optimal employee experience

Current situation

Fluctuation in demand

Little flexibility and long response times

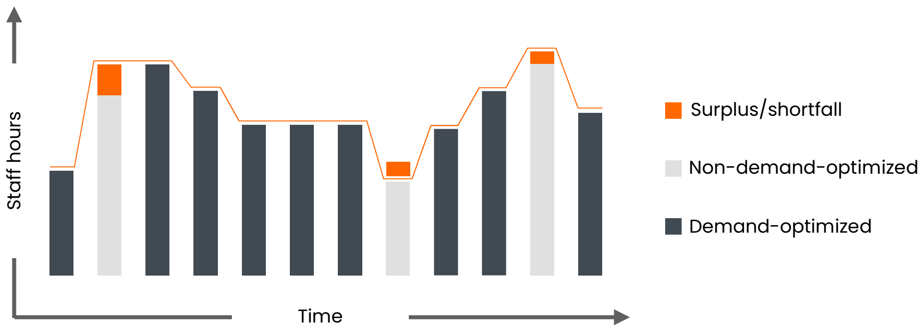
OPTIMIZATION POTENTIAL



Goal

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

AFTER OPTIMIZATION



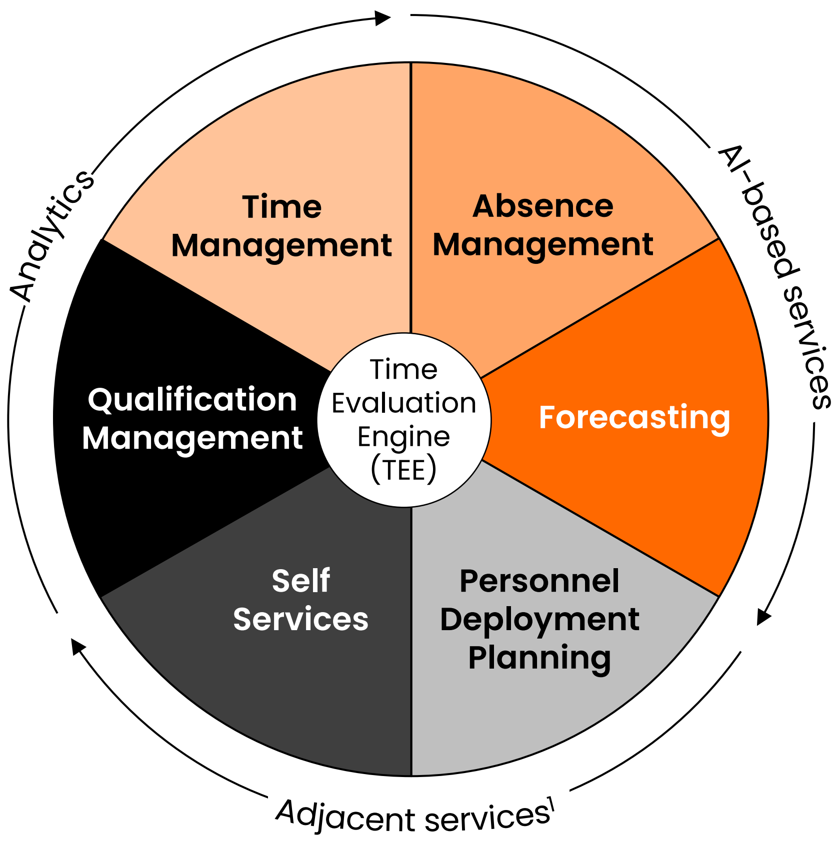
Exemplary: **Effects generated from ATOSS projects – Cross-industry (figures per year)**[1]

up to **70%** Reduced personnel costs in HR	up to **10.000 h/p.a.** Freeing up capacities through self-services	up to **75%** Time savings through automatic reports	up to **80%** Reduced planning effort	up to **90%** Savings in overtime	up to **50%** Increased efficiency

1. Figures based on specific client case studies

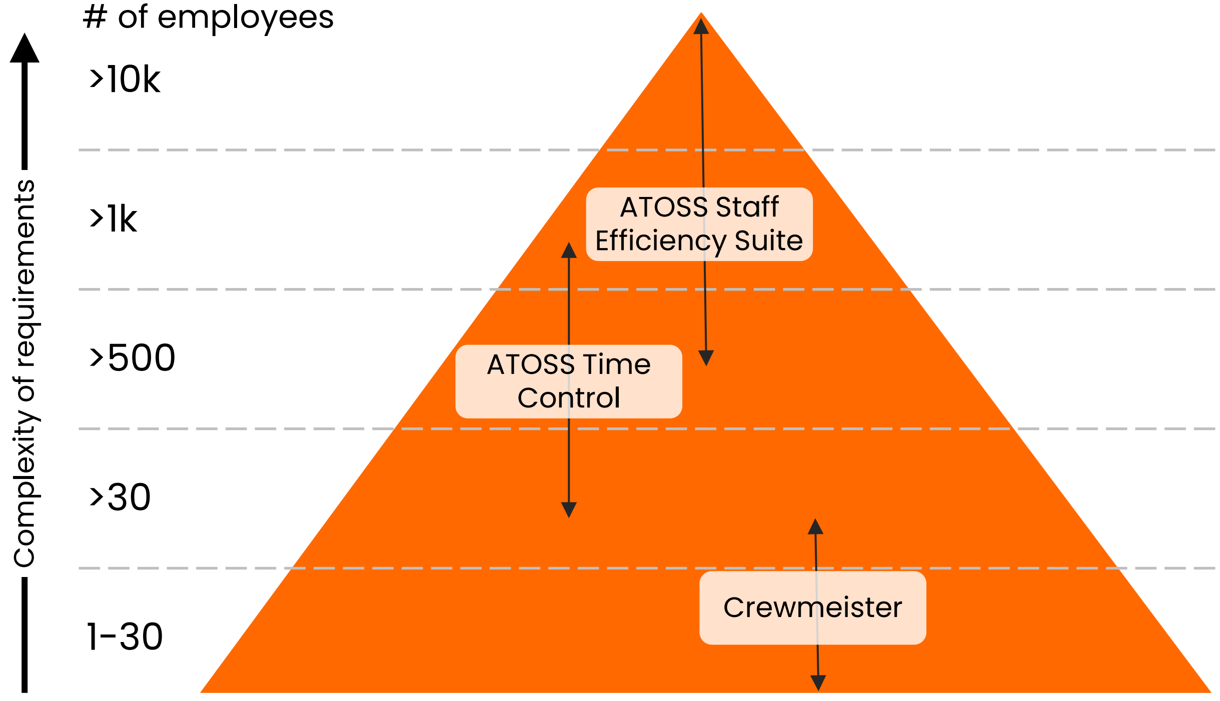
Workforce Management by ATOSS in a nutshell

Efficiency via highly flexible staff deployment



HCM vendor agnostic

Full-range provider



Industry focus:

Retail Manufacturing Logistics Healthcare Services

1. Included in ATOSS product vision

Product update
Current AI services portfolio & 2025 pipeline

We initiated the rollout of our first AI services for ASE/S in 2024, with **five services** already in **general availability.**

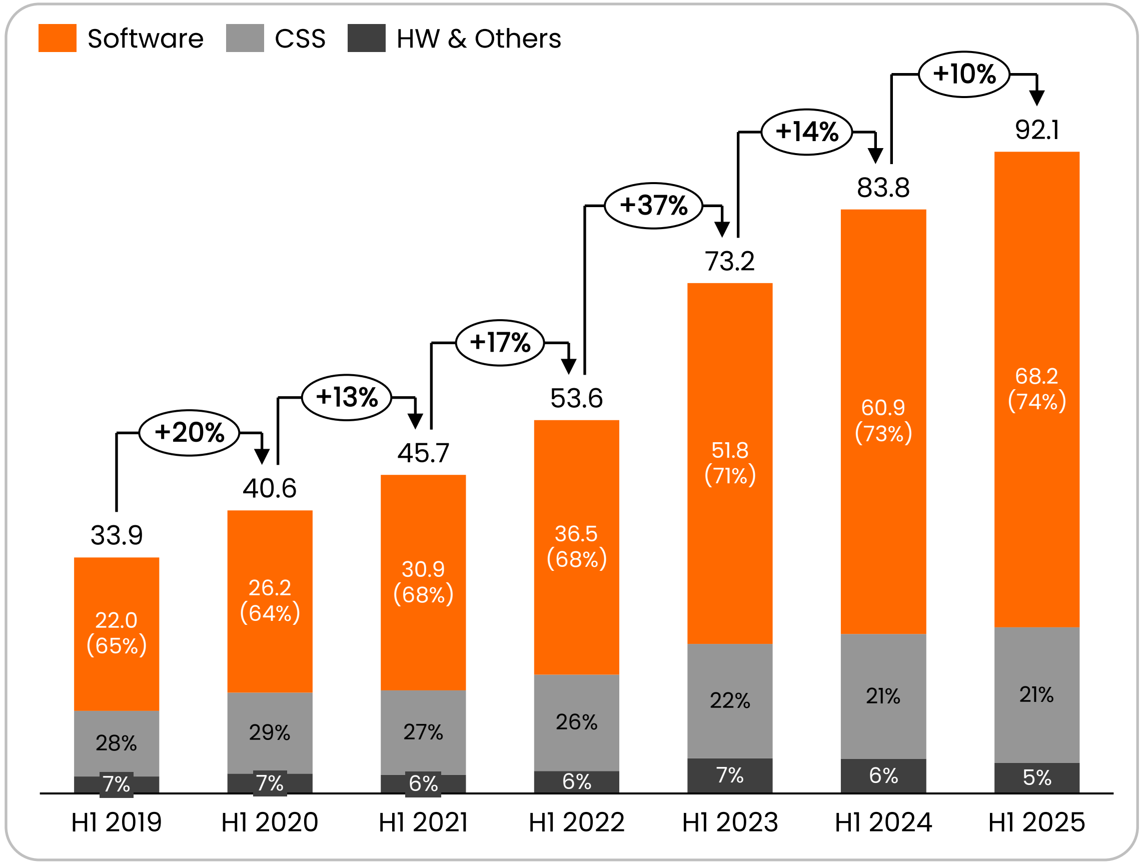
Service name	Current status	Description
Demand Driver Forecast	General availability since 04/2025	Demand drivers such as customer or patient numbers are analyzed in order to accurately determine personnel requirements based on forecasted work volumes, historical data and budget allowances
Anomaly Detection	General availability since 04/2025	Identifies anomalies using machine learning. Administrators have the opportunity to check and correct data to ensures improved data quality, which serves as the basis for more precise forecasts
Vacation Rate Forecast	General availability since 08/2025	Based on historical vacation data, AI generates vacation rate forecasts that are integrated into the Capacity Planning process, reducing manual effort and boosting the accuracy of long-term workforce planning
Illness Rate Forecast	General availability since 08/2025	Identifies recurring trends and generate accurate forecasts based on historical illness data. Illness rate forecasts are integrated directly into the Capacity Planning workflow, reducing manual effort for the planner
Workforce intelligence	General availability since 08/2025	Delivers workforce insights with dashboards and custom analyses. Users can filter charts, adjust timeframes, set alerts, track trends. Forecasting tools optimize planning and open future benchmarking capabilities.

Next steps: Going forward we plan to expand our ASE/S portfolio with additional AI services and leverage synergies available from ASE/S to extend the AI solutions to the rest of our solution portfolio as well.

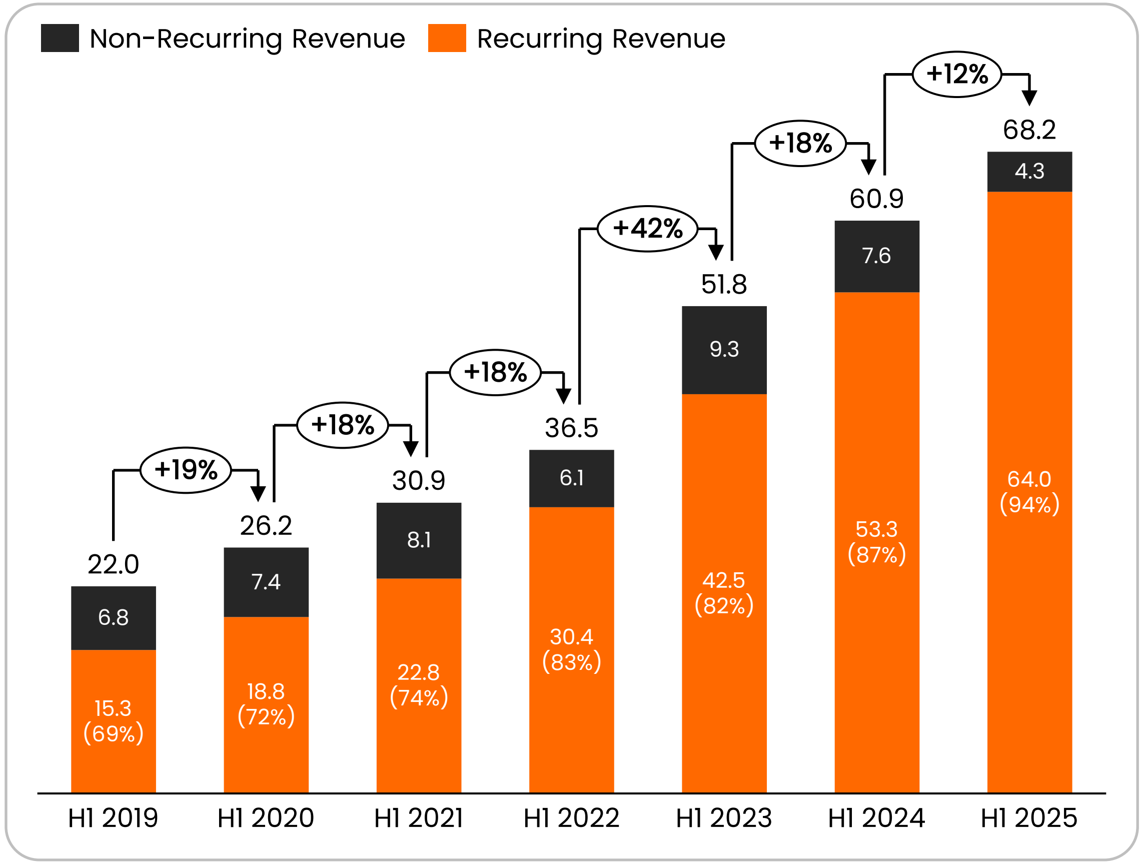
02 Financials & KPIs H1 2025

Revenue
H1 2025

Total Revenue in EURm



Software Revenue in EURm



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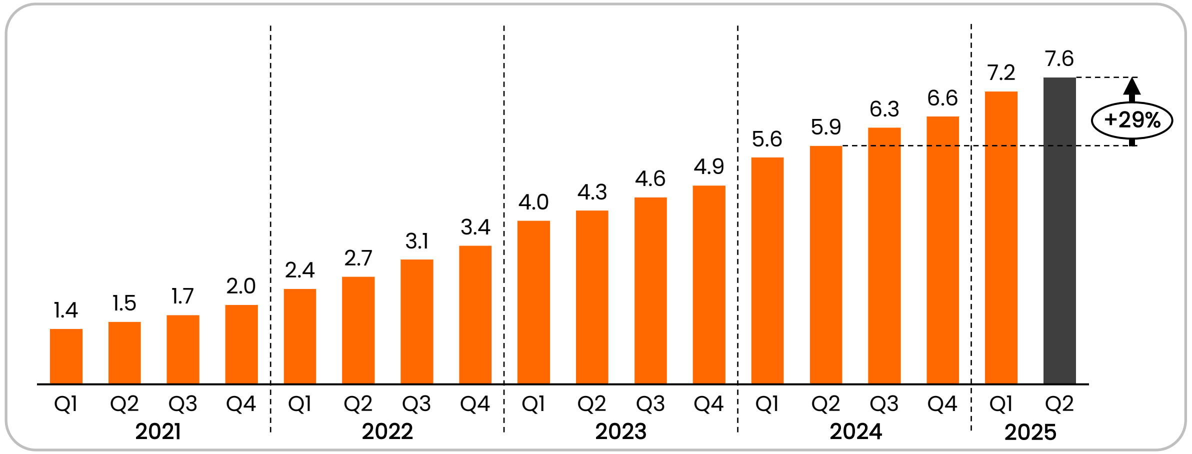
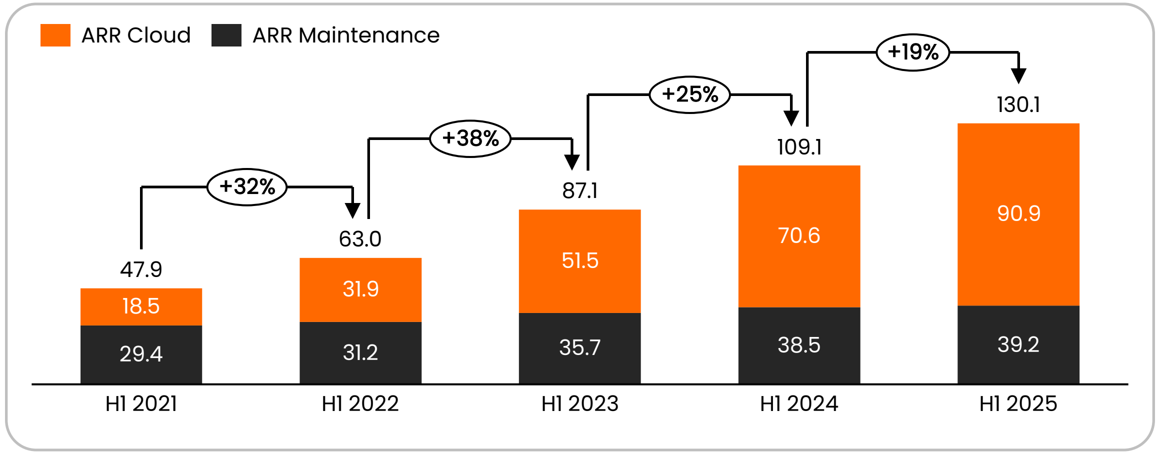
Cloud MRR & ARR (Cloud + maintenance) development

H1 2025

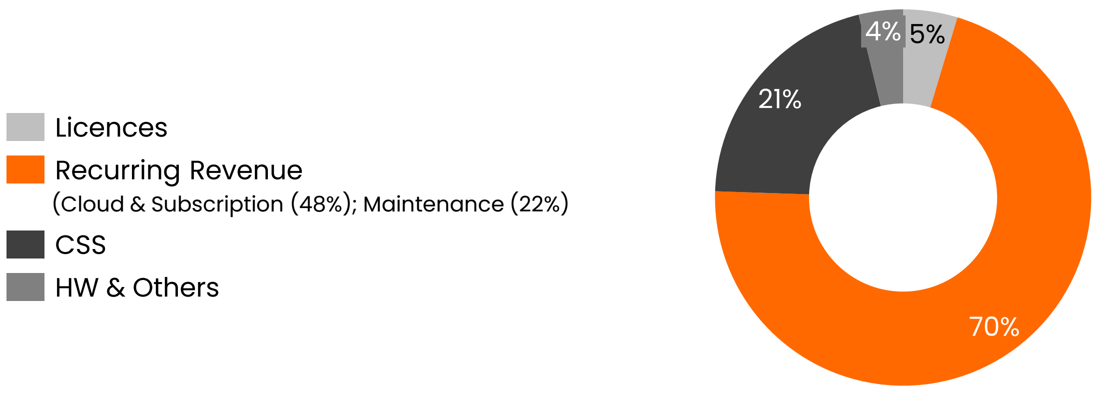
Cloud MRR: Quarterly development in EURm

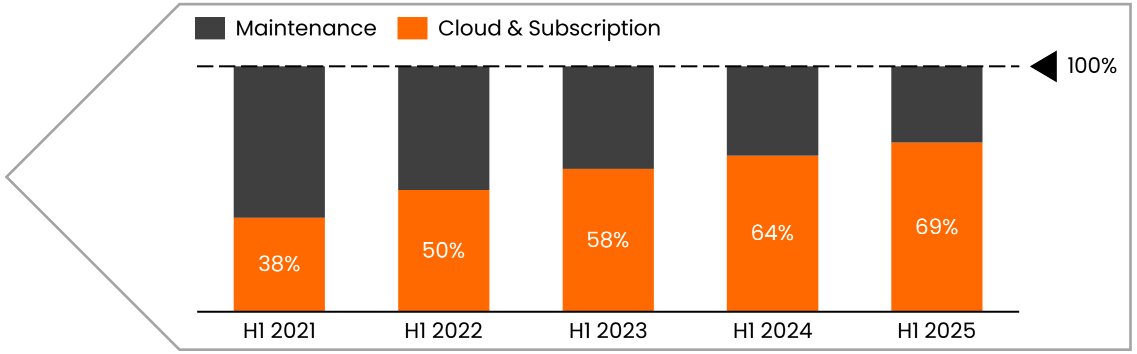


ARR Total (Cloud + maintenance) in EURm



Share of Cloud & subscription in recurring revenue in %





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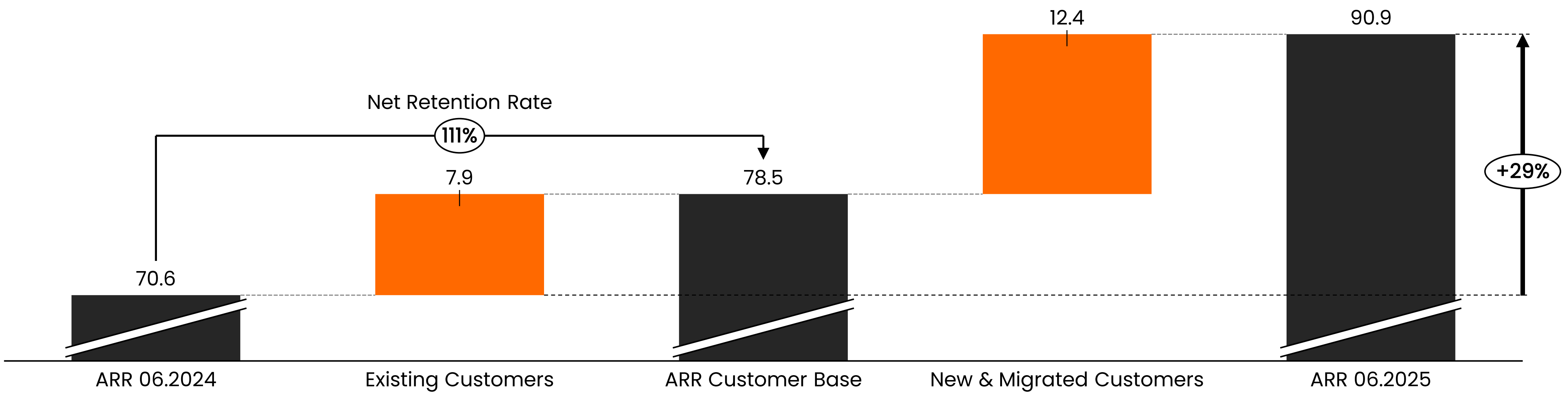
ATOSS Cloud development by products

H1 2025

Cloud ARR[1] in EURm



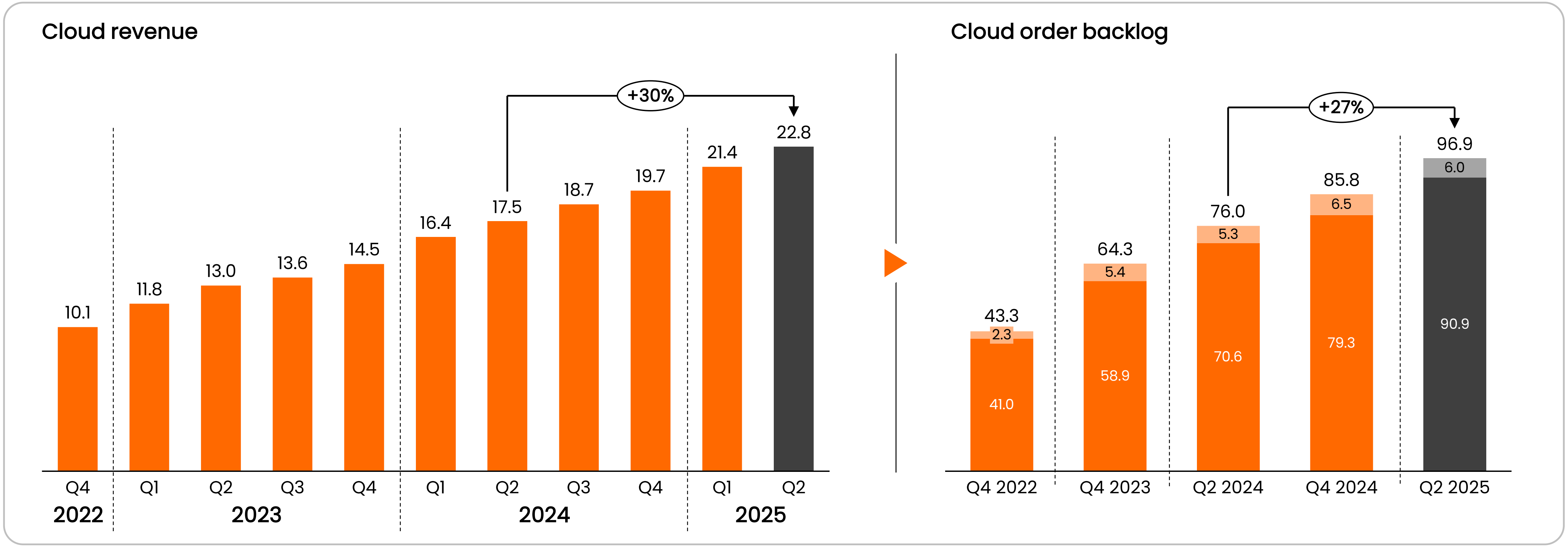
	ARR 06.2024	GRR[2]	Existing Customers	NRR[3]	ARR Customer Base	New & Migrated Customers	ARR 06.2025
ASES	51.6	96.4%	7.4	114.3%	59.0	7.6	66.6
ATC	12.8	96.2%	1.0	107.9%	13.8	2.6	16.3
Crewmeister	6.2	78.2%	*-0.5*	91.8%	5.7	2.2	7.9

1. ARR (Annual Recurring Revenue) comprises the turnover generated by the company over the next 12 months on the basis of current monthly cloud usage fees applicable as of the qualifying date
2. Gross Retention Rate: Percentage of existing customers or revenue retained over the last 12months, excluding expansion and new customers
3. Net Retention Rate: Revenues generated from existing customers as of PY- taking into account expansion and churn (based on PY ARR)

Cloud order backlog

H1 2025

Cloud order backlog (12 months)[1] in EURm



1. Cloud order backlog: ARR + contractually committed additions & expansions for the next 12 months

Income statement (IFRS)

H1 2025

EURk	H1 2025	% of total revenue	H1 2024	% of total revenue	YoY %
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%	19,350	23%	3%
Cloud & Subscriptions	44,117	48%	33,937	40%	30%
Consulting	19,449	21%	17,956	21%	8%
Hardware	1,978	2%	3,085	4%	-36%
Others	2,421	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%**
EPS in euro	1.37		1.34		2%

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Income statement (IFRS)

Q2 2024 – Q2 2025

EURk	Q2 2025	Q1 2025	Q4 2024	Q3 2024	Q2 2024
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**
EBT	15,555	16,689	18,811	17,057	16,607
Net profit	**10,406**	**11,314**	**12,573**	**11,628**	**11,491**
EPS in euro	0.66	0.71	0.79	0.73	0.72

04 Growth strategy

ATOSS – Growth projections

Strong growth and margins while building recurring revenue

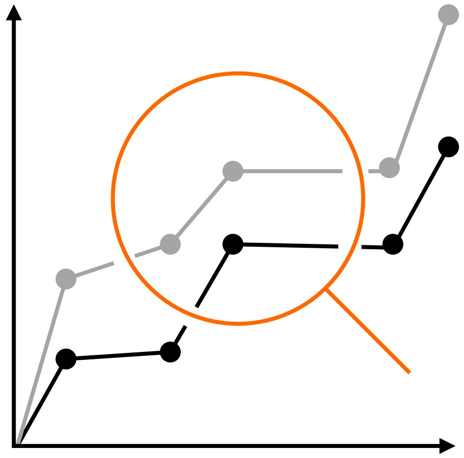
Guidance 2025

Total revenue

~190 EURm

EBIT margin

≥31%



Projections 2025 - 2027

Total revenue growth
(Base: Year end 2024)

CAGR **13%**

Increasing share of recurring revenue
(Target: Year end 2027)

~75%

Software revenue growth
(Base: Year end 2024)

CAGR **16%**

EBIT margin
(Target: Year end 2027)

≥33%

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Core pillars of ATOSS' growth strategy

Growth leading the way for **increased recurring revenue** from **Cloud business** and an **ever-growing global subscriber base**

Projections 2025-2027	**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)	**Further product development** and **enhancement,** e.g., AI & Analytics
	2025-2027: Total revenue growth CAGR **13%** Increasing share of recurring revenue **~ 75%** (Target: Year end 2027)	• ATOSS solution is deployed across **most** of the **European countries** and supports **11 software languages**, enabling multilingual functionality • In 2024, **6% of revenue** is generated outside the DACH region • We will focus on **driving revenue** in our **existing European markets,** to further expand international revenue share	EBIT margins **≥31%**	**Crewmeister outlook 2027** • ~27.000 customers • ARR of ~15m EUR • Reach profitability	R&D investment **~16% of total revenue**

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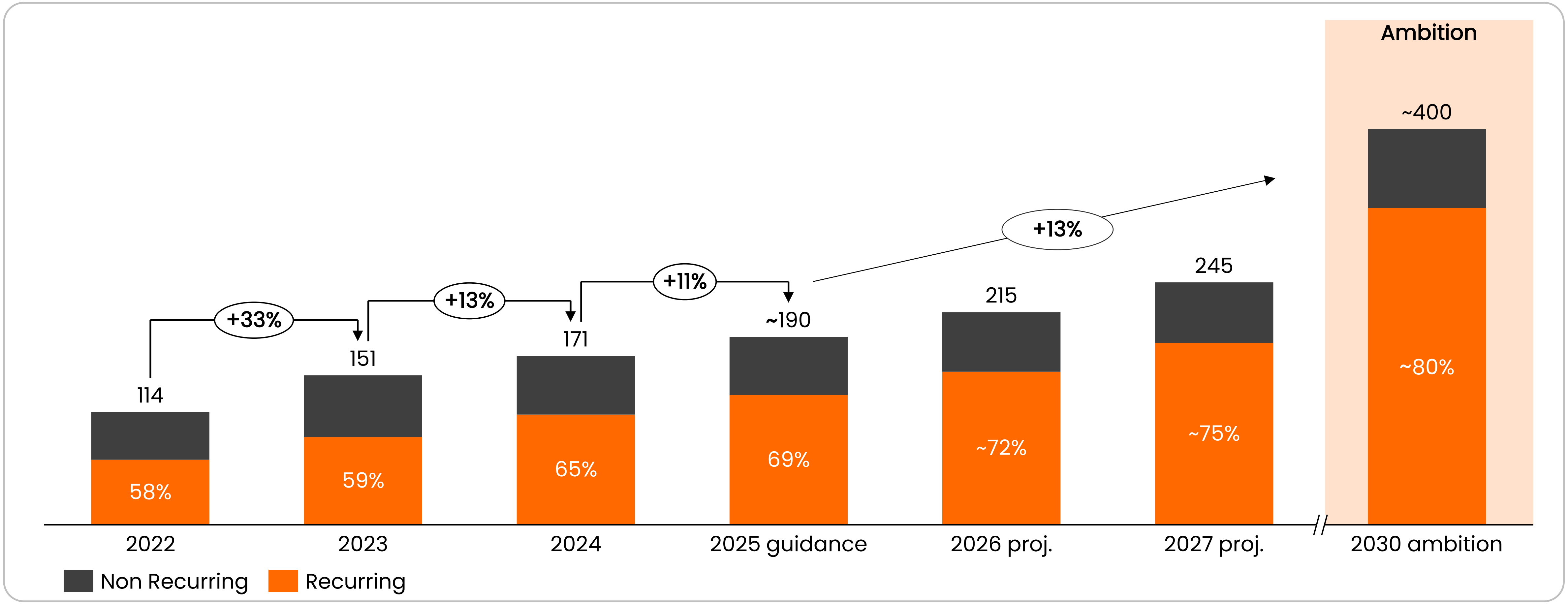
ATOSS Cloud transformation (1/2)

Growth leading the way for increased recurring revenue (model projection)

Revenue in EURm and growth in % (YOY)

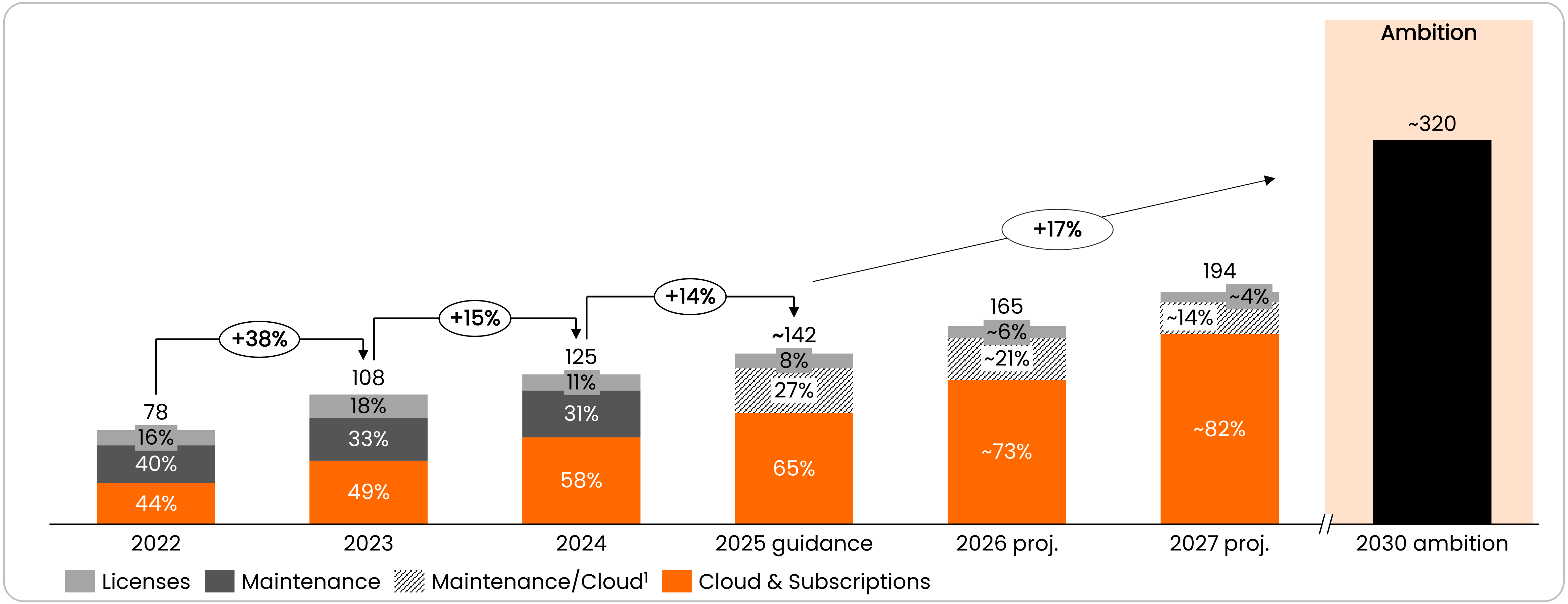


1. Compound Annual Growth Rate

ATOSS Cloud transformation (2/2)

Growth leading the way for increased recurring revenue (model projection)

Software revenue in EURm and growth in % (YOY)



1. Depending on extent of transformation of existing on-premise customers into Cloud and subscription customers; 2. Compound Annual Growth Rate

ATOSS full range strategy

Crewmeister continues successful development

Crewmeister

Highlights

- Positive impact by BAG decision
- New product features developed
- High customer satisfaction

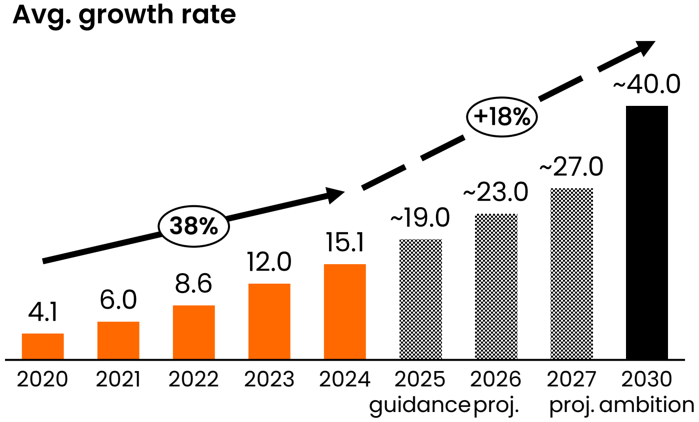
Key metrics

- Avg. Customer Acquisition Costs[1]: 583 EUR
- Avg. Customer Lifetime Value[2]: 2,236 EUR
- CLTV/CAC-Ratio: 3.8
- Avg. monthly churn rate[3]: 1.42 %
- Cloud gross margin: +79%

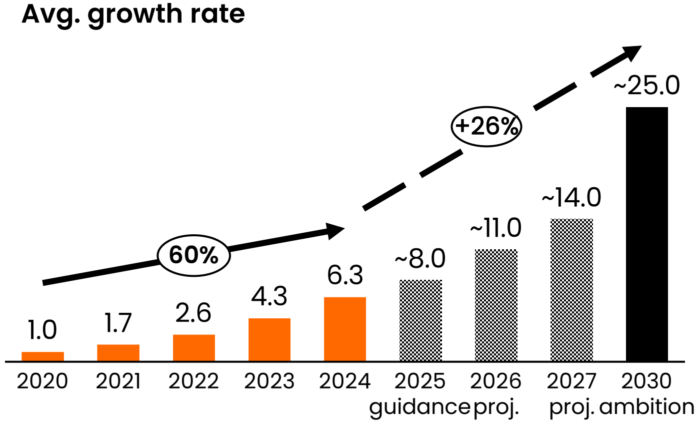
Outlook 2025

- ~19.000 Customers
- ARR of ~9m EUR
- Further margin improvement

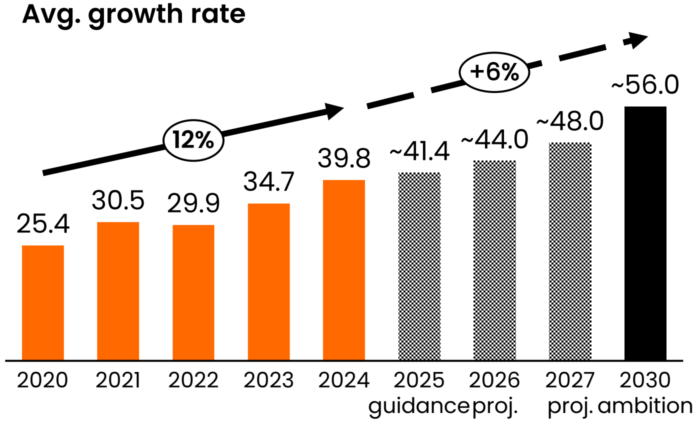
Customer development (k)



Sales development (EURm)



MRR/Customer ratio (EUR)[4]



1. CAC (Customer acquisition cost) (ø 2024): 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 2024): estimate of all the future gross profits to be accumulated from a relationship with a given customers
3. Churn rate (12/2024): 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

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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 (1/2)

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

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Sustainability at ATOSS

Our sustainability pillars (2/2)

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 & CO_2 reduction
- Conservation of resources

Sustainability at ATOSS

Our goals (1/2)

Customer and society

Customers

Goals by 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%[1]
- **R&D investment:** ~16% 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 2025:

- **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

1. Excluding Crewmeister

Sustainability at ATOSS
Our goals (2/2)

Integrity and Compliance

Integrity and Compliance
- Continuing to raise awareness of compliance and security issues (incl. compliance training)
- Further internal training measures on topics such as equal treatment and compliance

Information security
- Recertification according to ISO/IEC 27001:2022

Environmental protection

CO_2 footprint
Goals by 2045:
- **Net Zero Strategy**: reduction of Scope 1-3 greenhouse gas emissions by a total of 90 percent

Goals by end of 2025:
- 100% **green electricity** at all ATOSS sites by 2025

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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

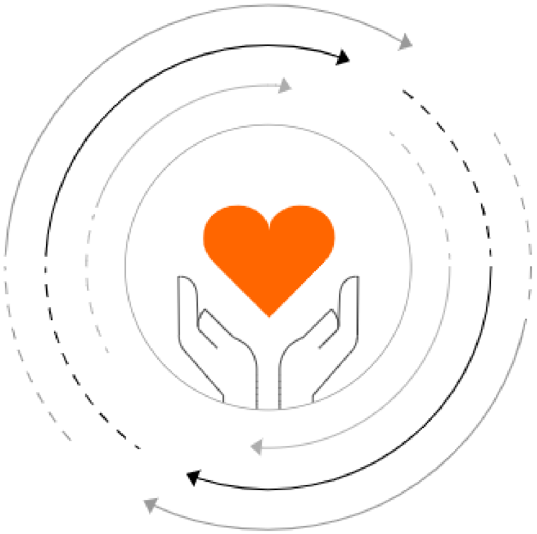
„We are top employer“

- Employee Engagement Index: 83%

top EMPLOYER Deutschland Germany 2025
FOR A BETTER WORLD OF WORK

“Continuous employee growth”

- 820 employees (12/23: 775)



„We live diversity and promote equal opportunities and inclusion”

- Member of “Charta der Vielfalt”
- Employees from around 49 countries
- 60% male/40% female > ongoing diversity goals by 2027

charta der **vielfalt**
Für Diversity in der Arbeitswelt

“Individuality in Working Life - Employee Well-being in Focus”

- Hybrid and flexible working model
- Sport offers and health management
- Team and after-work events

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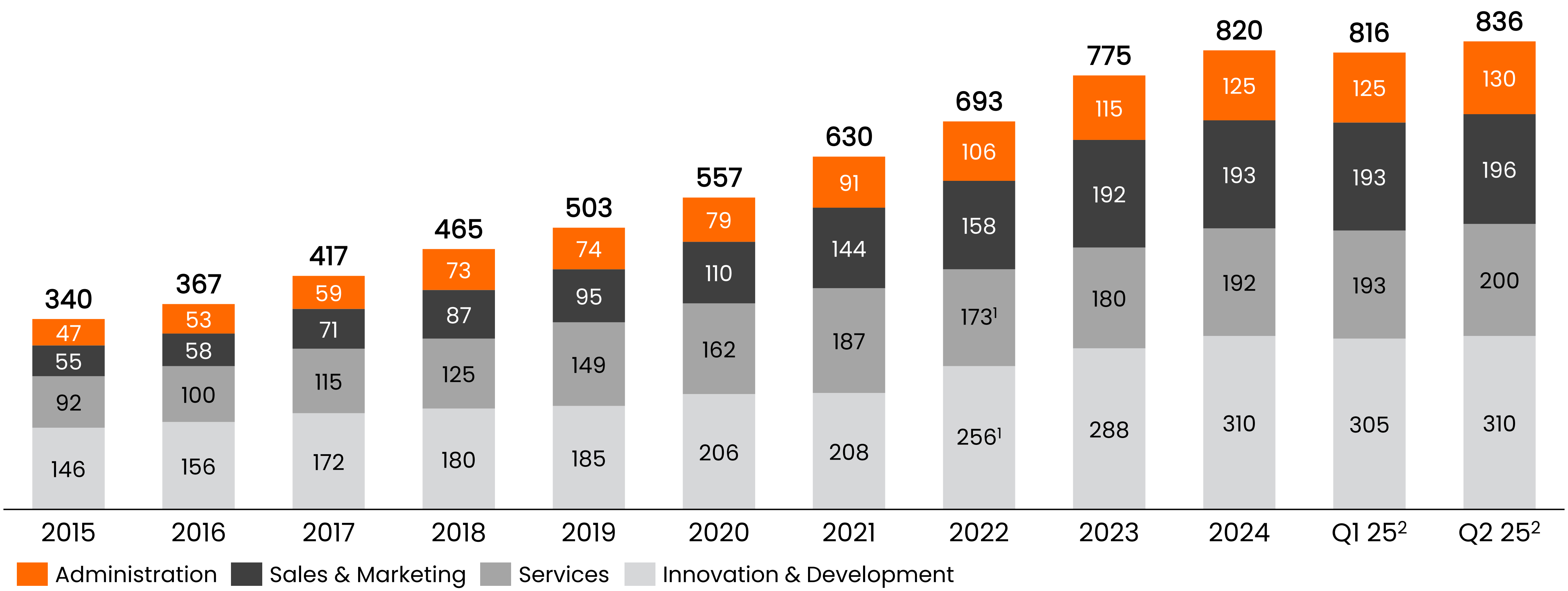
Continuous expansion of personnel capacities

Personnel development (headcount)



1. In FY 2022 shift of Cloud Services Team from Services Department to Innovation & Development Department
2. Including 11 employees in Global Capabilities Center

Additional attachments

Workforce Management market drivers

How ATOSS' solution portfolio addresses key market trends

Market forces and trends for Workforce Management:

Compliance

Organizations increasingly rely on technology and analytics to ensure legal and ethical Workforce Management amid increasing regulatory demands

Demographic change

With an aging workforce and skill shortages, companies must invest in upskilling, employee development and flexible work models to stay competitive

Digital Natives

Generations Z and Alpha, raised with advanced technology, will expect intuitive, AI-driven, and seamless digital experiences in the workplace

Volatility

To navigate rising uncertainty and shifting demand, companies need flexible production systems, data-driven forecasting, and adaptable workforce strategies

Our **comprehensive** Workforce Management solution **portfolio** comprising ASE/S, ATC and Crewmeister, **holistically addresses** these **market forces** and trends, enabling businesses of all sizes to stay agile, digital, and competitive

Compliance	Demographic change	Digital Natives	Volatility
Data accuracy	Scheduling & forecast accuracy	Flexibility	Scheduling & forecast accuracy
Laws & regulations	Flexible work arrangements	Well-being	Flexible work arrangements
Policies & procedures	Collaboration	Workforce intelligence	Workforce intelligence

North Star strategy

ATOSS' product roadmap and main adjacent investment areas

ASES

AI services: Absence rate forecasting for illness & vacation (GA[1]: 01.08.25)
- *Reduced configuration effort and increased forecast quality*

Workforce intelligence: AI-based analytics (GA[1]: 01.08.25)
- *Strategic insights on fluctuation, overtime and absences*

Integration of external workers: Standardized interface according to the SETU standard for the integration of external workers (FCS[2]: 01.08.25)
- *Effective mitigation of worker shortages*

Self scheduling: Self Scheduling (Medical) Staff Center Mobile (GA[1]: 01.08.25), Desktop (GA[1]: 01.10.25)
- *Enhanced employee experience*

ATC

Notification management (Q1/25)
- *Improved proactive communication*

Employee self services (Q2/25)
- *Enhanced user experience*

Planning self services (Q4/25)
- *Increased flexibility in scheduling*

Employee chat (Q3/25)
- *Improved communication*

DATEV integration (Q4/25)
- *Seamless payroll processes*

Crewmeister

Absence management NextGen (Q3/25)
- *Enhanced absence management with more flexible edits, requests, and absence types*

Time tracking NextGen (Q4/25)
- *Introduction of supplements and better support for flex workers*

Shift planner NextGen (Q1/26)
- *Improved shift assignment and introduction of shift swaps*

AI-based crew administrator (Q2/26)
- *Introduction of set-up guide and proactive AI recommendations and alerts*

Integration hub platform (2026+)

Main investment areas:

AI-based analytical solutions
Analytics solution to help customers gain better and deeper insight into their data

Agentic AI
Autonomous systems for faster execution, reduced effort, and proactive, scalable decision-making

Voice of the employee
Focus on employee feedback to integrate sentiment into decision making

Collaboration solutions
App for frontline employees to streamline processes for deskless workers

1. GA: General Availability; 2. FCS: First Customer Shipment

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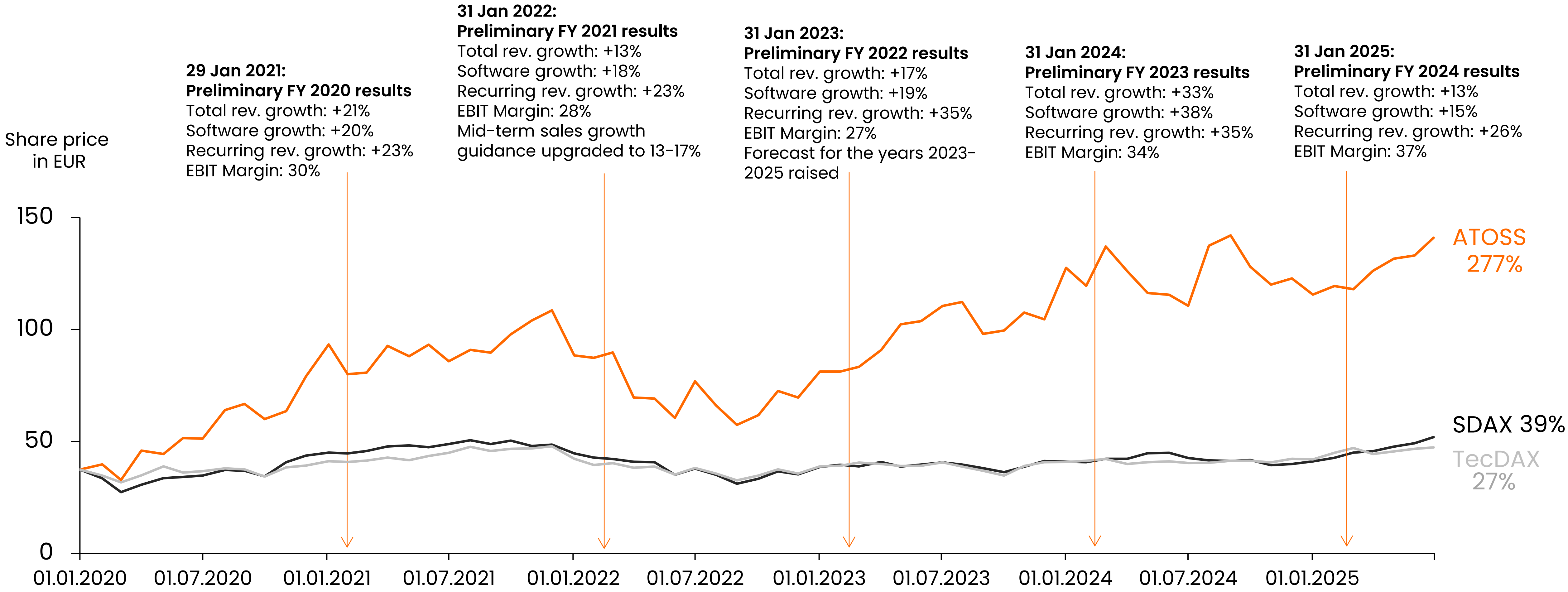
The ATOSS Share

Share price performance[1] (01.2020 – 06.2025)



1. SDAX/TecDax Index rebased on ATOSS' share price of EUR 36,125 as of 01/02/2020

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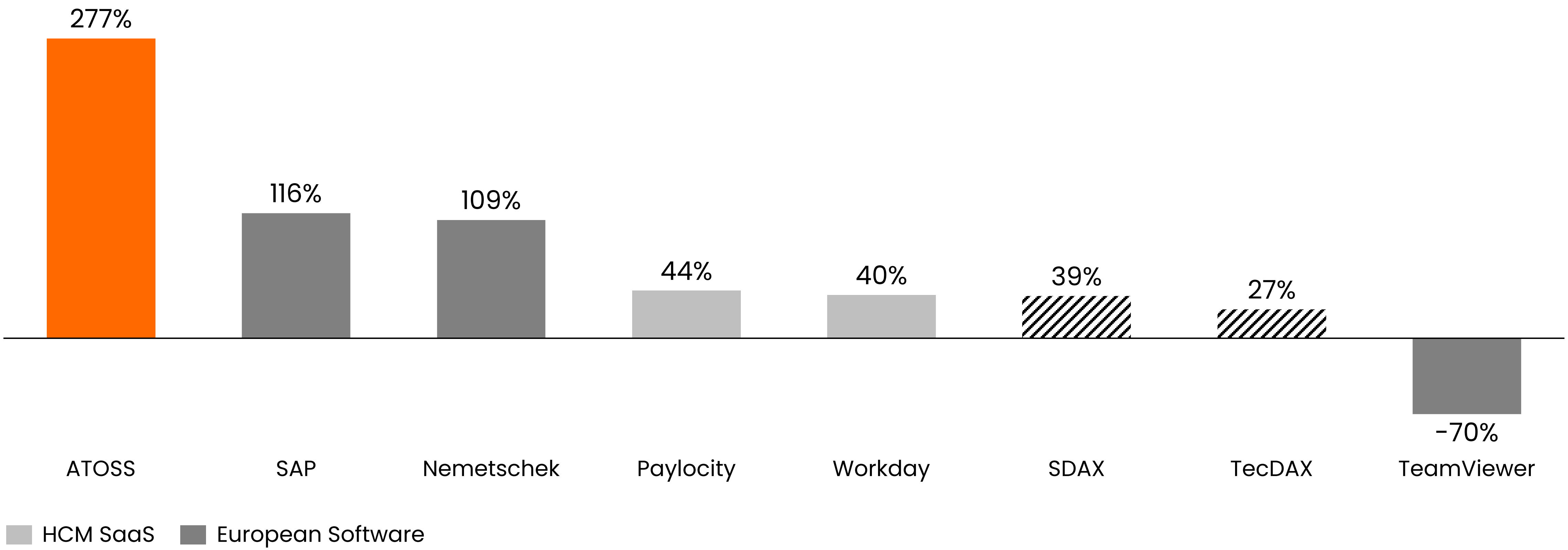
ATOSS stock

High performer in European software and HCM stocks

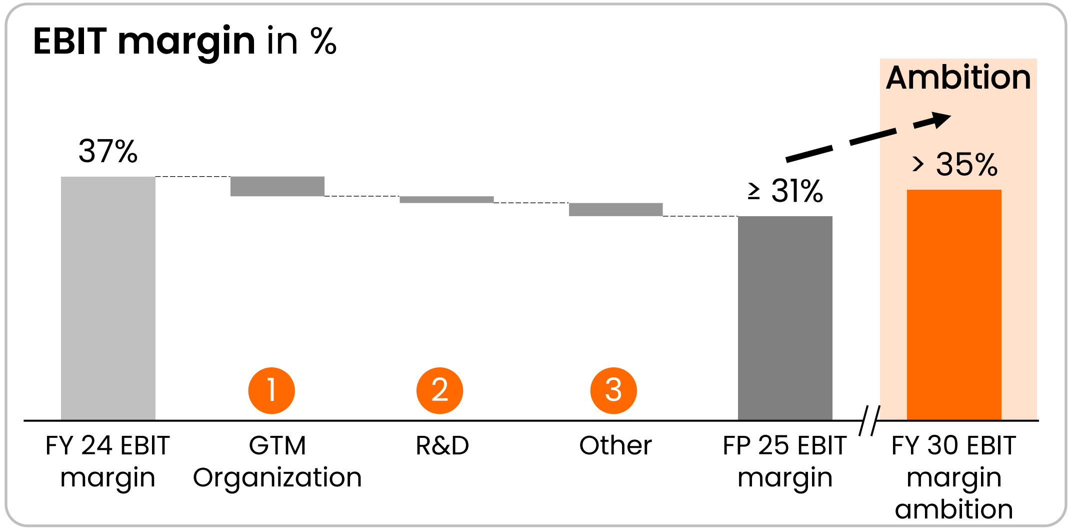
Share price performance[1] (01.2020 – 06.2025)

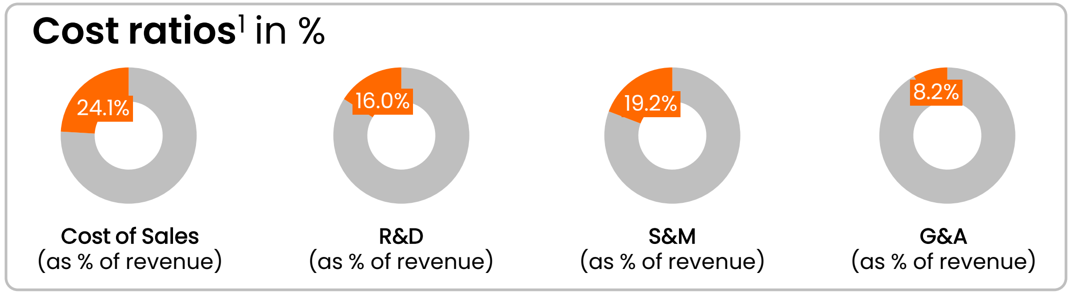


1. ATOSS, Nemetschek, TeamViewer, SAP, Invision, SDAX: XETRA-Opening price 01/02/2020 and -Closing price 06/30/2025; Paylocity: Frankfurt Stock Exchange-Opening price 01/02/2020 and - Closing price 06/30/2025; Workday: Tradegate-Opening price 01/02/2020 and - Closing price 06/30/2025

Strategic investments in 2025 to drive long-term revenue growth and profitability

2025 marks the beginning of a strategic investment phase to build the foundation for **sustainable growth** and **scalability**





In 2025, we are entering a strategic investment phase to lay the foundation for sustainable long-term growth and scalability. Key focus areas include:

1. **GTM Organization:** Building a scalable, data-driven sales engine by enhancing marketing, demand generation, and SDR capabilities to improve lead qualification
2. **R&D:** Accelerating Cloud transformation by driving Cloud-based innovation to migrate existing customers to Cloud solutions
3. **Other:** Digitalization projects to improve efficiency and further investments in Crewmeister

These initiatives will temporarily impact profitability but are critical to unlocking scalability, and achieving our long-term financial objectives of ~€400m revenue and >35% EBIT margin in 2030.

1. Excl. additional cost reserve of 1.5% for specific investments

Balance Sheet (IFRS)

Assets

EURk	June 30, 2025	December 31, 2024
Non-current assets		
Intangible assets	138	168
Property, plant and equipment	3,934	4,099
Rights of use	6,982	6,105
Capitalized contract costs	8,823	7,285
Other non-current financial assets and precious metals	1,793	1,657
Total non-current assets	**21,670**	**19,314**
Current assets		
Trade receivables	10,917	9,313
Other current financial assets and precious metals	18,876	28,413
Other current non-financial assets	4,013	3,458
Cash and cash equivalents	71,103	82,667
Total current assets	**104,908**	**123,851**
Total assets	**126,577**	**143,165**

Balance Sheet (IFRS)

Equity and Liabilities

EURk	June 30, 2025	December 31, 2024
Equity		
Subscribed capital	15,906	15,906
Capital reserve	-2	-2
Equity deriving from unrealized profits/losses	749	749
Unappropriated net income	51,265	63,425
Equity attributable to the equity holders of the parent company	**67,919**	**80,079**
Non-controlling interests	-109	-109
Total Equity	**67,810**	**79,970**
Non-current liabilities		
Pension provisions	1,842	1,817
Other non-current provisions	3,648	2,658
Non-current lease liabilities	4,390	3,609
Deferred tax liabilities	2,722	2,907
Total non-current liabilities	**12,602**	**10,991**
Current liabilities		
Trade accounts payable	1,686	1,959
Contractual liabilities	9,983	3,182
Current lease liabilities	3,059	2,980
Other current financial liabilities	8,827	7,365
Other current non-financial liabilities	15,634	17,651
Tax liabilities	6,585	18,914
Other provisions	393	152
Total current liabilities	**46,166**	**52,203**
Total equity and liabilities	**126,577**	**143,165**

ATOSS

Cash Flow Statement (IFRS)

Operating activities

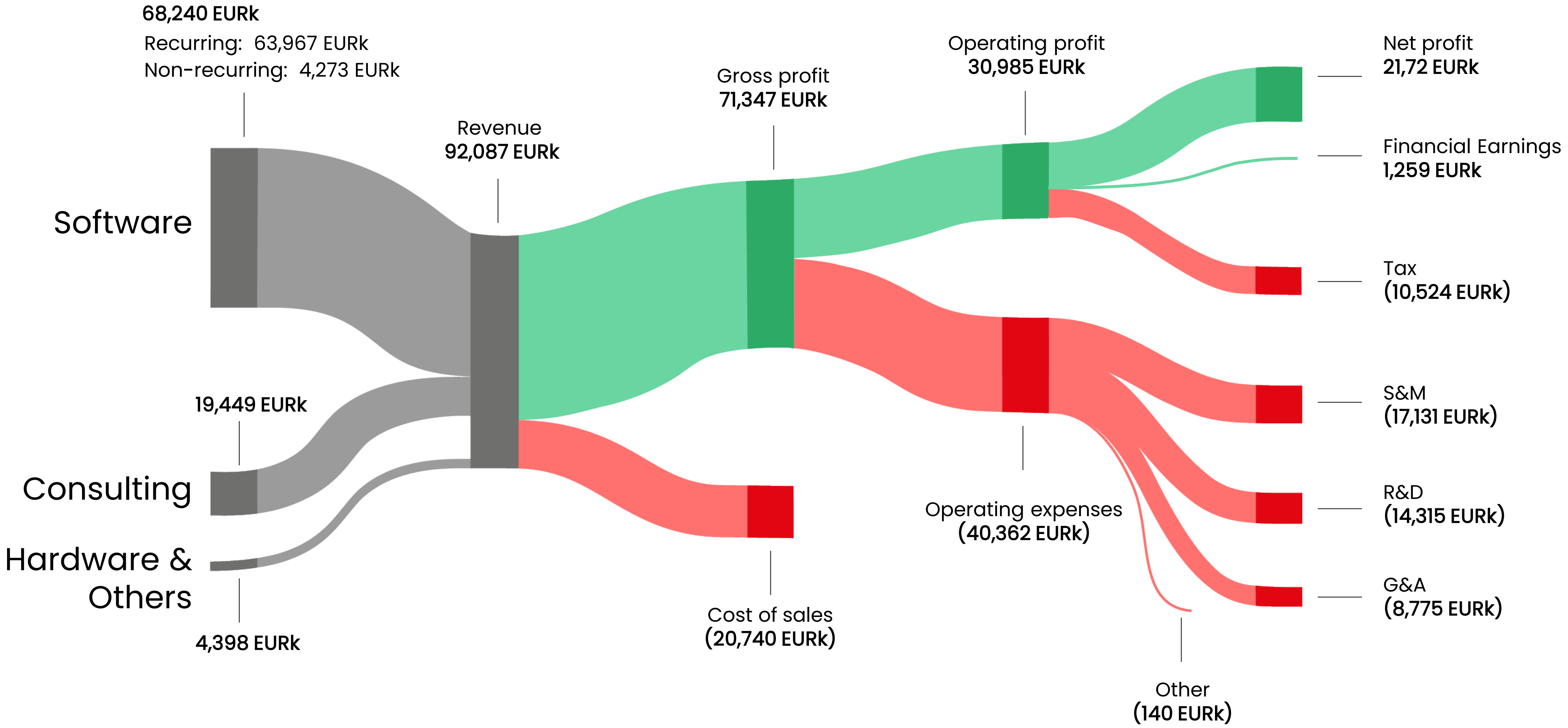
EURk	H1 2025	H1 2024
Earnings before taxes	**32,244**	**31,114**
Depreciation	2,307	2,177
Financial income	-1,674	-1,811
Financial expenses	416	373
Non-cash personnel expenses	0	-574
Change in net current assets		
Trade receivables	-1,604	-537
Other current non-financial assets	-328	-706
Capitalized contract costs	-1,538	-899
Other assets	-67	112
Trade accounts payable	-273	-1,066
Other current financial and non-financial liabilities	-555	-1,903
Other current and non-current provisions	1,223	150
Contractual liabilties	6,801	6,213
Interest received	1,084	1,063
Interest paid	0	-4
Income taxes received	0	811
Income taxes paid	-23,331	-5,190
Cash flow generated from operating activities (1)	**14,704**	**29,325**

Cash Flow Statement (IFRS)
Investment and financing activities

EURk	H1 2025	H1 2024
Cash flow from investment activities		
Expenditure for the purchase of tangible and intangible assets	-408	-577
Proceeds from the disposal of financial assets	10,000	0
Cash flow generated from investment activities (2)	**9,592**	**-577**
Cash flow from financing activities		
Redemption element leasing liabilities IFRS 16	-1,715	-1,607
Interest element leasing liabilities IFRS 16	-63	-58
Dividends paid	-33,880	-26,802
Cash flow generated from financing activities (3)	**-35,657**	**-28,467**
Changes in cash and cash equivalents - total (1) - (3)	**-11,361**	**282**
Cash and cash equivalents at the beginning of the period	**82,667**	**64,201**
Effects of exchange rate changes on cash and cash equivalents	-203	-141
Cash and cash equivalents at the end of the period	**71,103**	**64,342**

Income statement

H1 2025

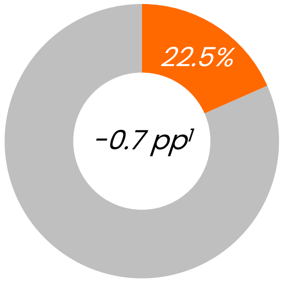


Cost ratios

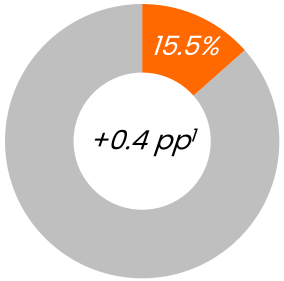
H1 2025 vs. FY 2025 Plan

Total revenue: EUR 92.1m

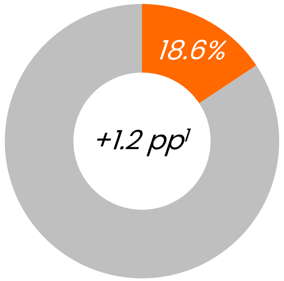
Actual cost ratios H1 2025 in %



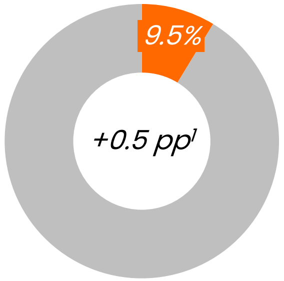
Cost of sales
as % of total revenue



R&D
as % of total revenue

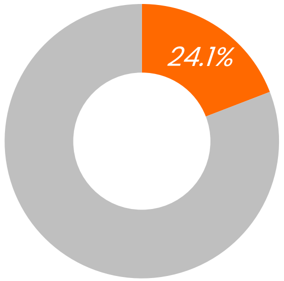


S&M
as % of total revenue

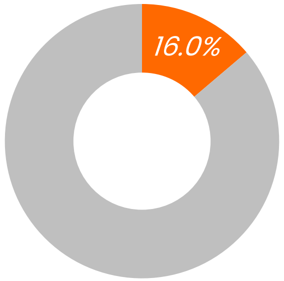


G&A
as % of total revenue

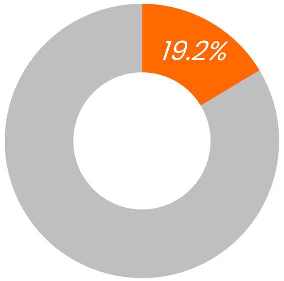
Planned cost ratios FY 2025[2] in %



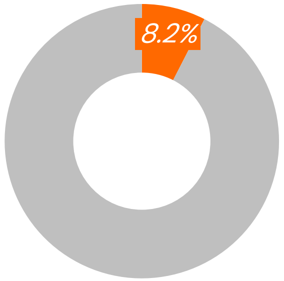
Cost of sales
as % of total revenue



R&D
as % of total revenue



S&M
as % of total revenue



G&A
as % of total revenue

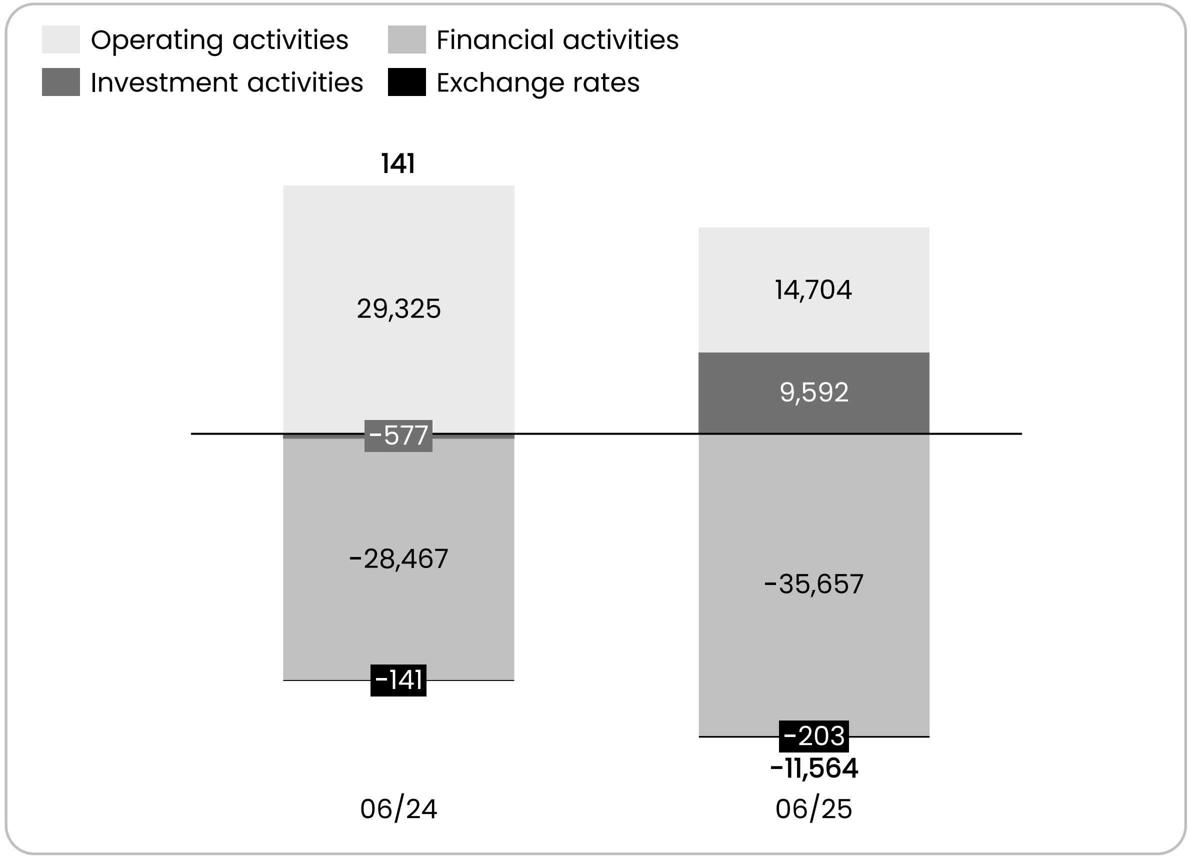
1. Delta to PY YTD
2. Excl. additional cost reserve of 1.5% for specific investments

ATOSS

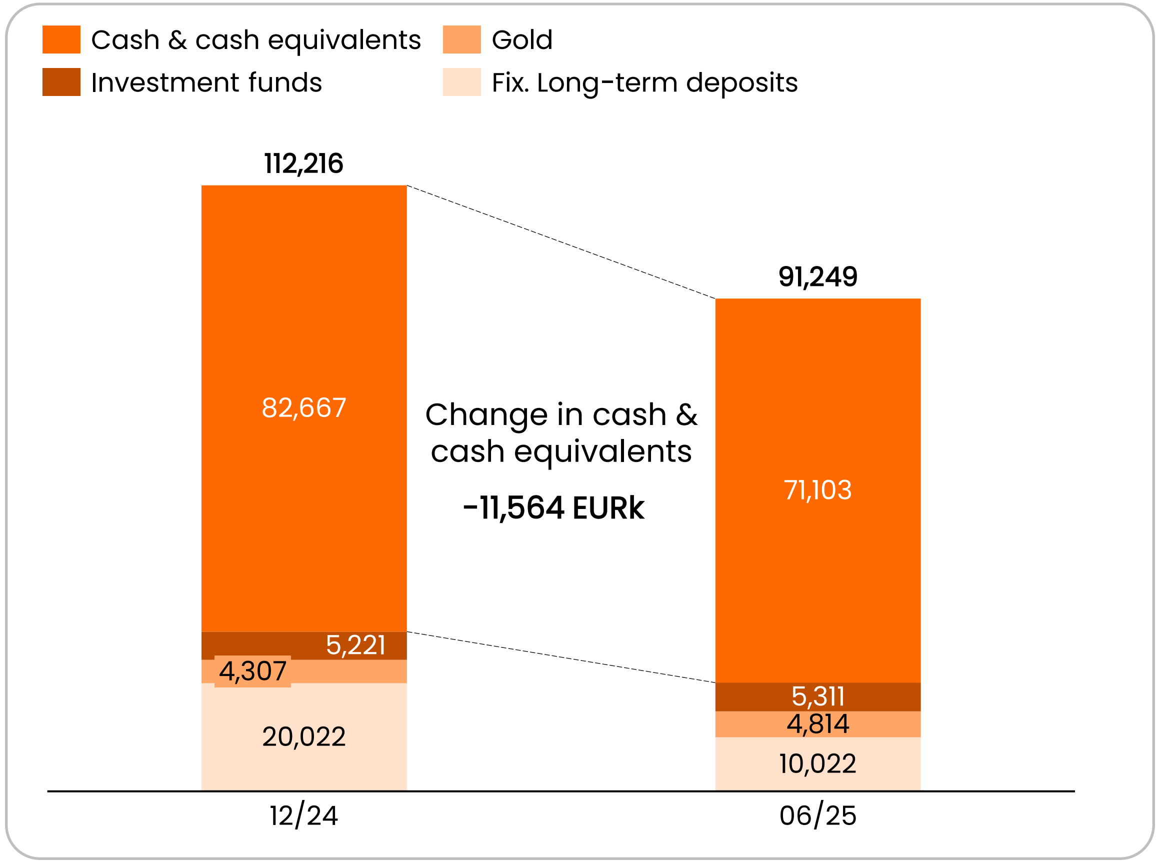
Financial development H1 2025

Impressive cash position

Cash flow in EURk



Liquidity in EURk

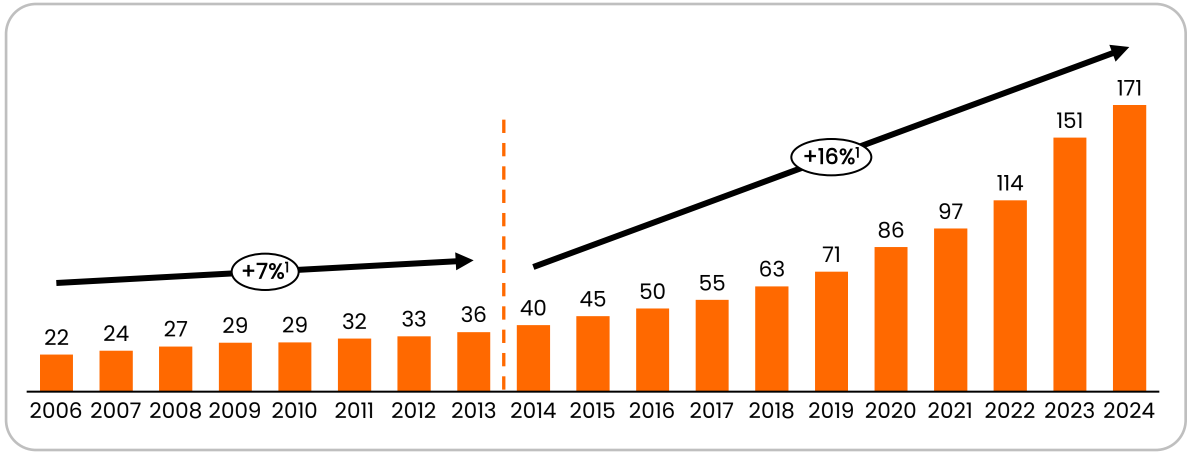


ATOSS – 19th record year

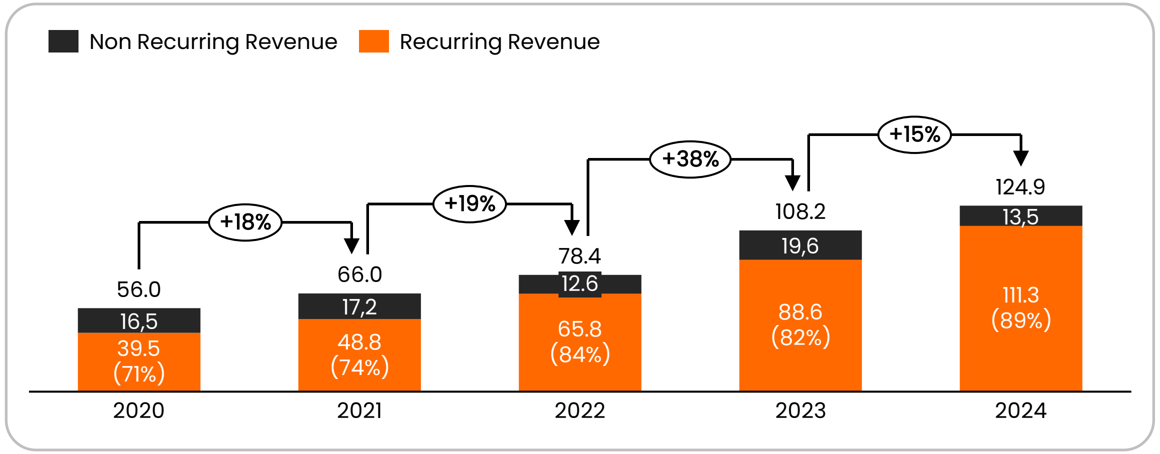
Running like clockwork

Strong **growth track record**, excellent **traction** in **Cloud transition** and **expansion outside** the **DACH region**

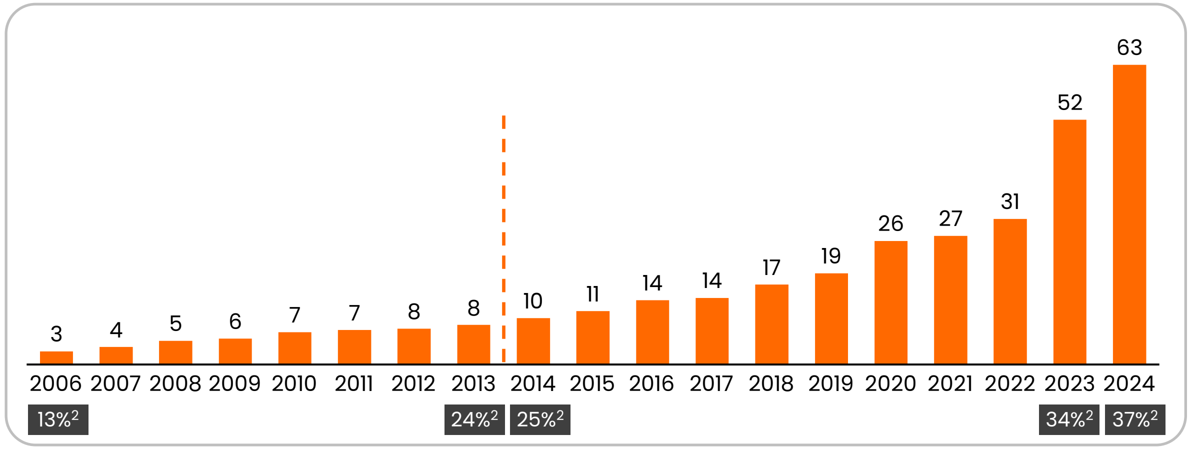
Total revenue in EURm



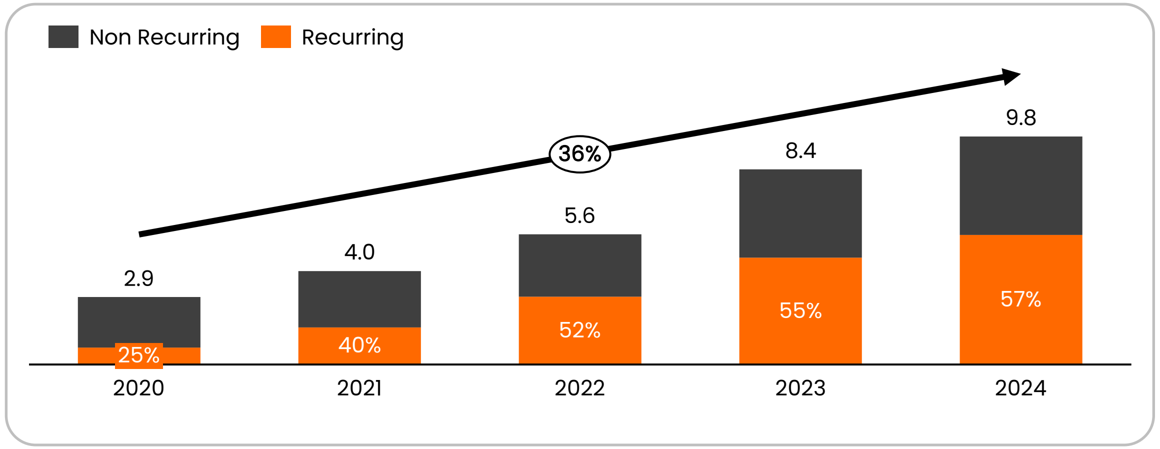
Software revenue in EURm



EBIT in EURm



Non-DACH revenue in EURm



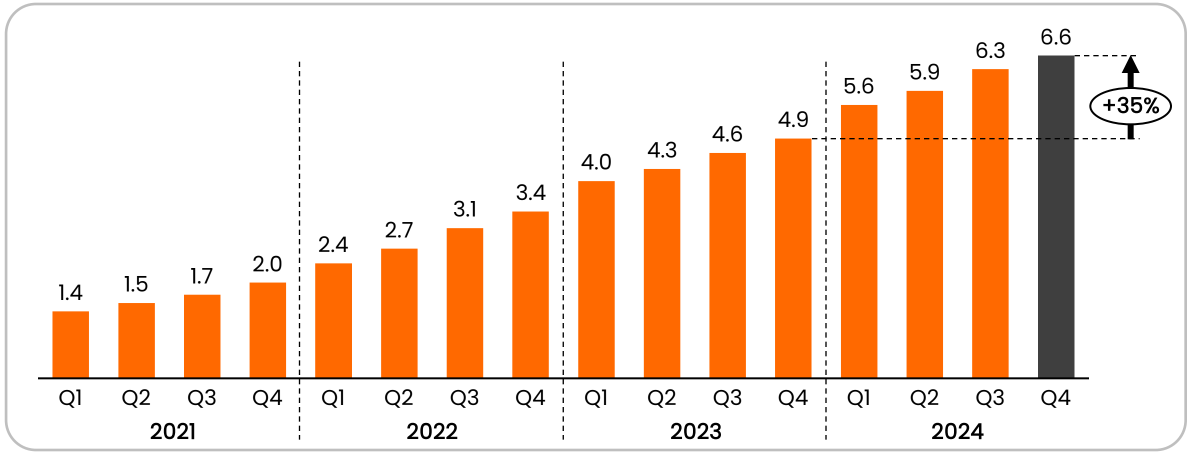
1. Average growth rate; 2. EBIT as % of total revenue

ATOSS

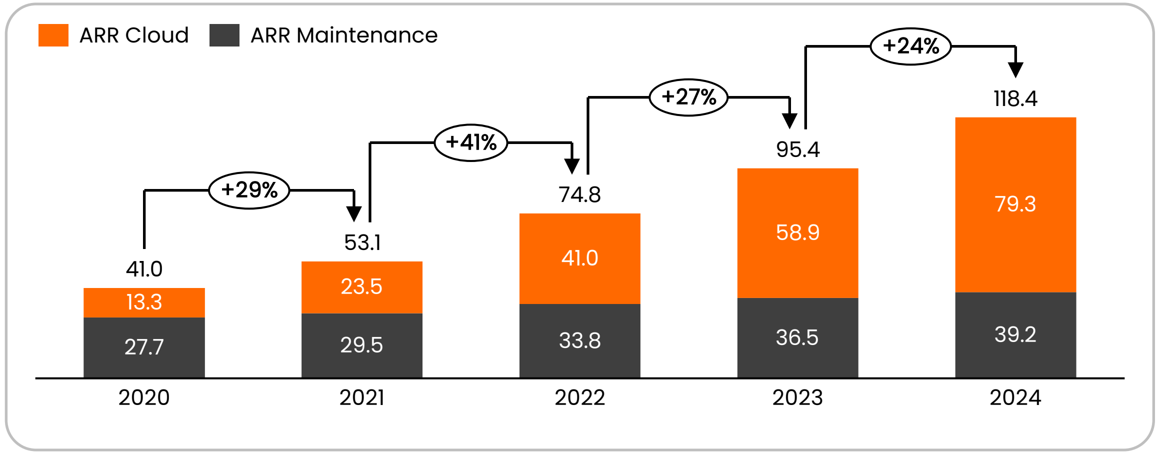
Cloud MRR & ARR (Cloud + maintenance) development

FY 2024

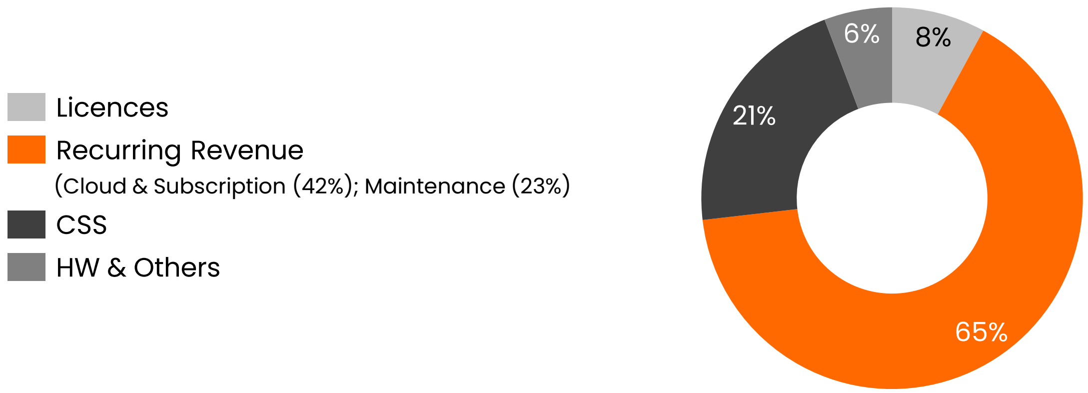
Cloud MRR: Quarterly development in EURm

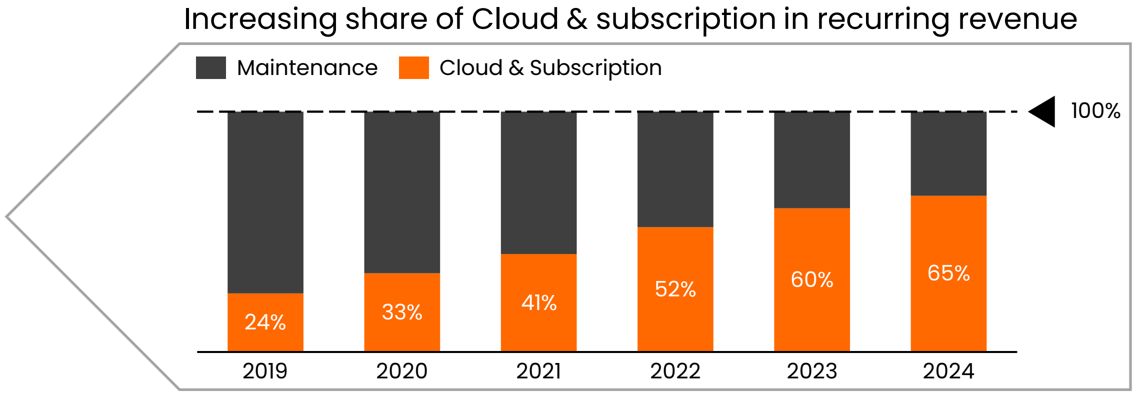


ARR Total (Cloud + maintenance) in EURm



Share of Cloud & subscription in recurring revenue in %





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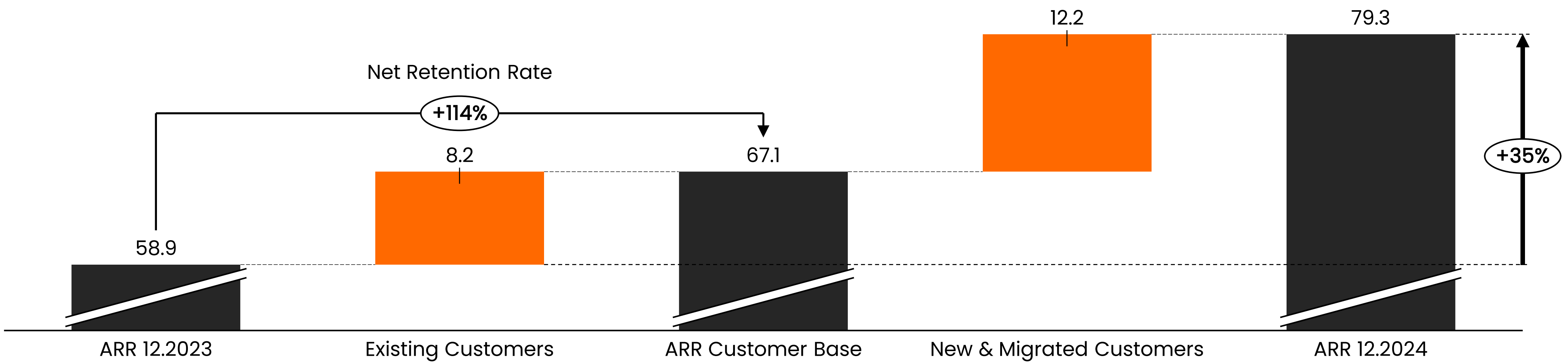
ATOSS Cloud development by products

FY 2024

Cloud ARR[1] in EURm



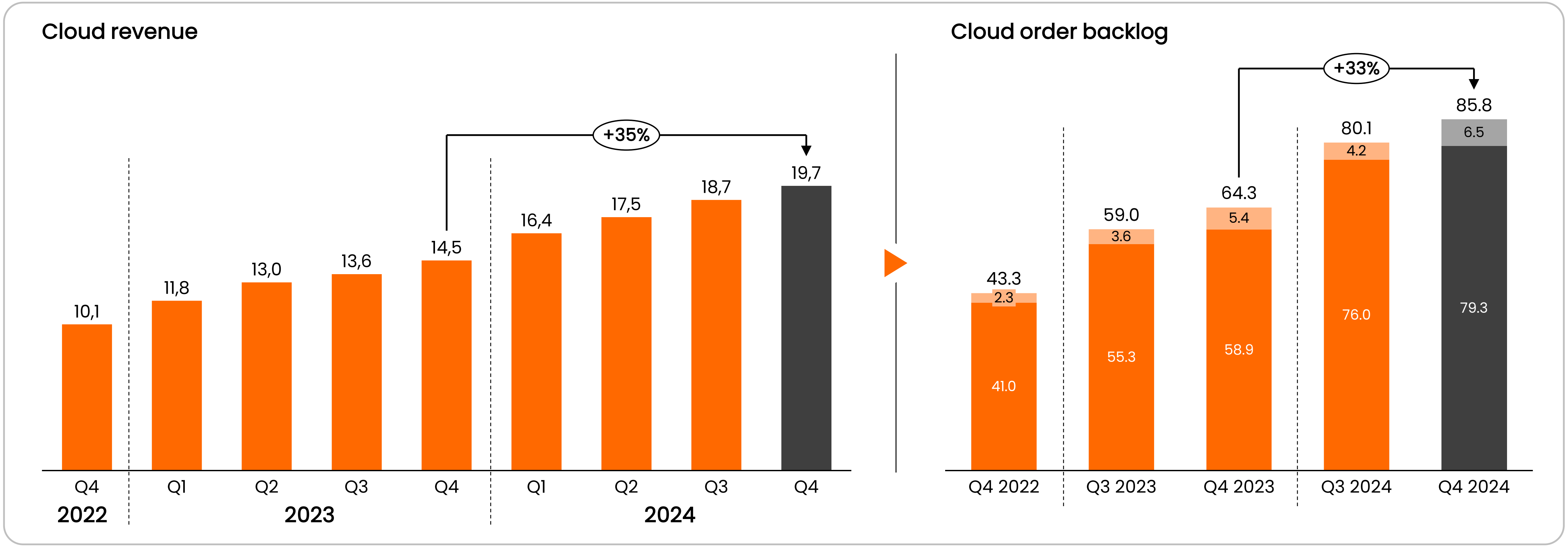
	ARR 12.2023	GRR[2]	Existing Customers	NRR[3]	ARR Customer Base	New & Migrated Customers	ARR 12.2024
ASES	43.1	96.0%	7.2	116.8%	50.3	7.8	58.1
ATC	10.7	96.4%	1.4	112.8%	12.1	2.0	14.1
Crewmeister	5.1	-	*-0.3*	92.9%	4.8	2.3	7.1

1. ARR (Annual Recurring Revenue) comprises the turnover generated by the company over the next 12 months on the basis of current monthly cloud usage fees applicable as of the qualifying date
2. Gross Retention Rate: Percentage of existing customers or revenue retained over the last 12months, excluding expansion and new customers
3. Net Retention Rate: Revenues generated from existing customers as of PY- taking into account expansion and churn (based on PY ARR)

Cloud order backlog

FY 2024

Cloud order backlog (12 months)[1] in EURm

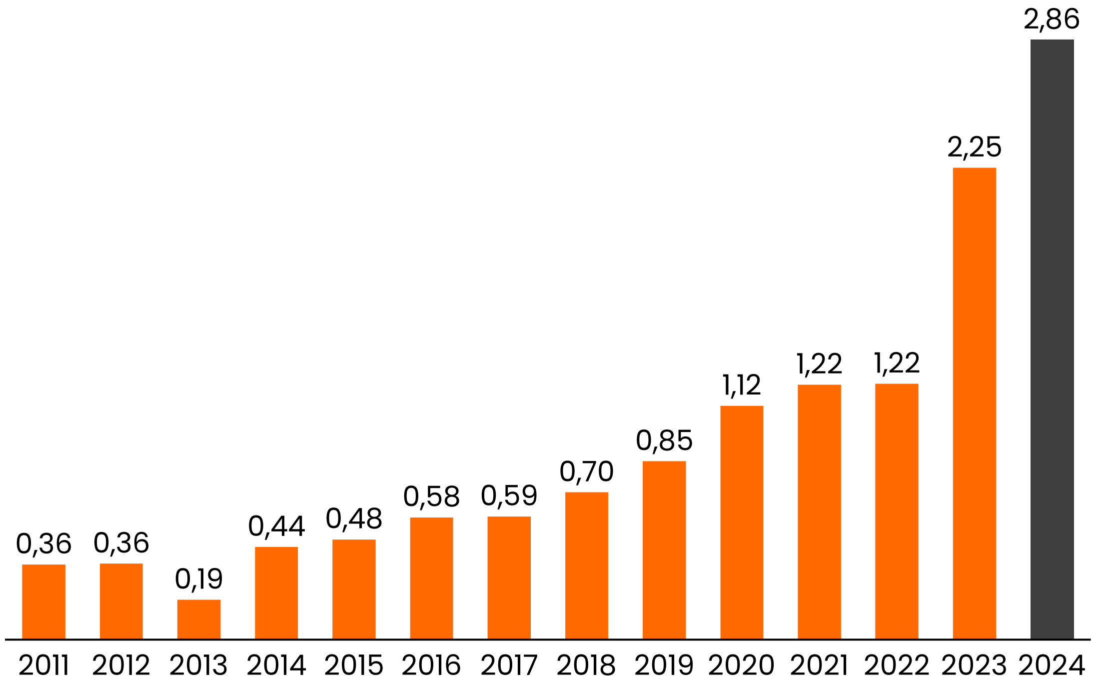


1. Cloud order backlog: ARR + contractually committed additions & expansions for the next 12 months

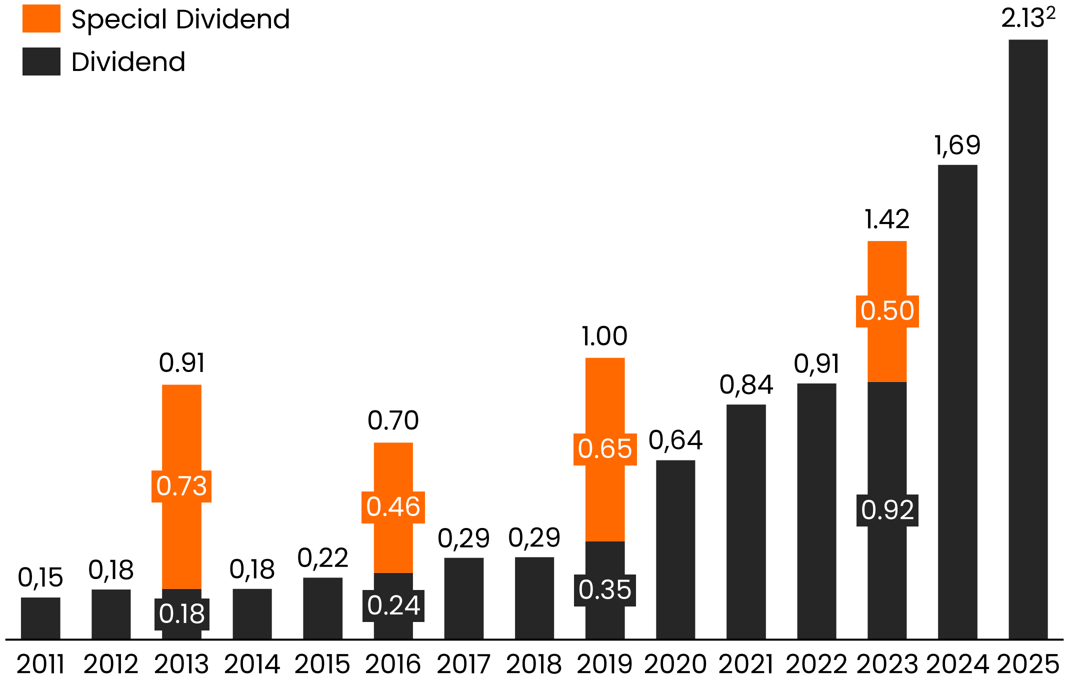
The ATOSS share
Dividend policy

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

EPS[1] per 31. December in EUR



Dividend[1] in EUR

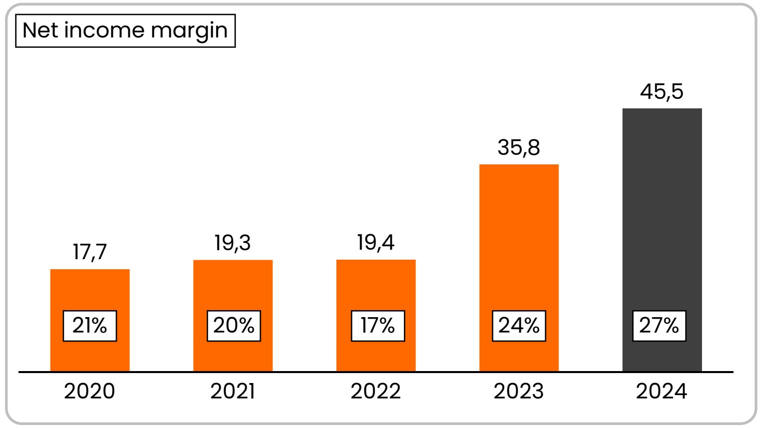


1. The previous year's figures have been adjusted due to stock split in June 2024; Rounding up to 2 decimal places; 2. Subject to shareholder resolution in AGM

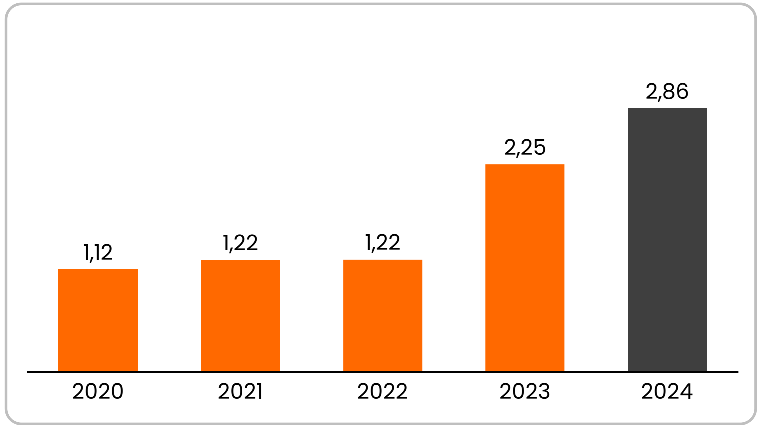
Financial KPIs

Financial strength excellent base for further growth

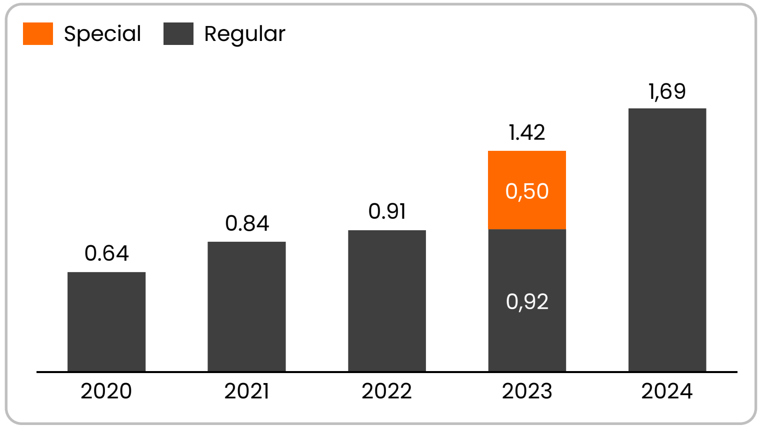
Net income
in EURm



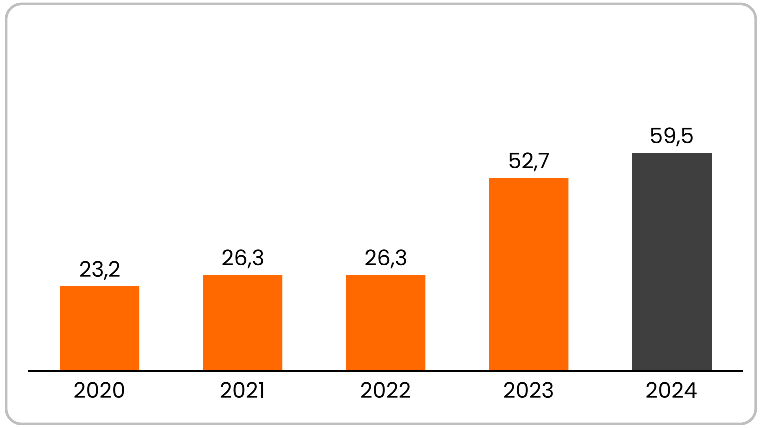
EPS[1]
in EUR



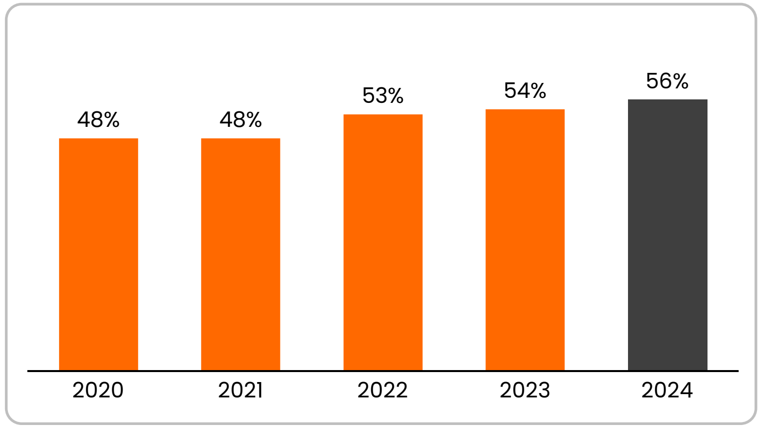
Dist. Dividend per share[1]
in EUR



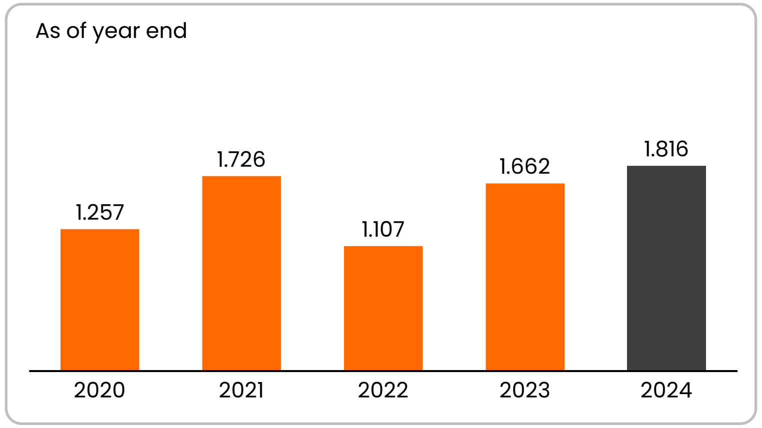
Operational Cashflow
in EURm



Equity Ratio
in %



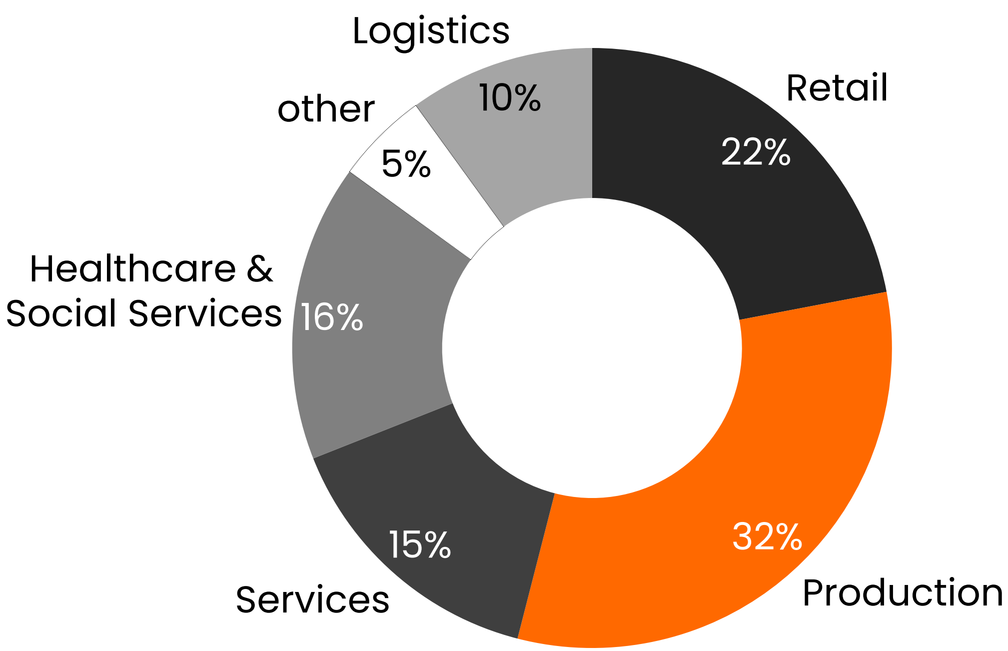
Market capitalization
in EURm

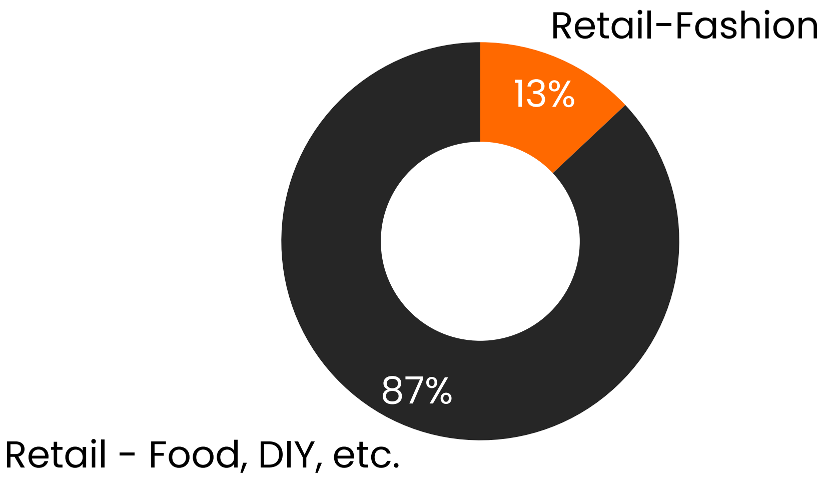


1. The previous year's figures have been adjusted due to stock split in 2024; rounding up to two decimal places

ATOSS sales by segment[1]

ATOSS' **five largest customers** account for approx. **6 percent** of company's sales



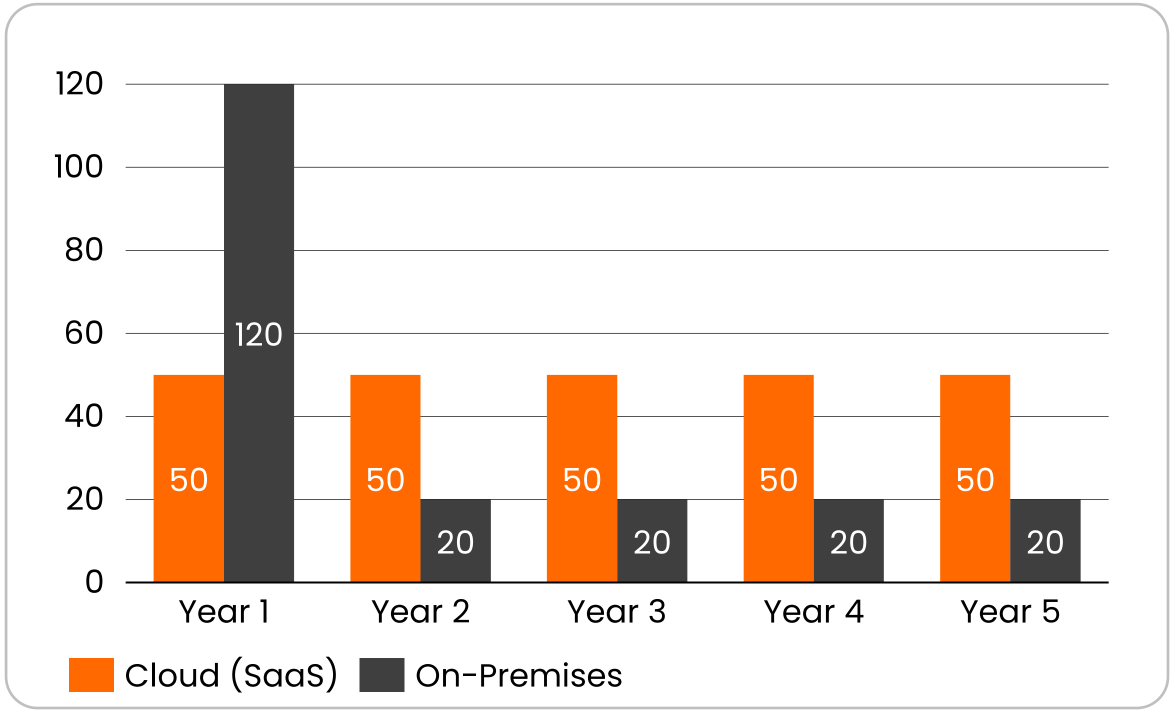


1. FY 2024/revenue

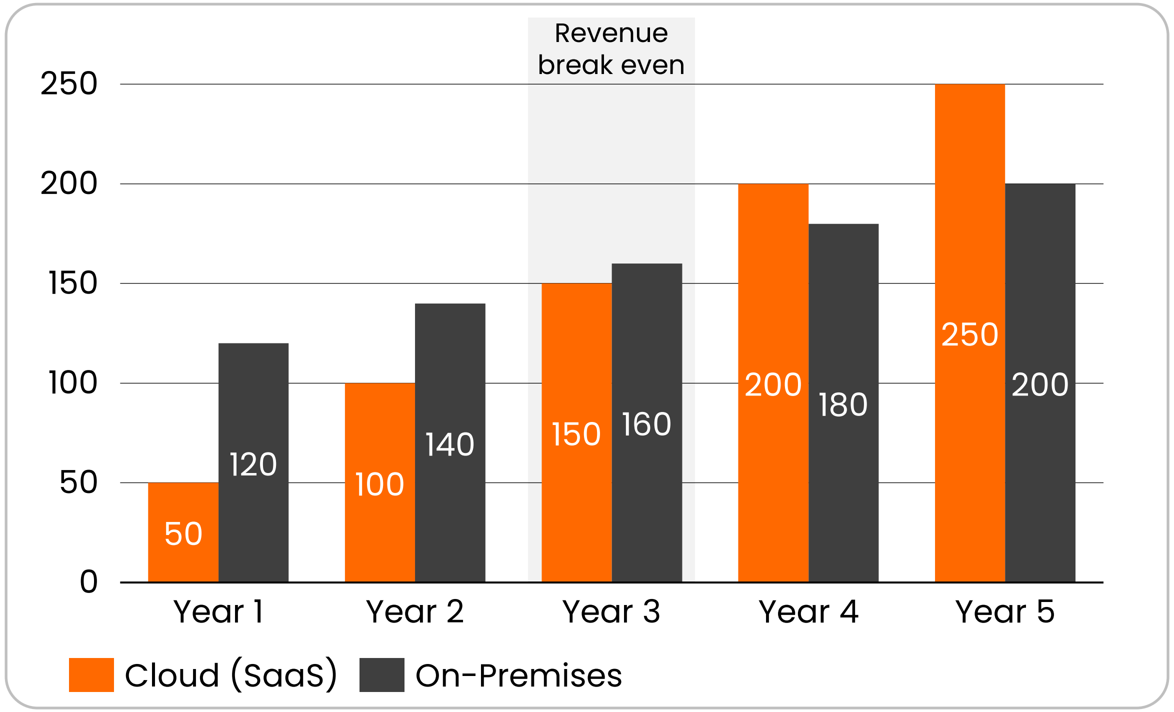
Cloud vs. On-premises model

Revenue/Payment scheme

Cloud vs. On-Premises



Cloud vs. On-Premises (accumulated)



- Cloud services lead to service optimization and cost savings for ATOSS customers
- Service optimization and cost savings allow for increased accumulated revenue after 3.5 years