

Excellence in Workforce Management

ATOSS Software SE



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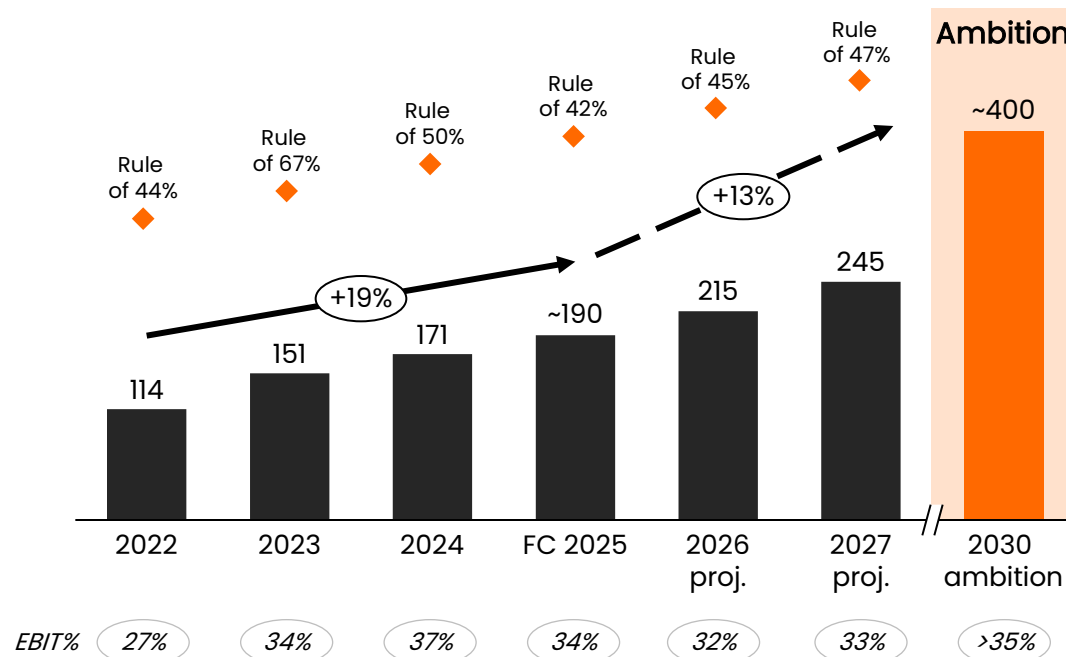
ATOSS Software SE 2025

ATOSS – Leading in the field of Workforce Management

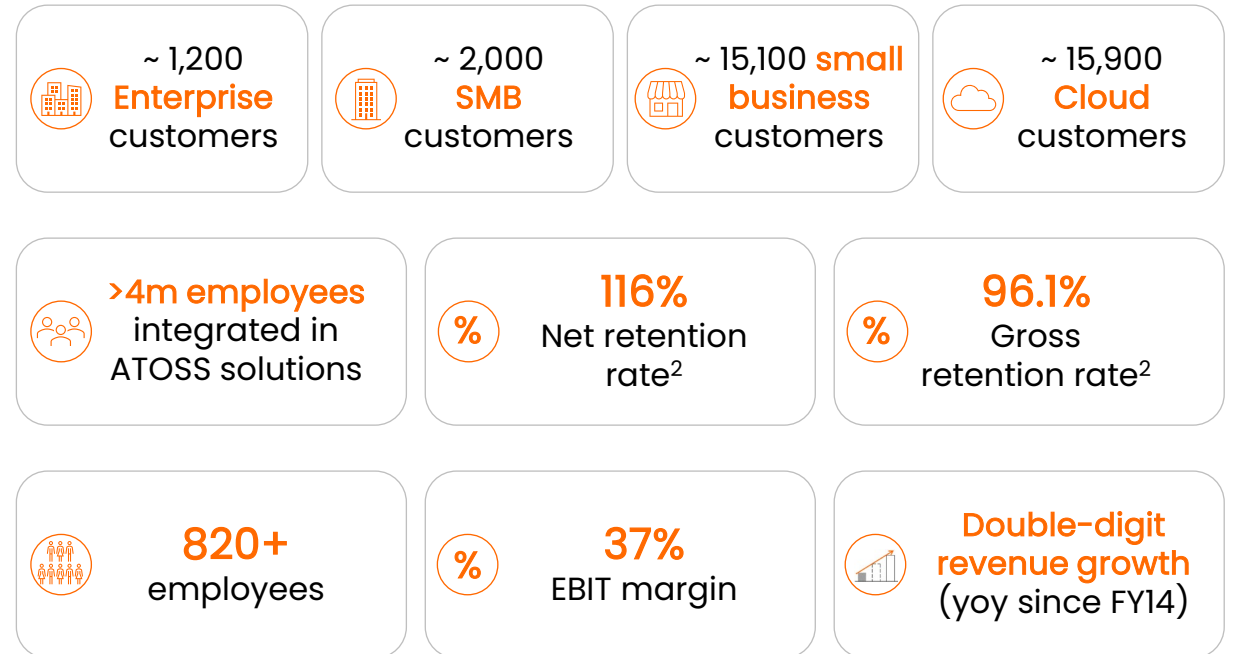
Strong growth potential with a clear path to 16% CAGR through 2030

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 ambition¹



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

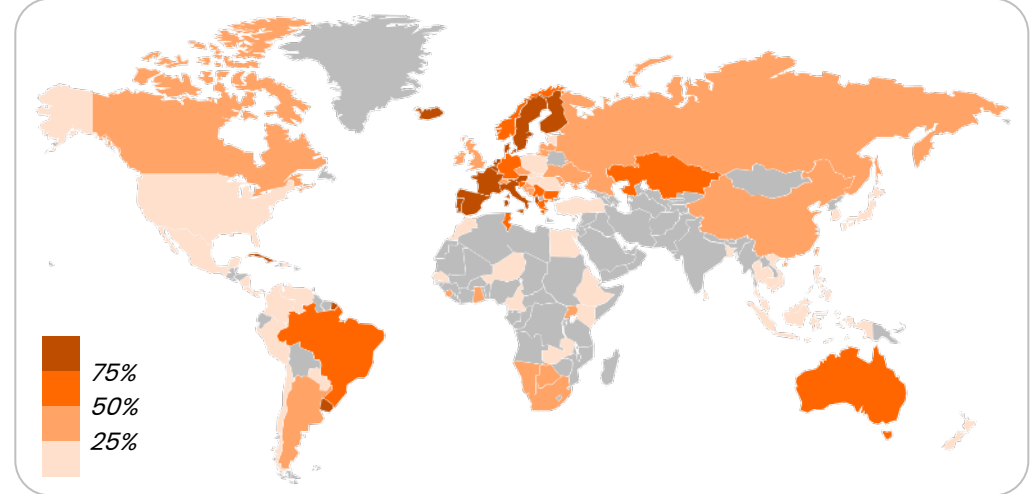
01 Market for Workforce Management & ATOSS Solutions

Workforce Management landscape continues to grow and evolve

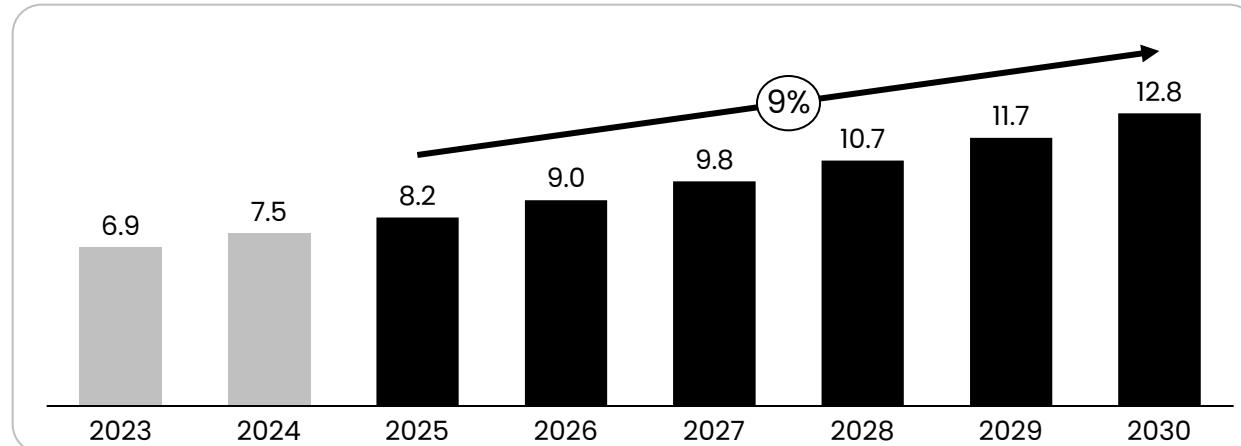
Global trends in the WFM market

- 1 Digitalization of labor:** AI-driven WFM solutions enhance efficiency and business value for both employees and managers¹
- 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 efficiency¹

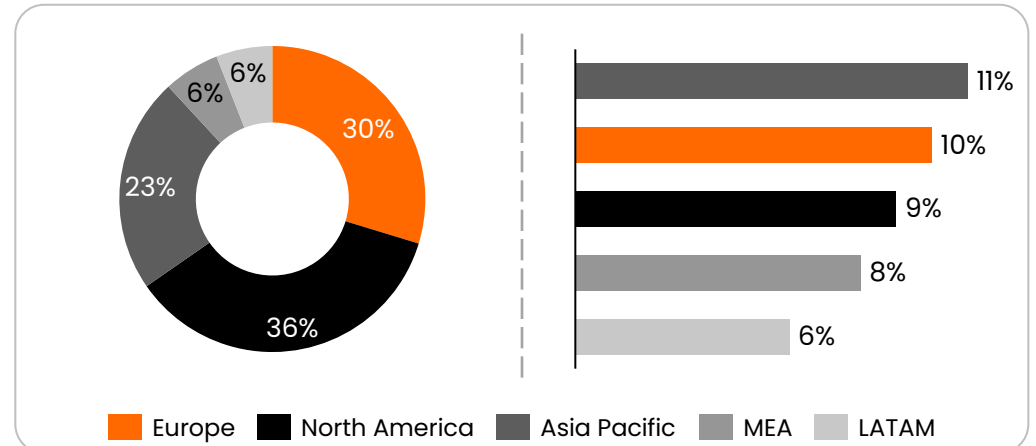
Global collective bargaining coverage rate²



WFM market size development (\$bn)³



Market size by geo (2023)³ CAGR by geo (2023-2030)³

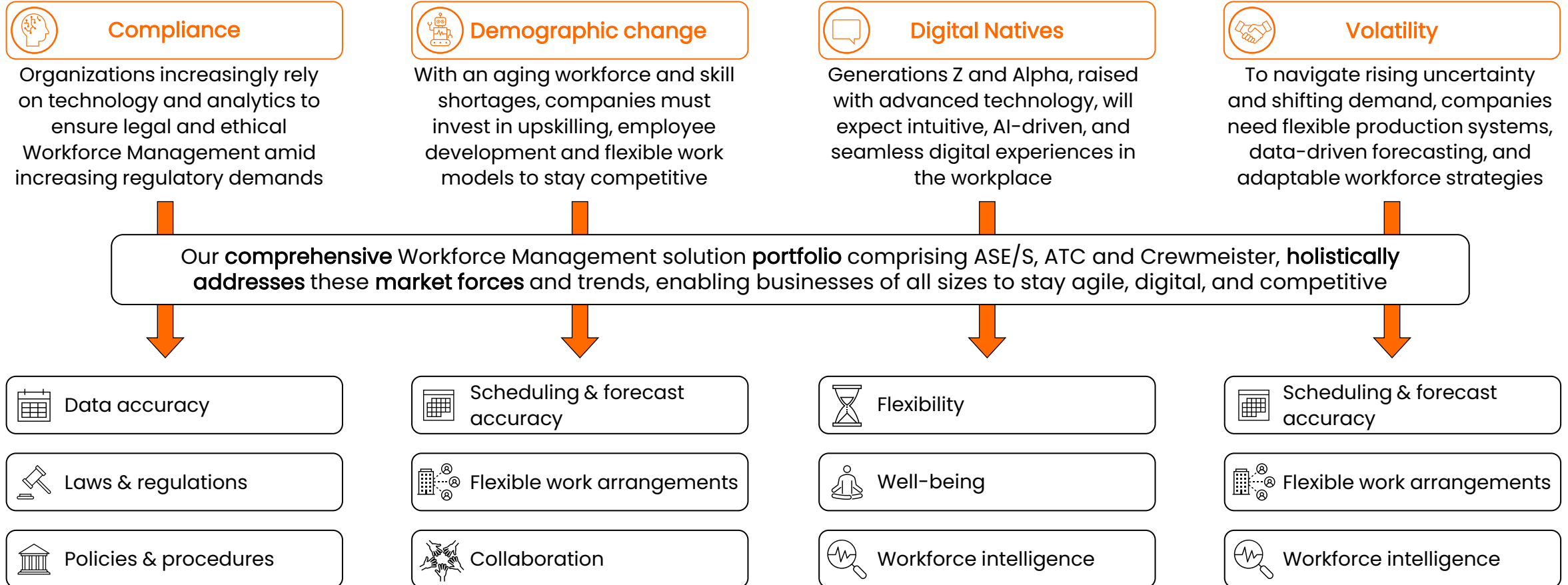


1. Gartner, Market Guide for WFM Applications 2022; 2. ILOSTAT; 3. ATOSS estimates and third party data as of March 2025

Workforce Management market drivers

How ATOSS' solution portfolio addresses key market trends

Market forces and trends for Workforce Management:



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

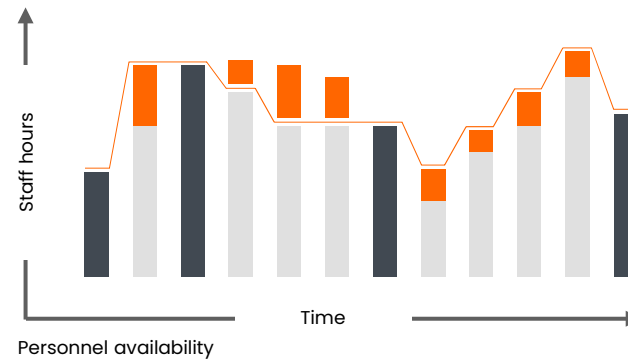
...with optimal employee experience

Current situation

Fluctuation in demand

Little flexibility and long response times

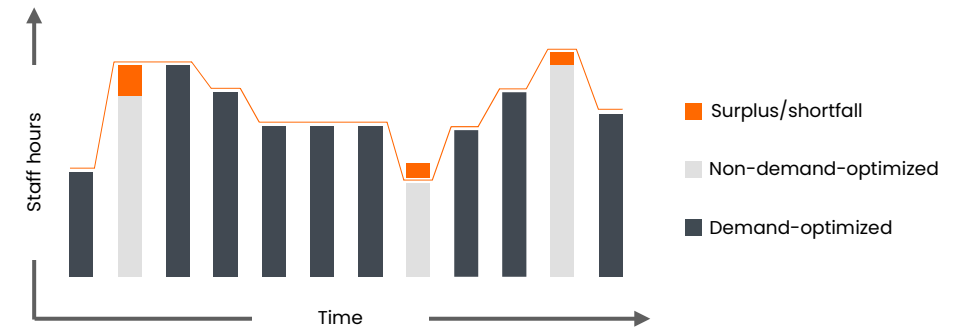
OPTIMIZATION POTENTIAL



Goal

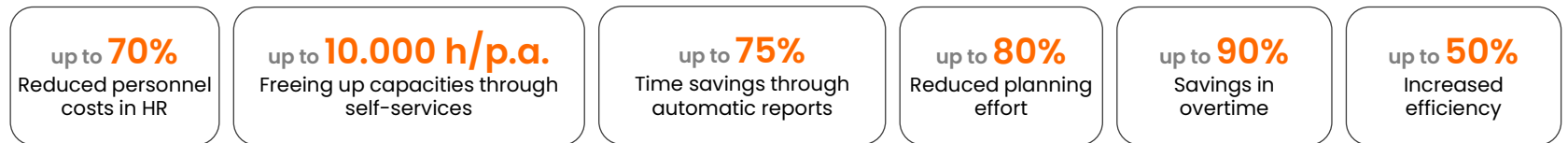
Demand and cost-optimized synchronization of working time and order volume

AFTER OPTIMIZATION



Exemplary:

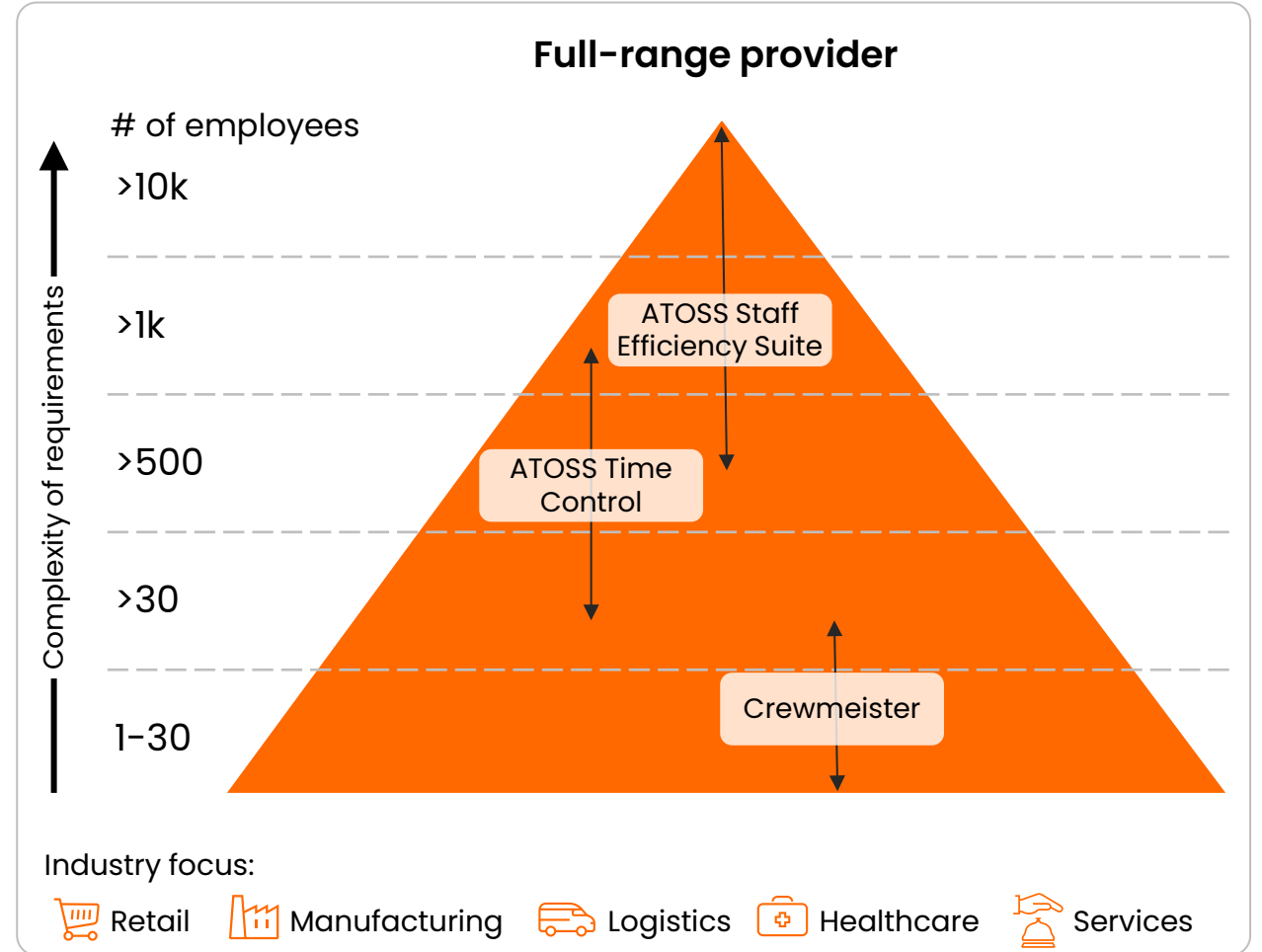
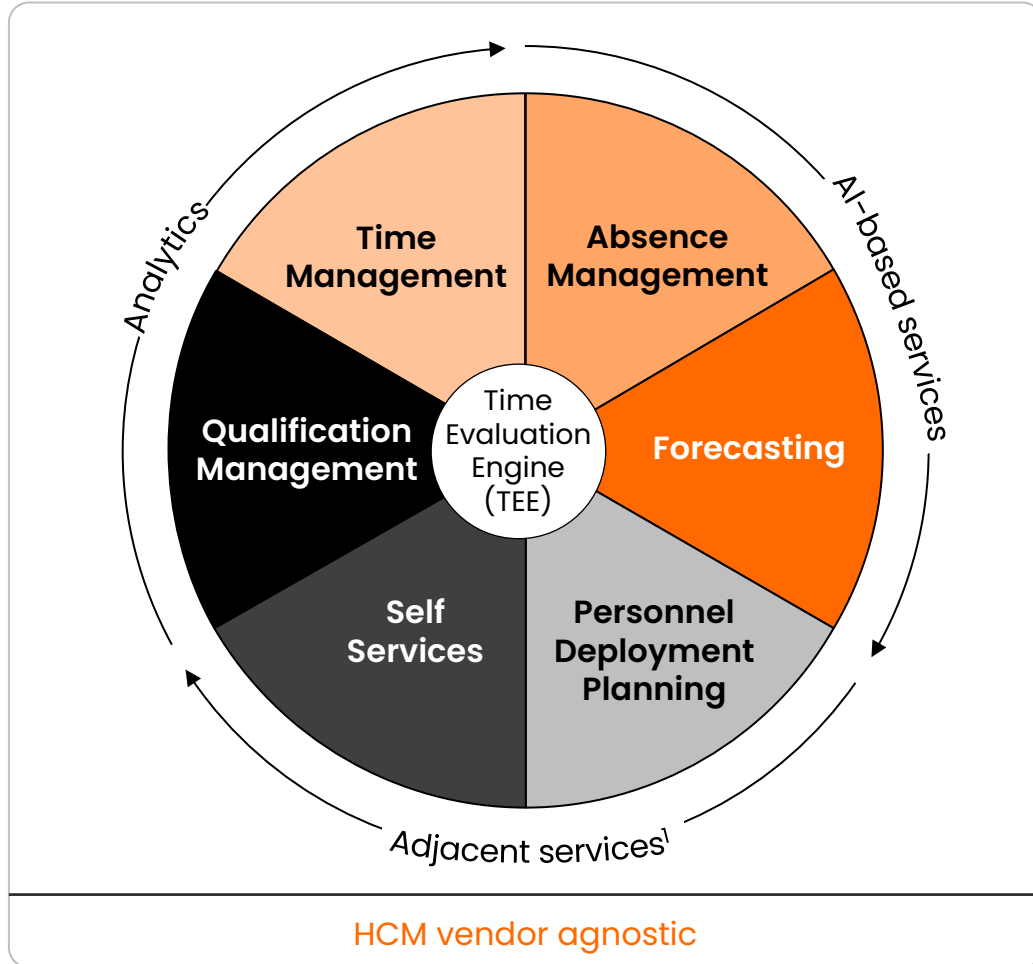
Effects generated from ATOSS projects – Cross-industry (figures per year)¹



¹ Figures based on specific client case studies

Workforce Management by ATOSS in a nutshell

Efficiency via highly flexible staff deployment









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

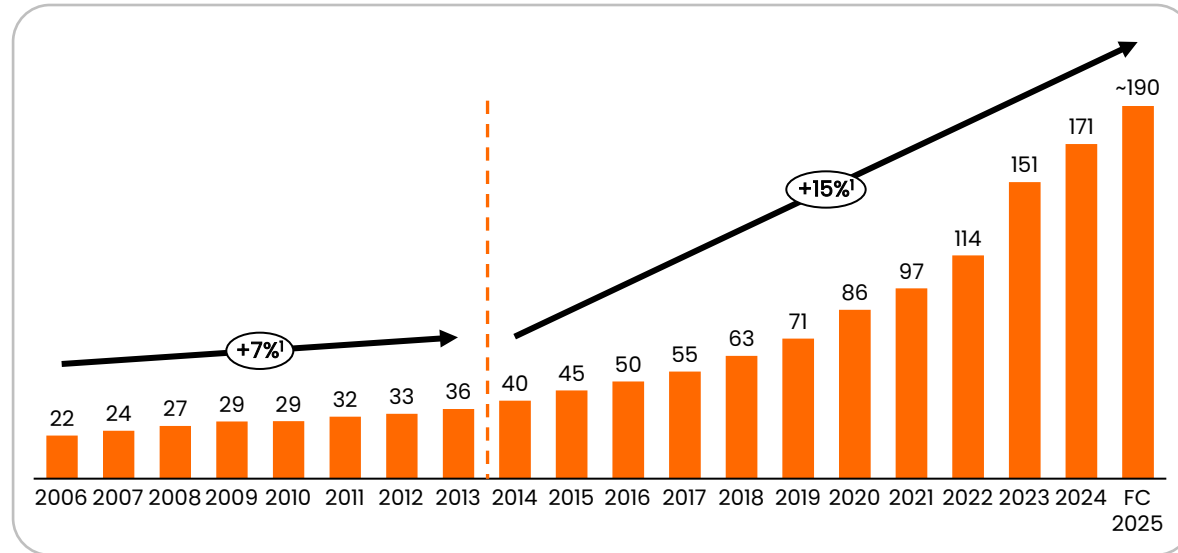


ATOSS – 20th record year anticipated

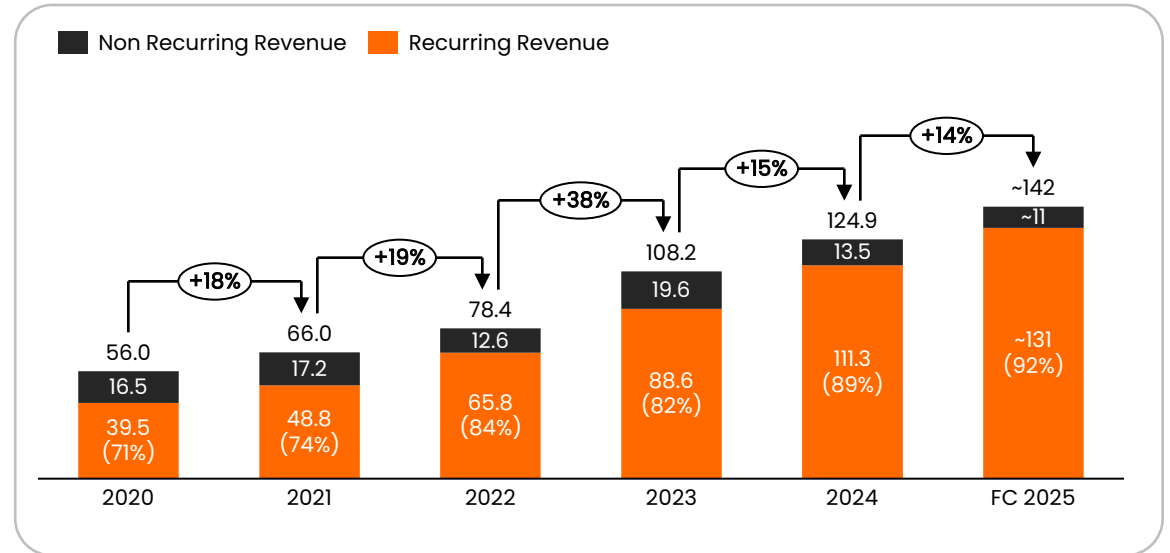
Running like clockwork

Strong growth track record driven by Cloud & Subscription revenues leads to sustainable, high profitability

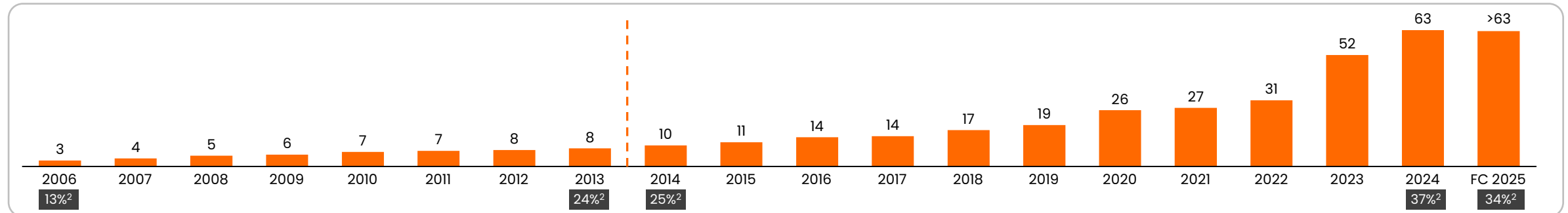
Total revenue in EURm



Software revenue in EURm



EBIT in EURm

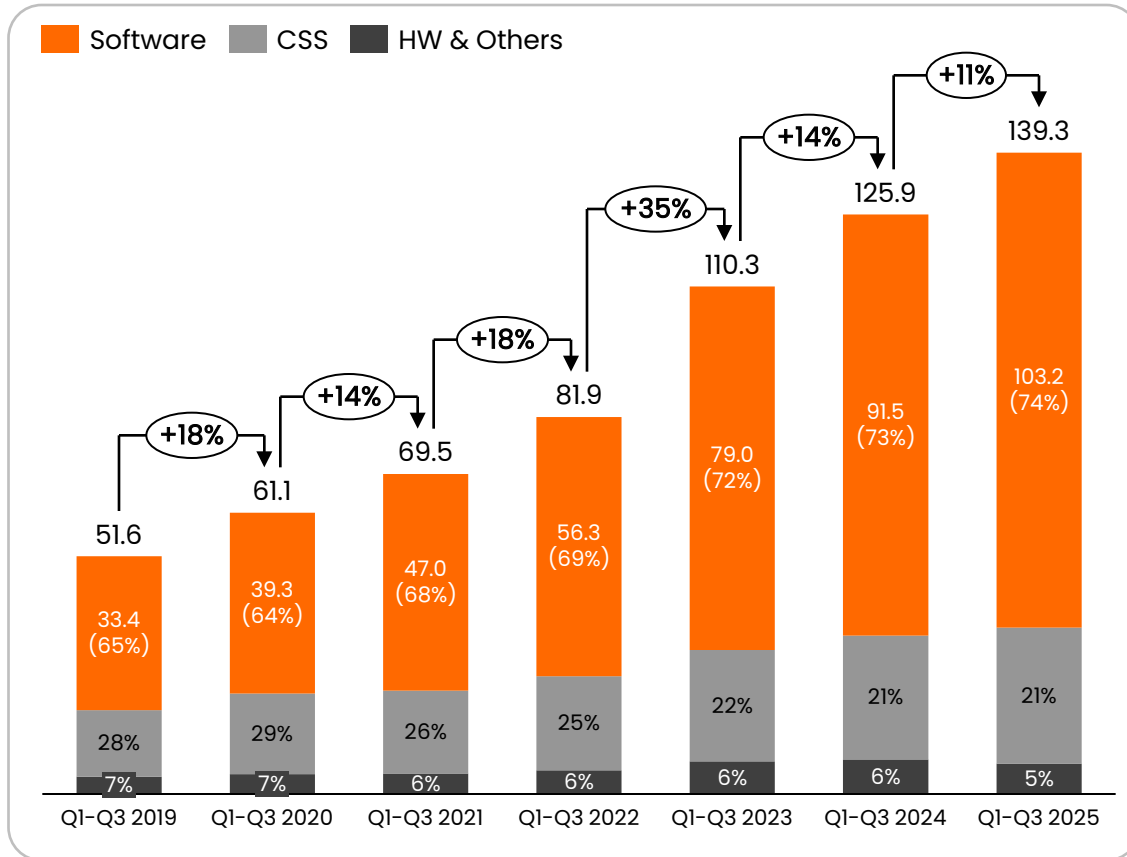


1. Average growth rate; 2. EBIT as % of total revenue

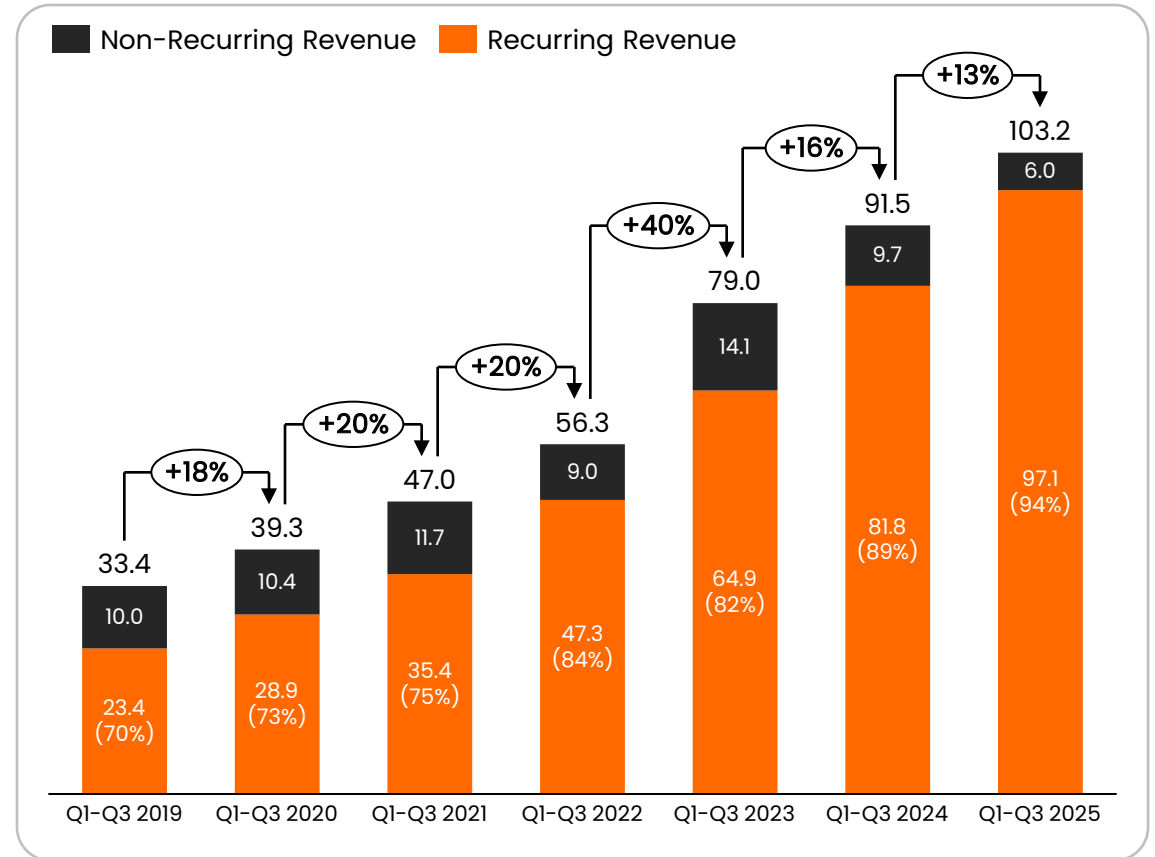
Revenue

Q1-Q3 2025

Total Revenue in EURm

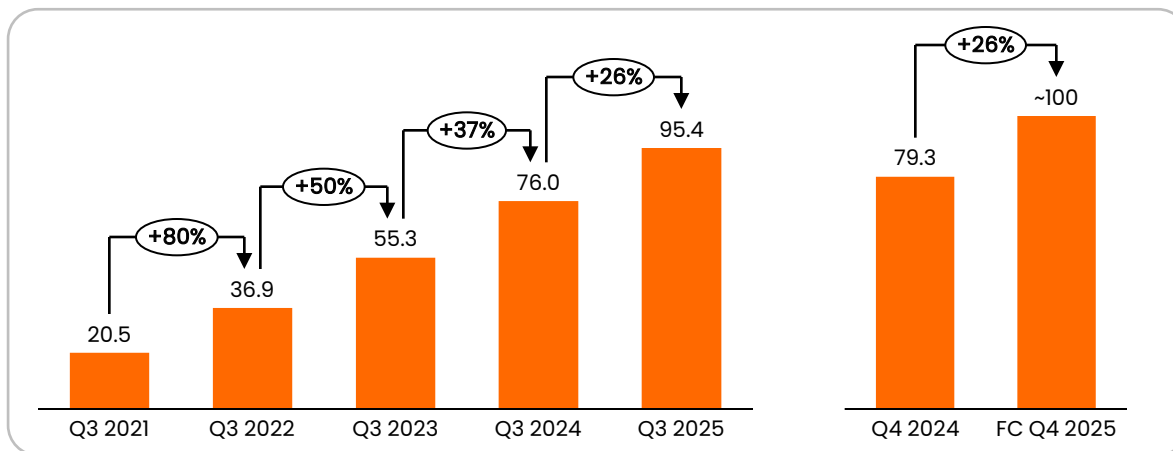


Software Revenue in EURm

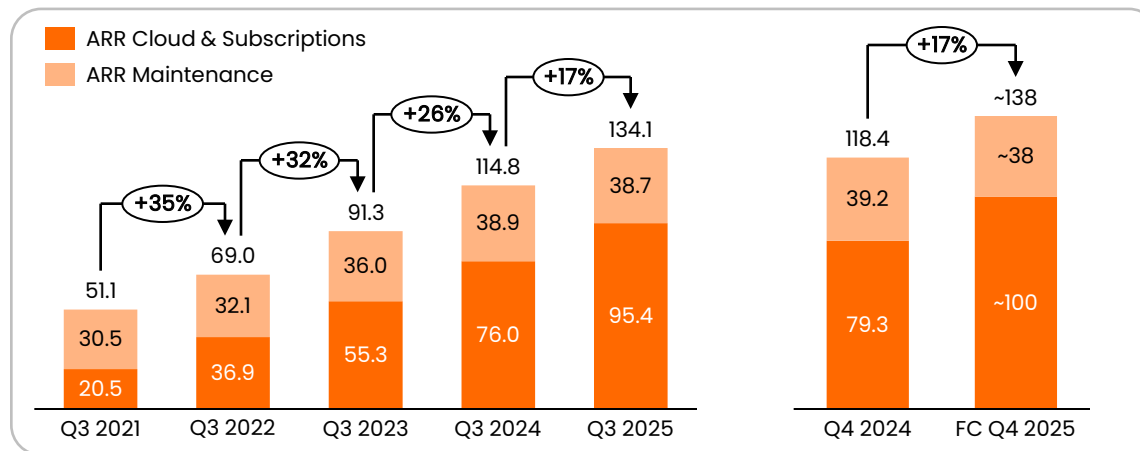


Strong development of recurring revenues driven by Cloud & Subscriptions

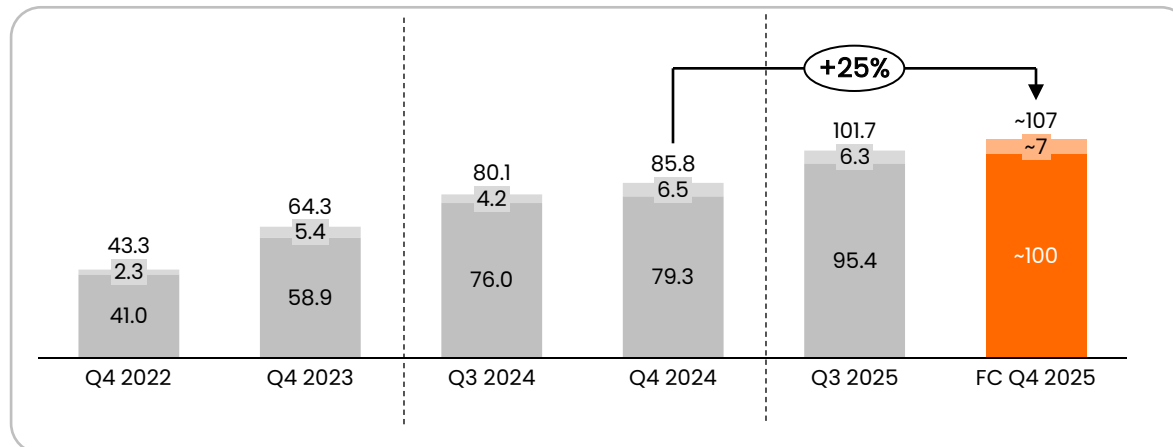
ARR Cloud & Subscriptions in EURm



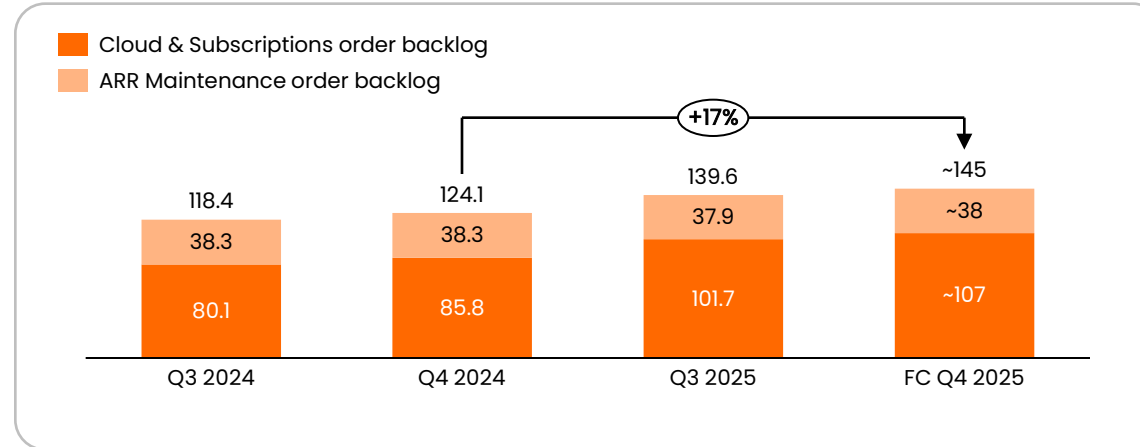
ARR Total (Cloud & Subscriptions + maintenance) in EURm



Cloud & Subscriptions order backlog (12 months)¹ in EURm



ARR backlog Total (12 months) in EURm



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

2.Cloud & Subscriptions order backlog + ARR Maintenance backlog (ARR Maintenance + contractually committed additions, expansions and churn for the next 12 months)

04 Growth strategy

Core pillars of ATOSS' growth strategy

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

Continuous steady growth while actively **driving cloud transformation** of business

Increase international revenue share outside the DACH region

Continued focus on operational excellence to maintain and further expand margins of business

Advance **full range strategy** with solutions for enterprise, mid-market and SMEs customers (Crewmeister)

Further product development and enhancement, e.g., AI & Analytics

Projections 2025-2027

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

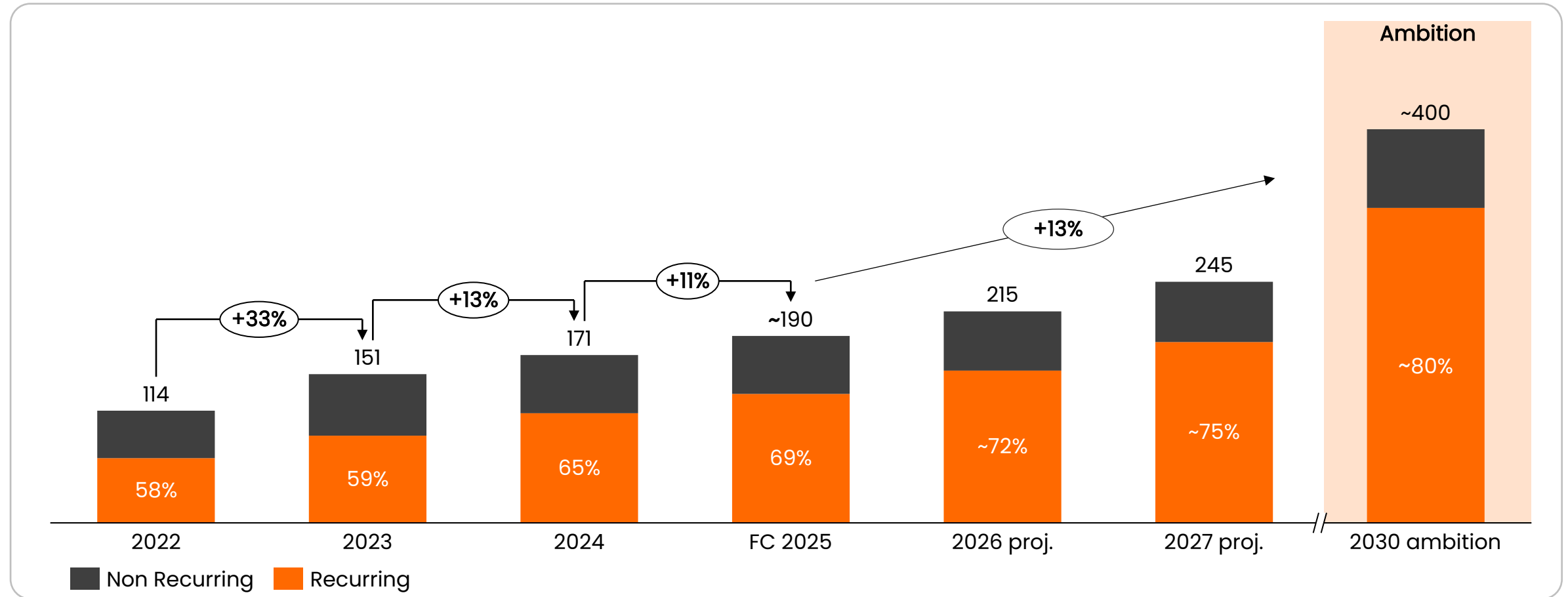
- ~27.000 customers
- ARR of ~15m EUR
- Reach profitability

R&D investment
~16% of total revenue

ATOSS Cloud transformation (1/2)

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

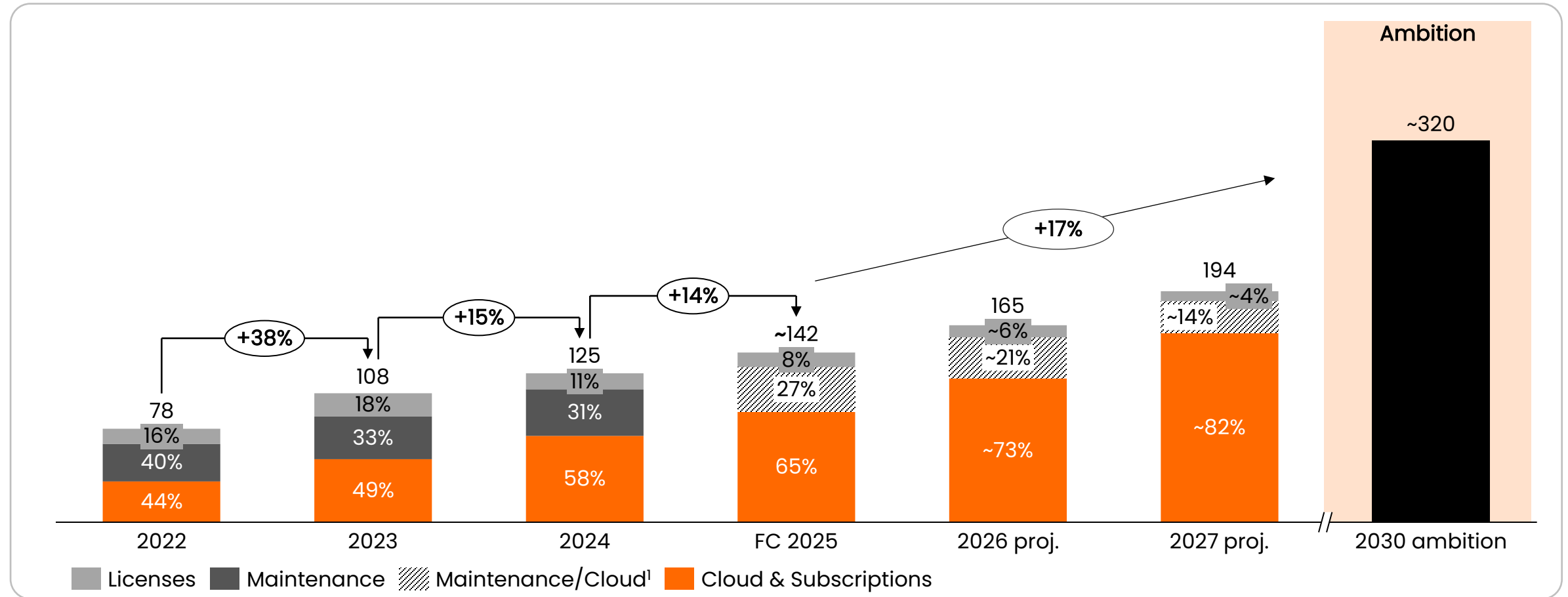
Revenue in EURm and growth in % (YOY)



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 – Growth projections

Strong growth and margins while building recurring revenue

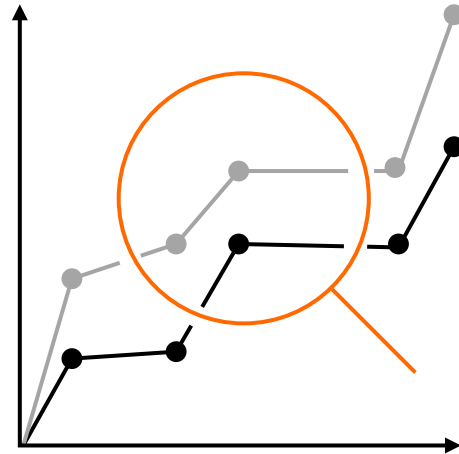
Guidance 2025

Total revenue

~190 EURm

EBIT margin

34%



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%

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

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 & CO₂ 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

CO₂ 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

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%



“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

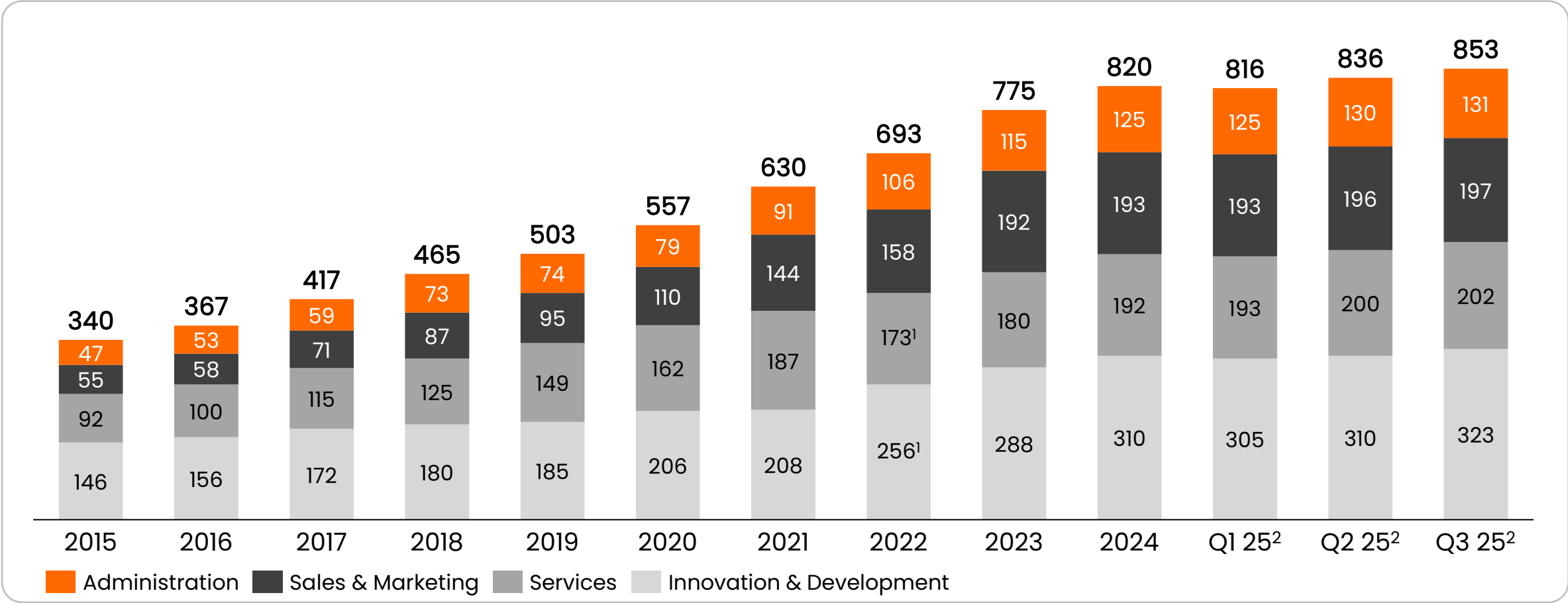


“Individuality in Working Life – Employee Well-being in Focus”

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

Continuous expansion of personnel capacities

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

ATOSS full range strategy

Crewmeister continues successful development

Highlights

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

Key metrics

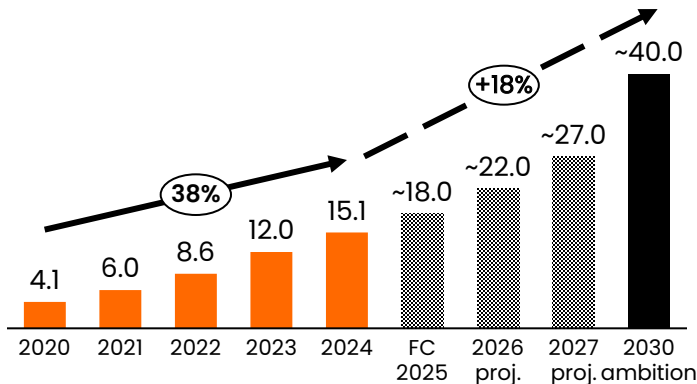
- Avg. Customer Acquisition Costs¹: 583 EUR
- Avg. Customer Lifetime Value²: 2,236 EUR
- CLTV/CAC-Ratio: 3.8
- Avg. monthly churn rate³: 1.42 %
- Cloud gross margin: +79%

Outlook 2025

- ~18k Customers
- ARR of ~9m EUR
- Further margin improvement

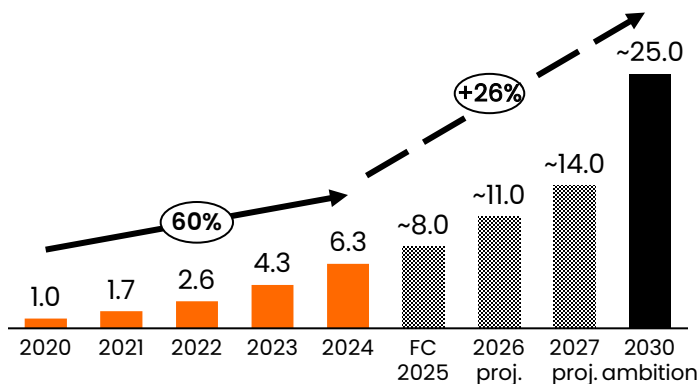
Customer development (k)

Avg. growth rate



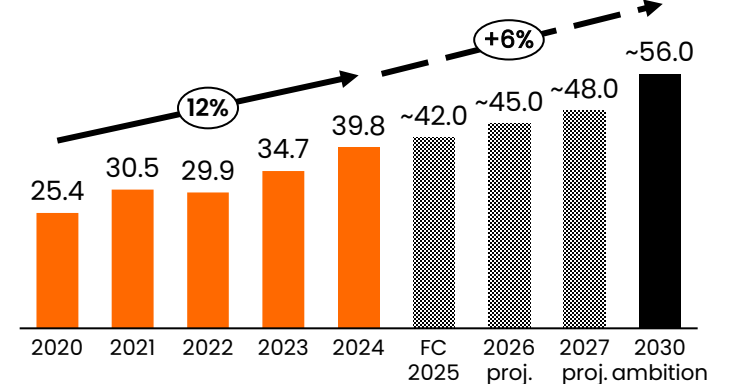
Sales development (EURm)

Avg. growth rate



MRR/Customer ratio (EUR)⁴

Avg. growth rate



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

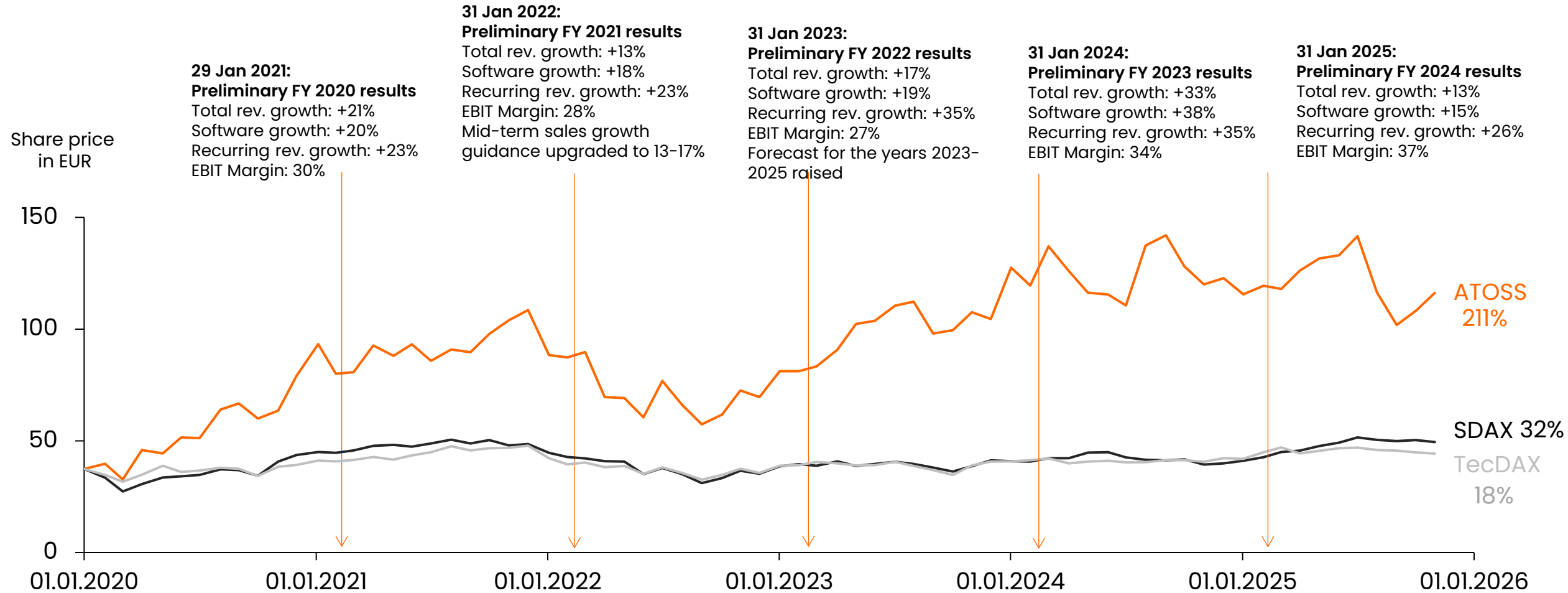
2. CLTV (Customer lifetime value) (ø 2024): estimate of all the future gross profits to be accumulated from a relationship with a given customers

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

The ATOSS Share

Share price performance¹ (01.2020 – 10.2025)

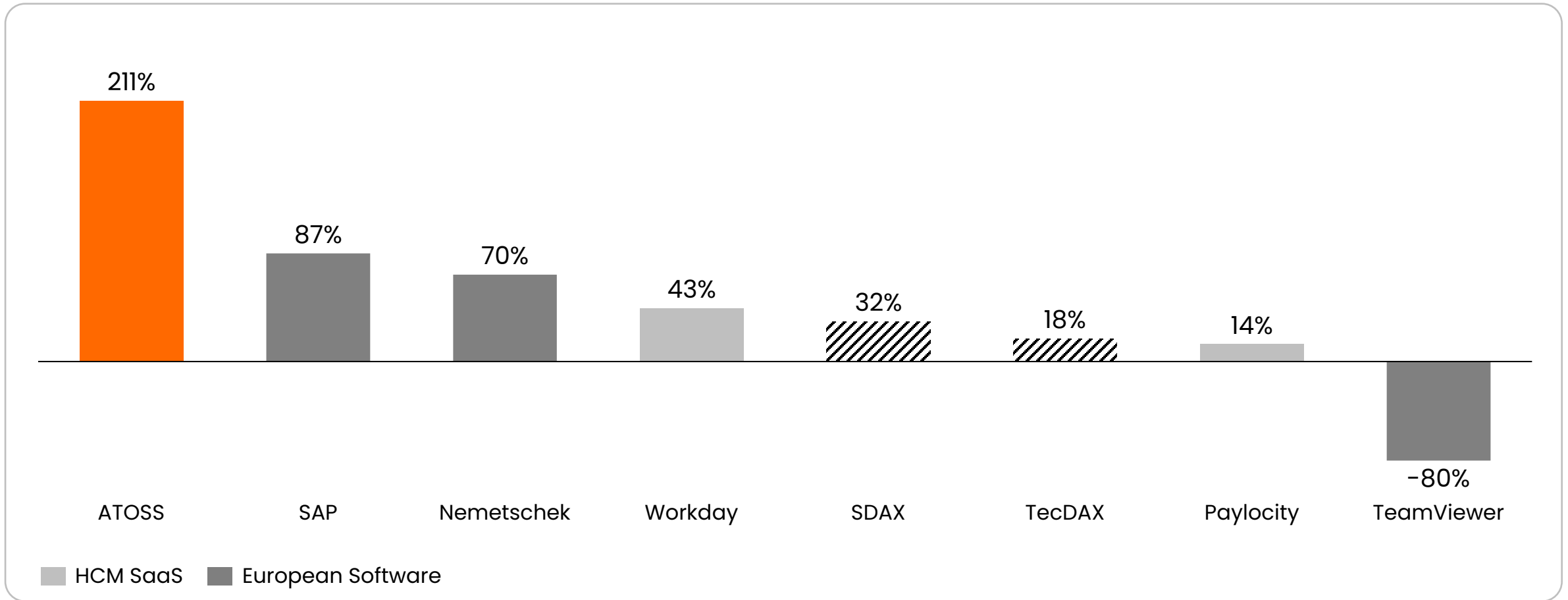


1. SDAX/TecDax Index rebased on ATOSS' share price of EUR 36,125 as of 01/02/2020

The ATOSS share

High performer in European software and HCM stocks

Share price performance¹ (01.2020 – 10.2025)



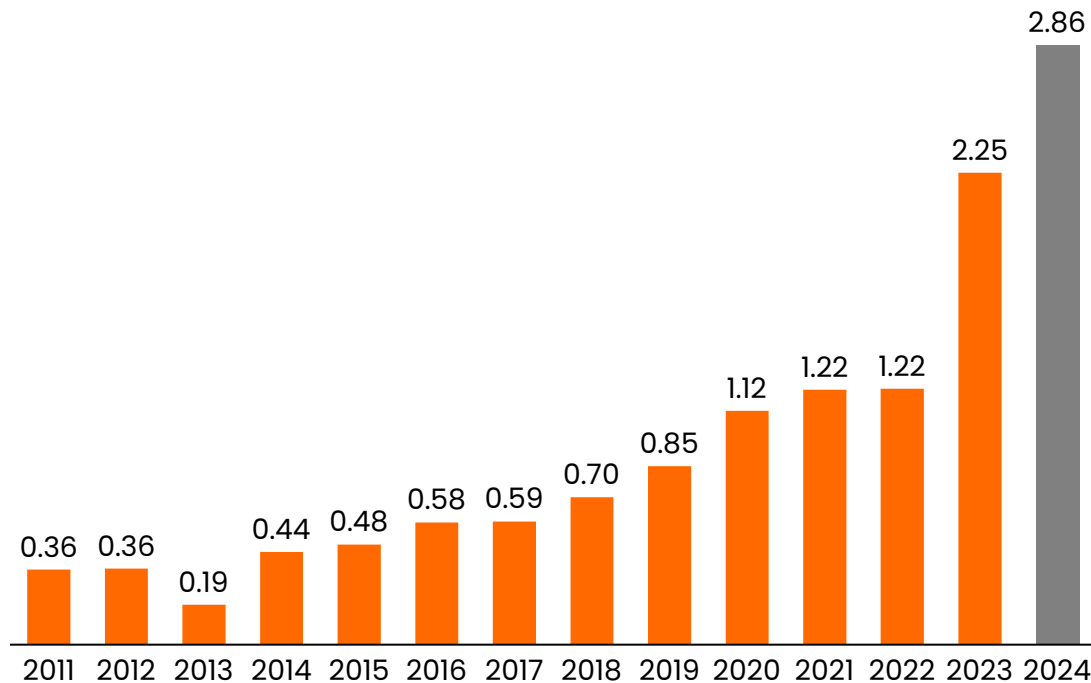
1. ATOSS, Nemetschek, TeamViewer, SAP, Invision, SDAX: XETRA-Opening price 01/02/2020 and -Closing price 10/31/2025; Paylocity: Frankfurt Stock Exchange-Opening price 01/02/2020 and - Closing price 10/31/2025; Workday: Tradegate-Opening price 01/02/2020 and - Closing price 10/31/2025

The ATOSS share

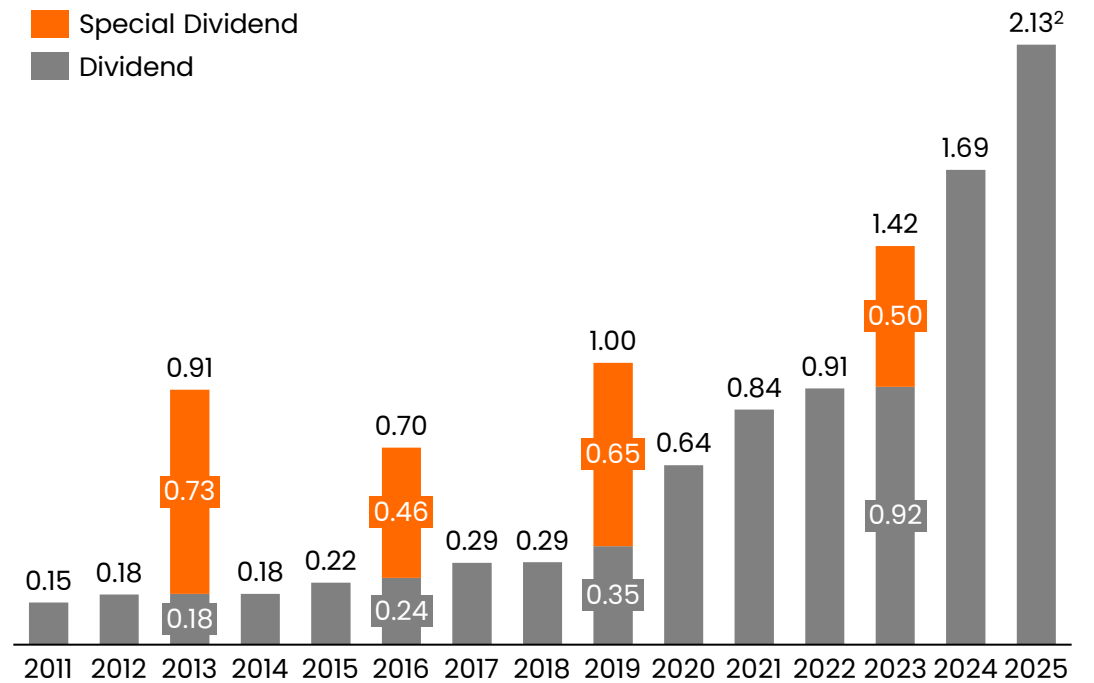
Dividend policy

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

EPS¹ per 31. December in EUR



Dividend¹ in EUR

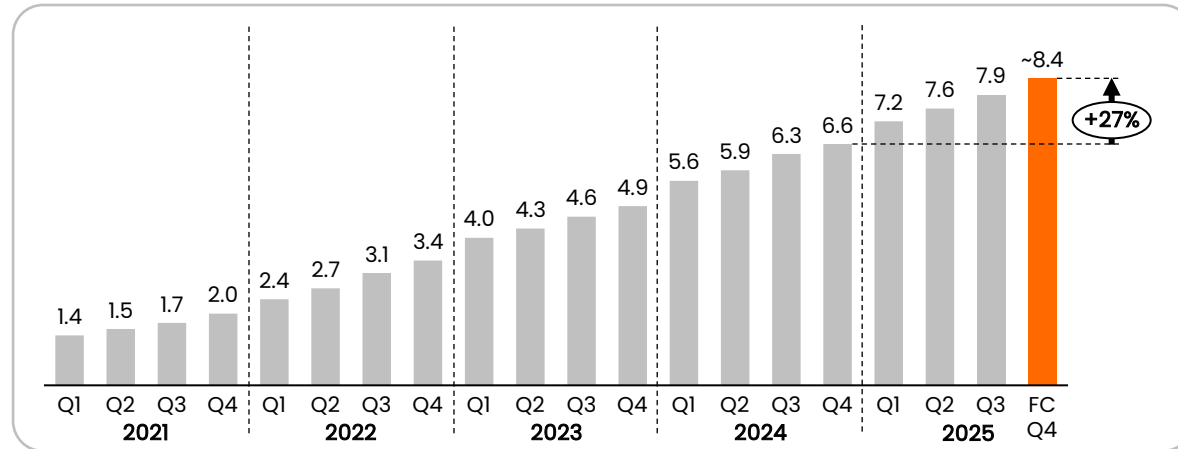


1. The previous year's figures have been adjusted due to stock split in June 2024; Rounding up to 2 decimal places; 2. Subject to shareholder resolution in AGM

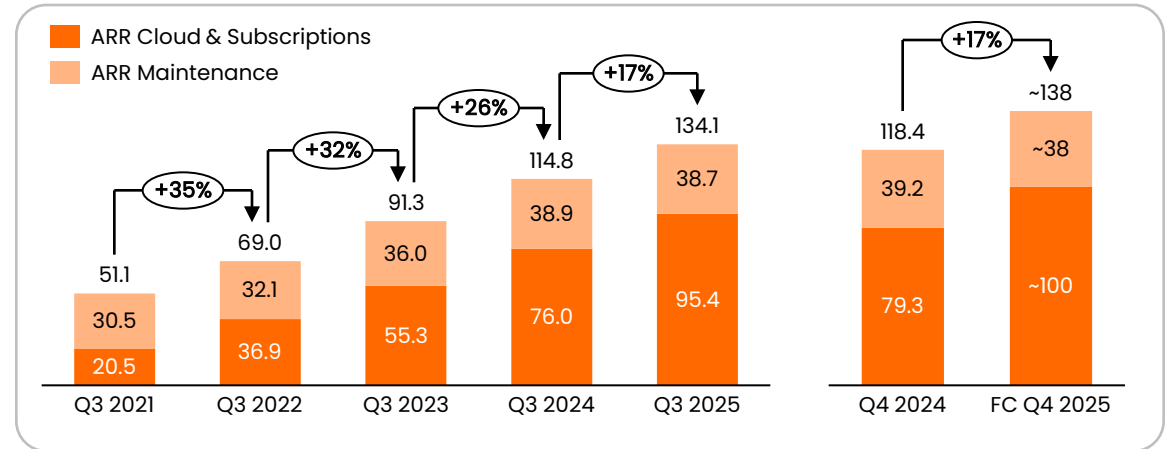
Cloud & Subscriptions MRR & ARR Total development

Q1-Q3 2025 + Outlook Q4 2025

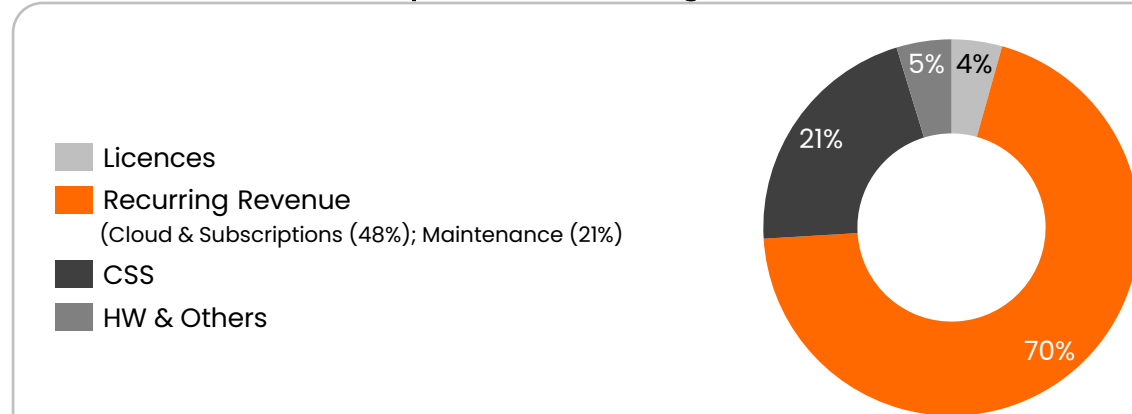
Cloud & Subscriptions MRR: Quarterly development in EURm



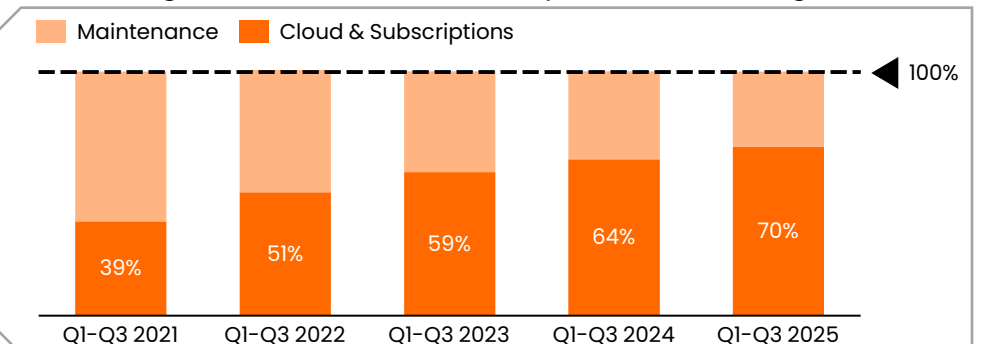
ARR Total (Cloud & Subscriptions + Maintenance) in EURm



Share of Cloud & Subscriptions in recurring revenue in %



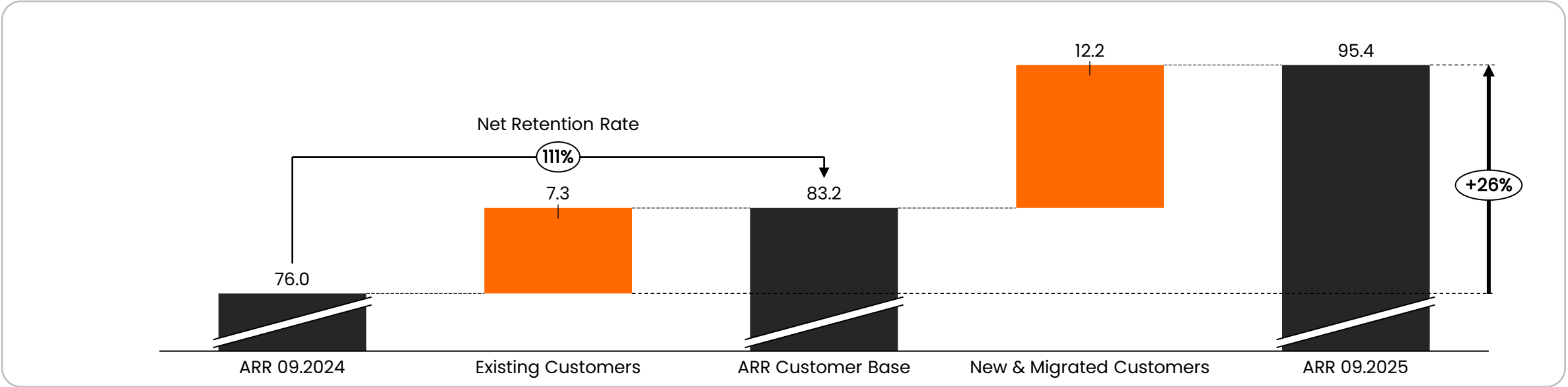
Increasing share of Cloud & Subscriptions in recurring revenue



ATOSS Cloud & Subscriptions development by products

Q3 2025

Cloud & Subscriptions ARR¹ in EURm



		GRR ²	NRR ³				
ASES	56.1	95.7%	7.6	113.6%	63.7	6.3	70.0
ATC	13.3	95.7%	1.1	108.3%	14.5	2.5	16.9
Crewmeister	6.5	77.5%	-0.6	91.6%	6.0	2.5	8.5

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 12 months, 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)

Income statement (IFRS)

Q1-Q3 2025

EURk	Q1-Q3 2025	% of total revenue	Q1-Q3 2024	% of total revenue	YoY %
Total revenues	139,327	100%	125,889	100%	11%
Software	103,178	74%	91,490	73%	13%
Licenses	6,046	4%	9,735	8%	-38%
Maintenance	29,580	21%	29,091	23%	2%
Cloud & Subscriptions	67,552	48%	52,664	42%	28%
Consulting	29,576	21%	26,869	21%	10%
Hardware	2,833	2%	4,668	4%	-39%
Others	3,741	3%	2,862	2%	31%
EBITDA	51,683	37%	49,001	39%	5%
EBIT	48,167	35%	45,743	36%	5%
EBT	50,498	36%	48,171	38%	5%
Net profit	34,056	24%	32,878	26%	4%
EPS in euro	2.14		2.07		

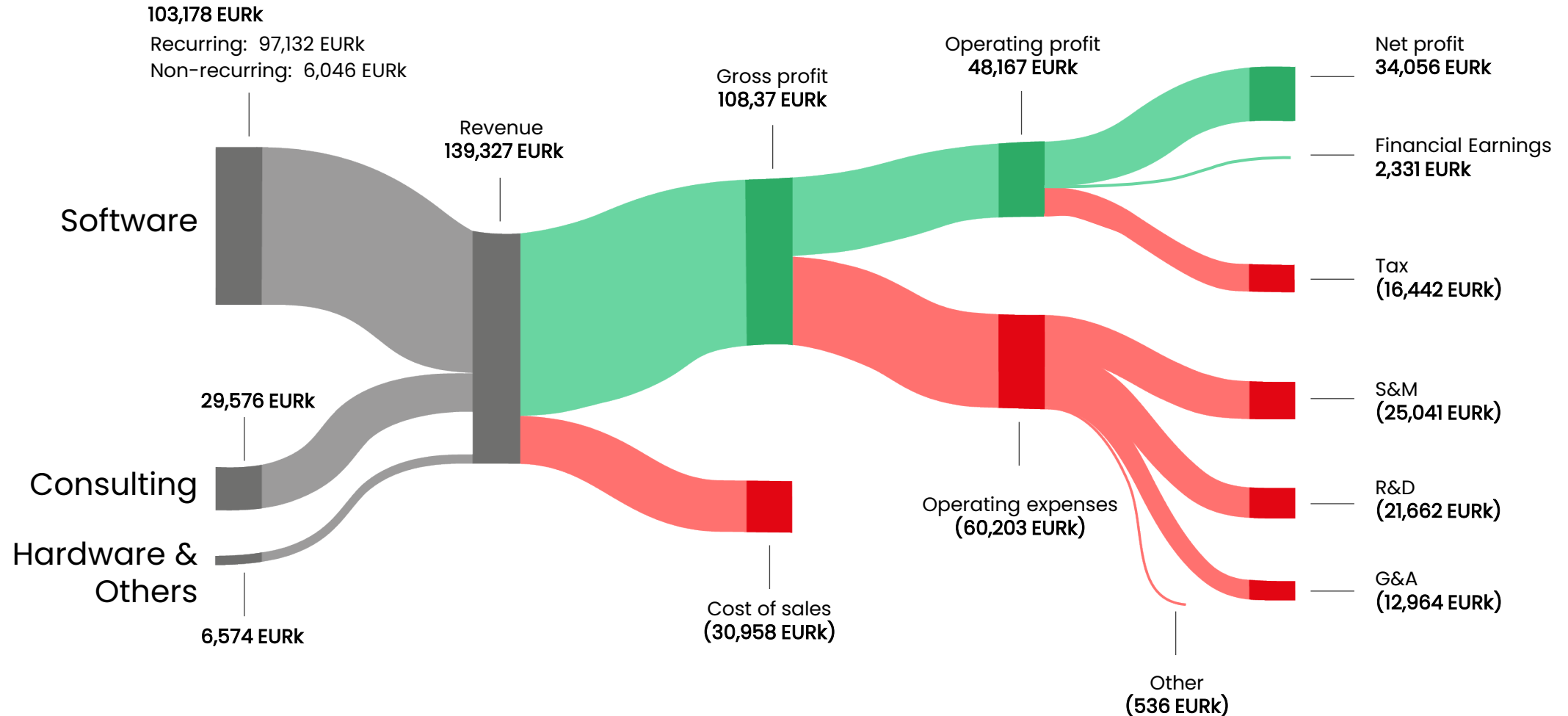
Income statement (IFRS)

Q3 2024 – Q3 2025

EURk	Q3 2025	Q2 2025	Q1 2025	Q4 2024	Q3 2024
Total revenues	47,240	45,836	46,251	44,736	42,089
Software	34,938	34,211	34,029	33,366	30,587
Licenses	1,773	1,559	2,714	3,805	2,120
Maintenance	9,730	9,891	9,959	9,872	9,740
Cloud & Subscriptions	23,435	22,761	21,356	19,689	18,727
Consulting	10,127	9,414	10,035	9,074	8,913
Hardware	855	834	1,144	1,133	1,583
Others	1,321	1,377	1,043	1,163	1,006
EBITDA	18,390	16,572	16,721	18,828	17,148
EBIT	17,182	15,404	15,581	17,684	16,067
EBT	18,254	15,555	16,689	18,811	17,057
Net profit	12,336	10,406	11,314	12,573	11,628
EPS in euro	0.77	0.66	0.71	0.79	0.73

Income statement

Q1-Q3 2025

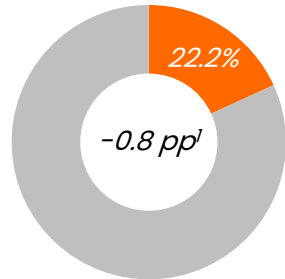


Cost ratios

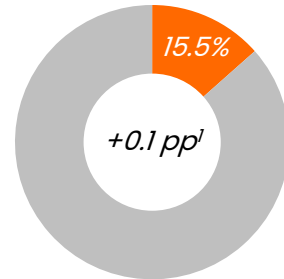
Q1-Q3 2025 vs. FY 2025 Plan

Total revenue: EUR 139.3m

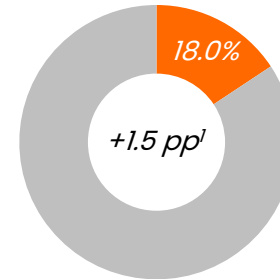
Actual cost ratios Q1-Q3 2025 in %



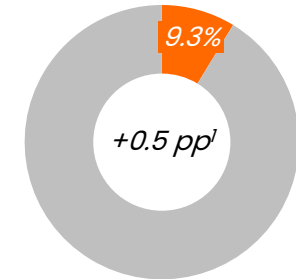
Cost of sales
as % of total revenue



R&D
as % of total revenue

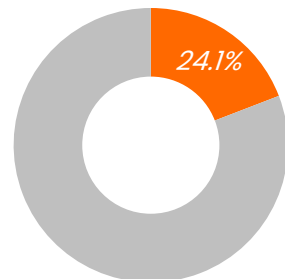


S&M
as % of total revenue

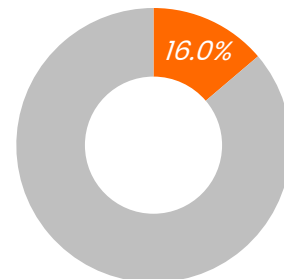


G&A
as % of total revenue

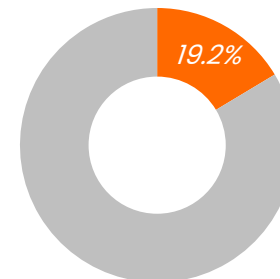
Planned cost ratios FY 2025² in %



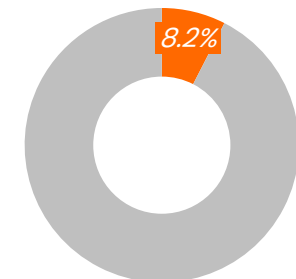
Cost of sales
as % of total revenue



R&D
as % of total revenue



S&M
as % of total revenue



G&A
as % of total revenue

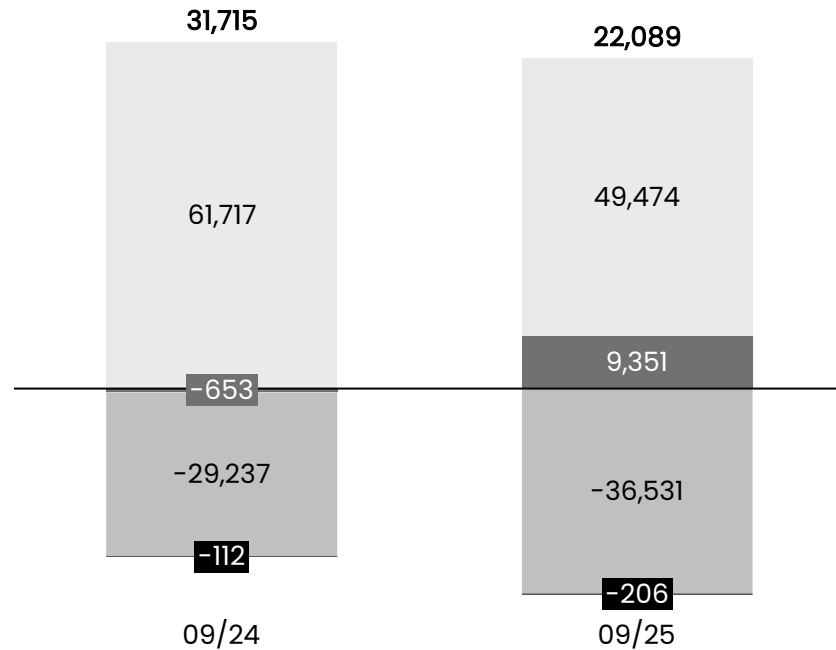
1. Delta to PY YTD
2. Excl. additional cost reserve of 1.5% for specific investments

Financial development Q1-Q3 2025

Impressive cash position

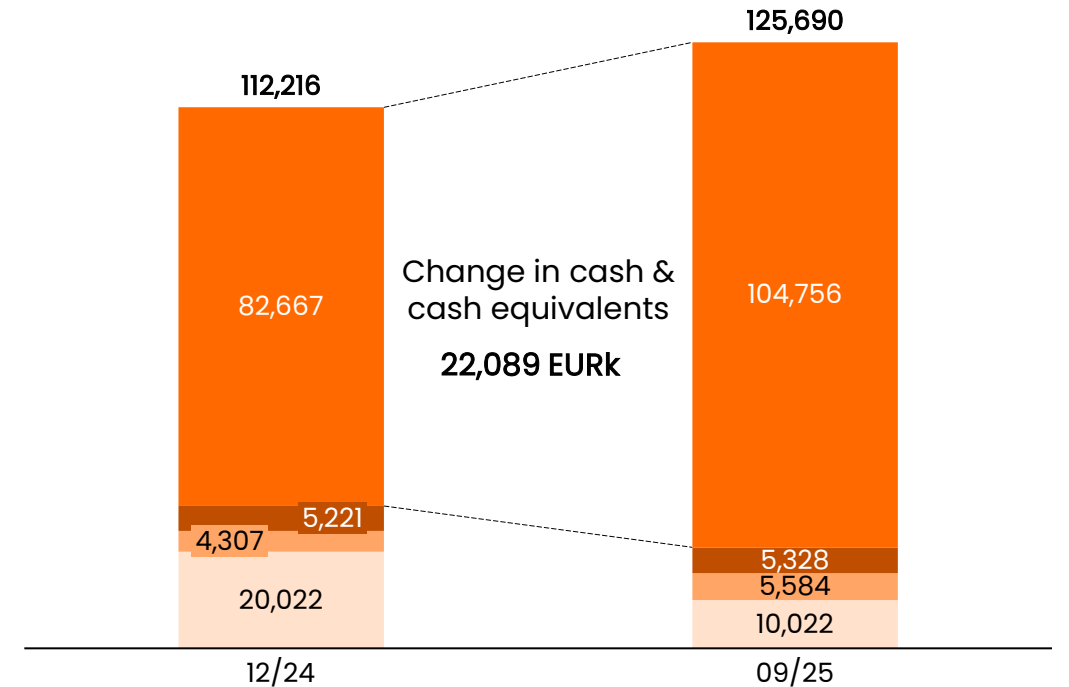
Cash flow in EURk

Operating activities
 Financial activities
 Investment activities
 Exchange rates



Liquidity in EURk

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



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

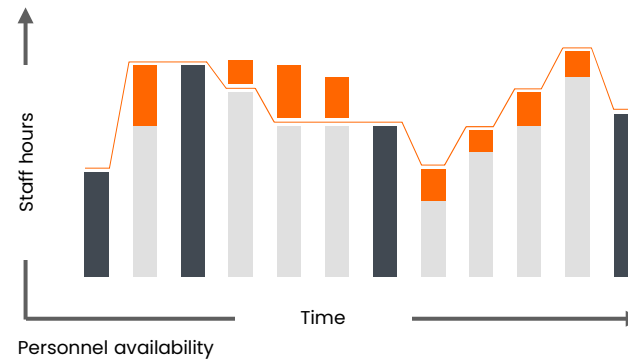
...with optimal employee experience

Current situation

Fluctuation in demand

Little flexibility and long response times

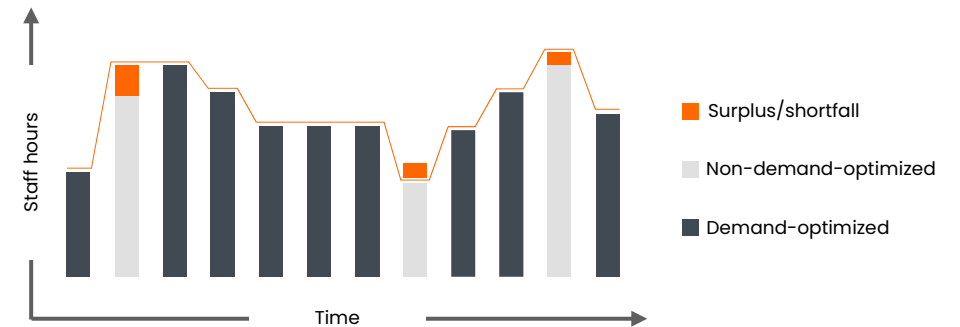
OPTIMIZATION POTENTIAL



Goal

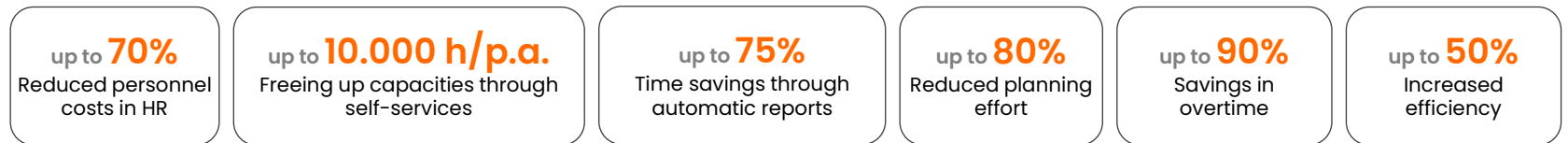
Demand and cost-optimized synchronization of working time and order volume

AFTER OPTIMIZATION



Exemplary:

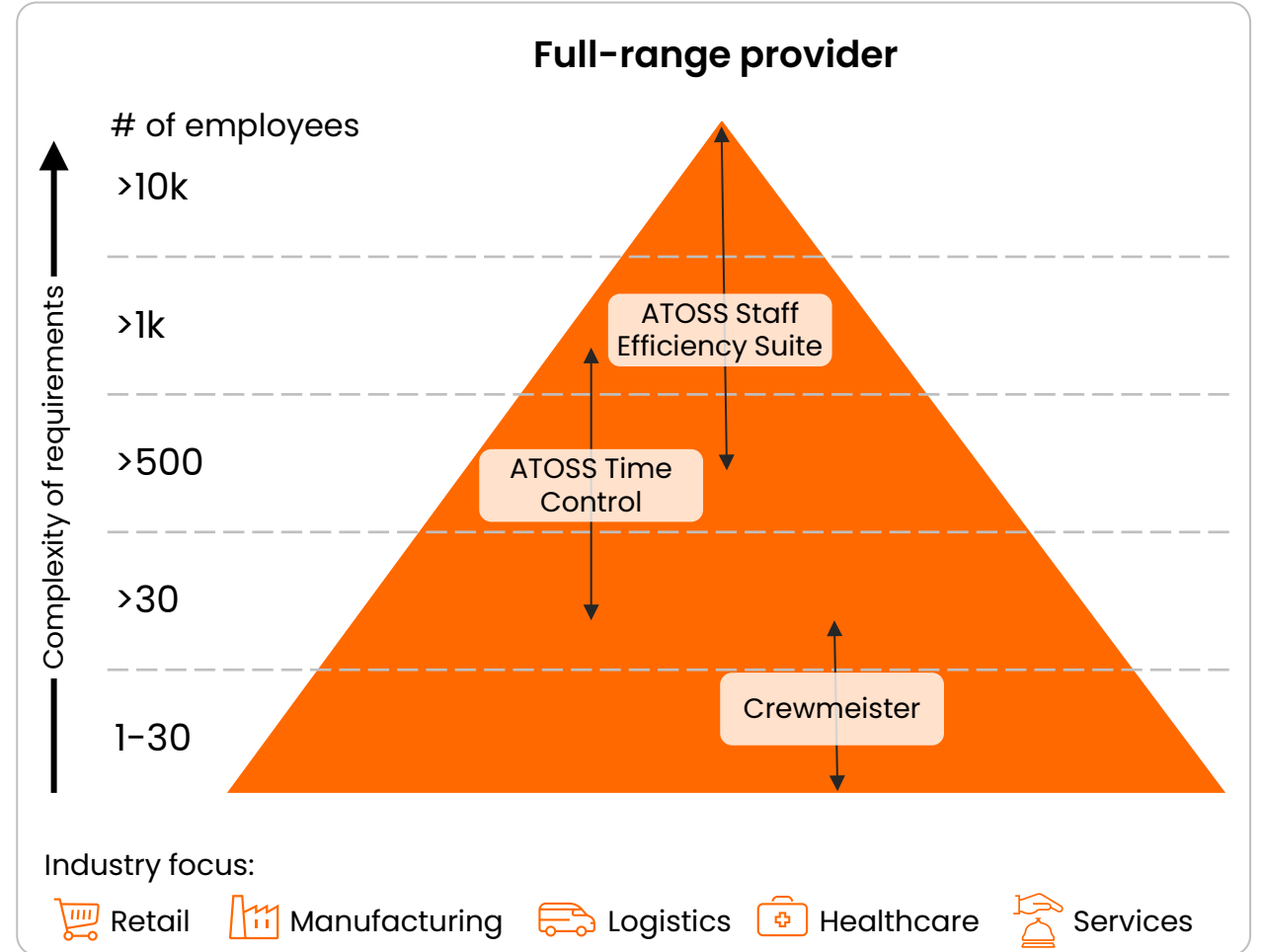
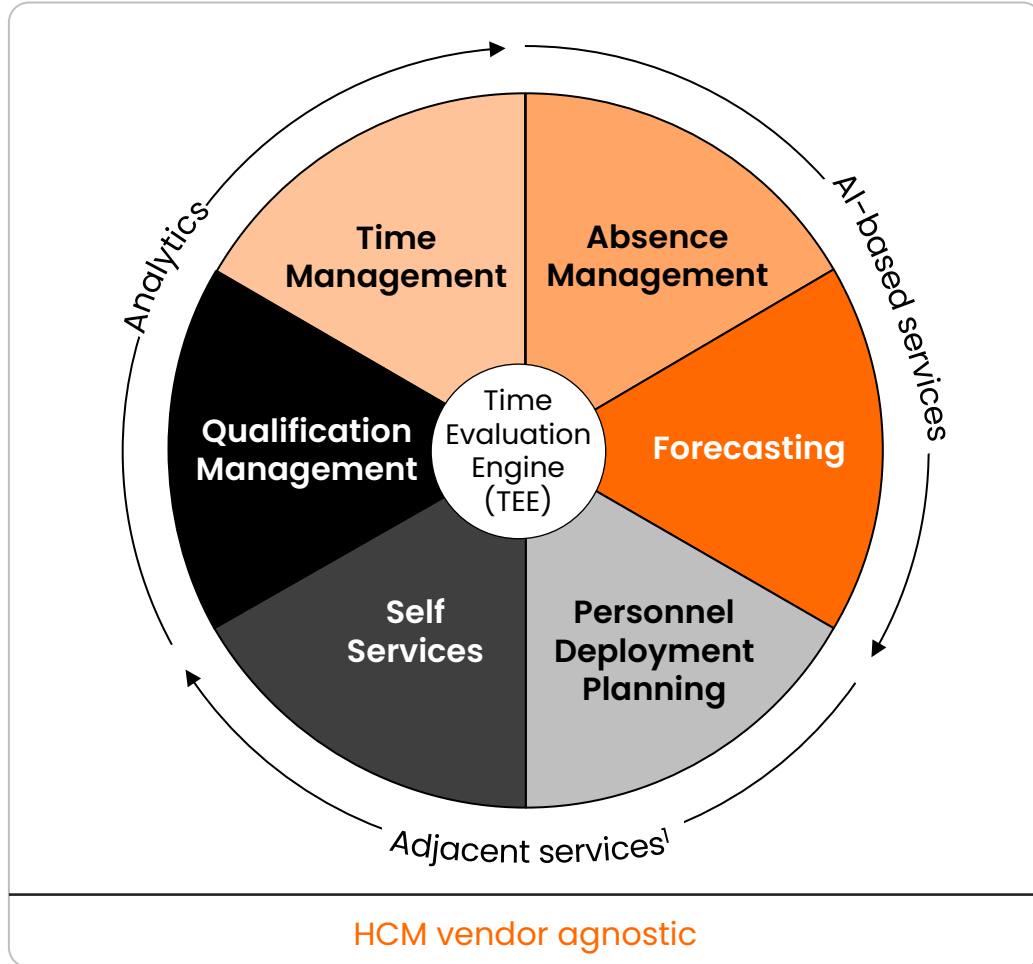
Effects generated from ATOSS projects – Cross-industry (figures per year)¹



¹ Figures based on specific client case studies

Workforce Management by ATOSS in a nutshell

Efficiency via highly flexible staff deployment



1. Included in ATOSS product vision

North Star strategy

ATOSS' product roadmap and main adjacent investment areas



ASES

AI services: Absence rate forecasting for illness & vacation (GA¹: 01.08.25)

- *Reduced configuration effort and increased forecast quality*

Workforce intelligence: AI-based analytics (GA¹: 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 (FCS²: 01.08.25)

- *Effective mitigation of worker shortages*

Self scheduling: Self Scheduling (Medical) Staff Center Mobile (GA¹: 01.08.25), Desktop (GA¹: 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

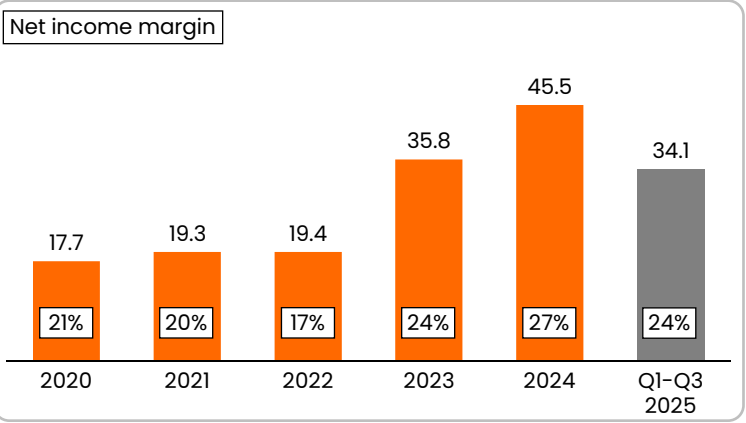
App for frontline employees to streamline processes for deskless workers

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

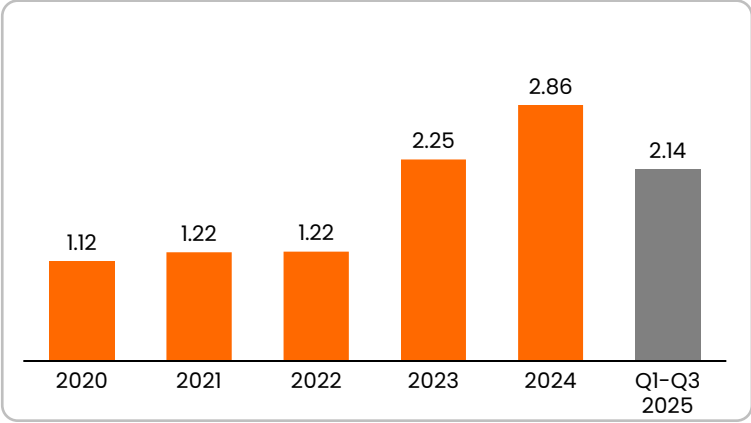
Financial KPIs

Financial strength excellent base for further growth

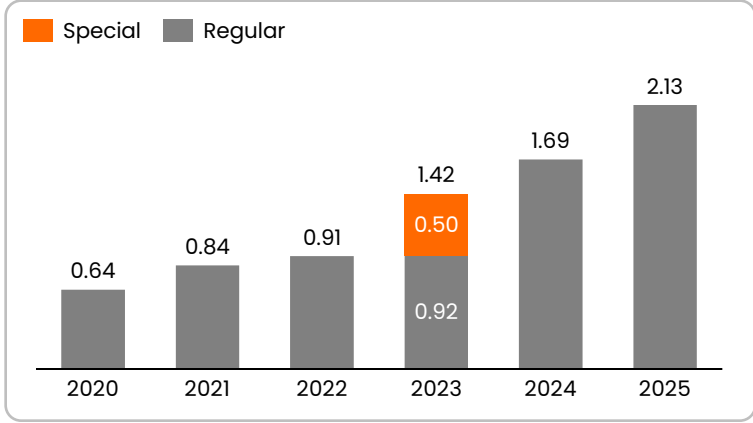
Net income in EURm



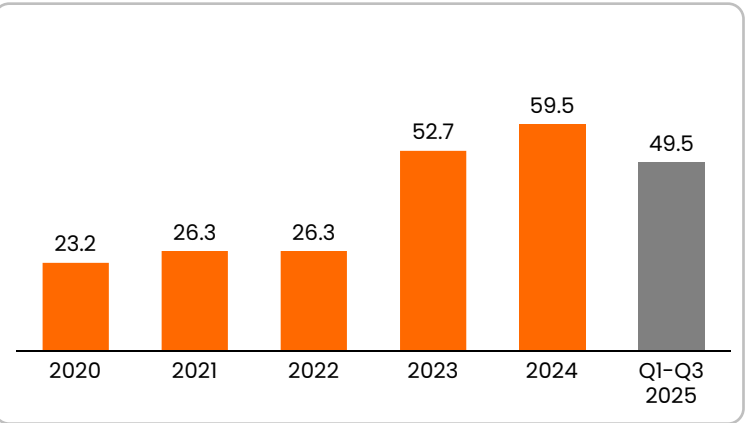
EPS¹ in EUR



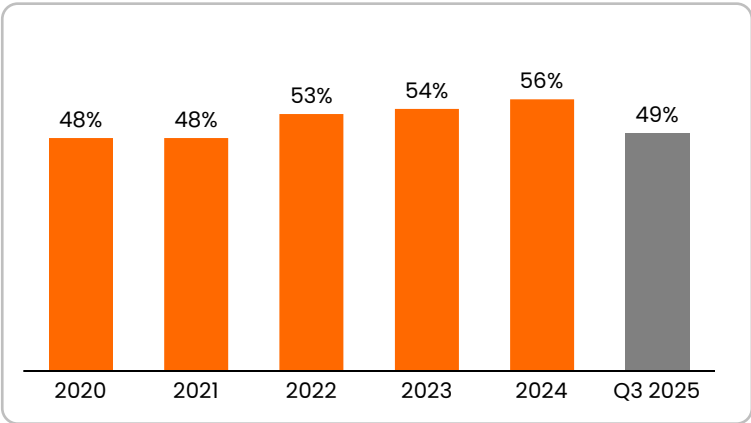
Dist. Dividend per share¹ in EUR



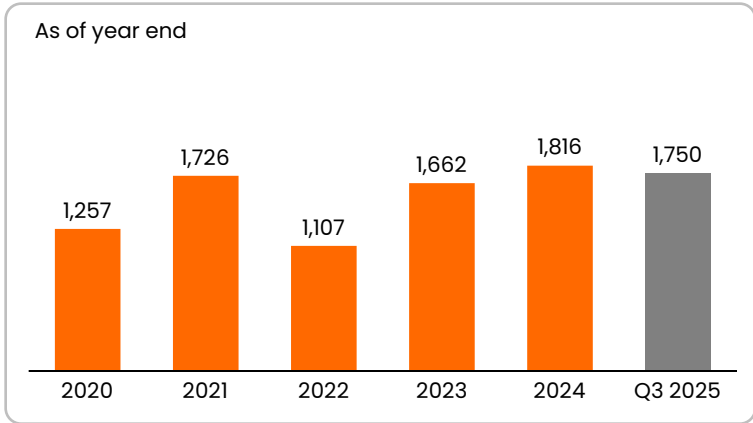
Operational Cashflow in EURm



Equity Ratio in %



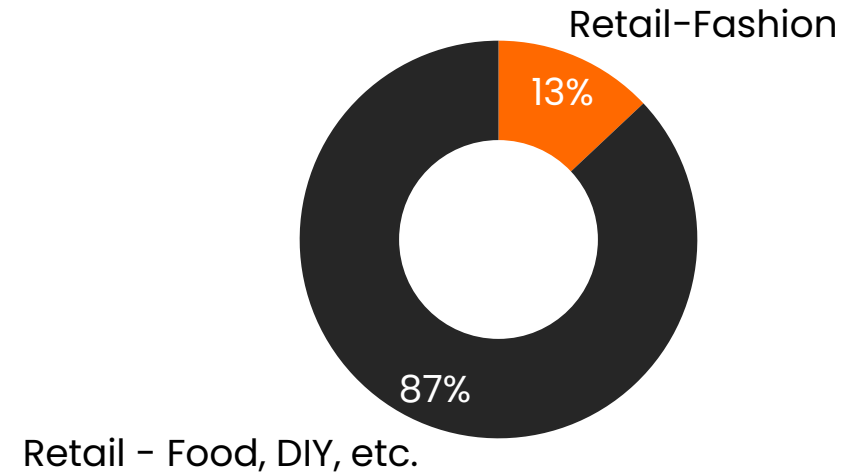
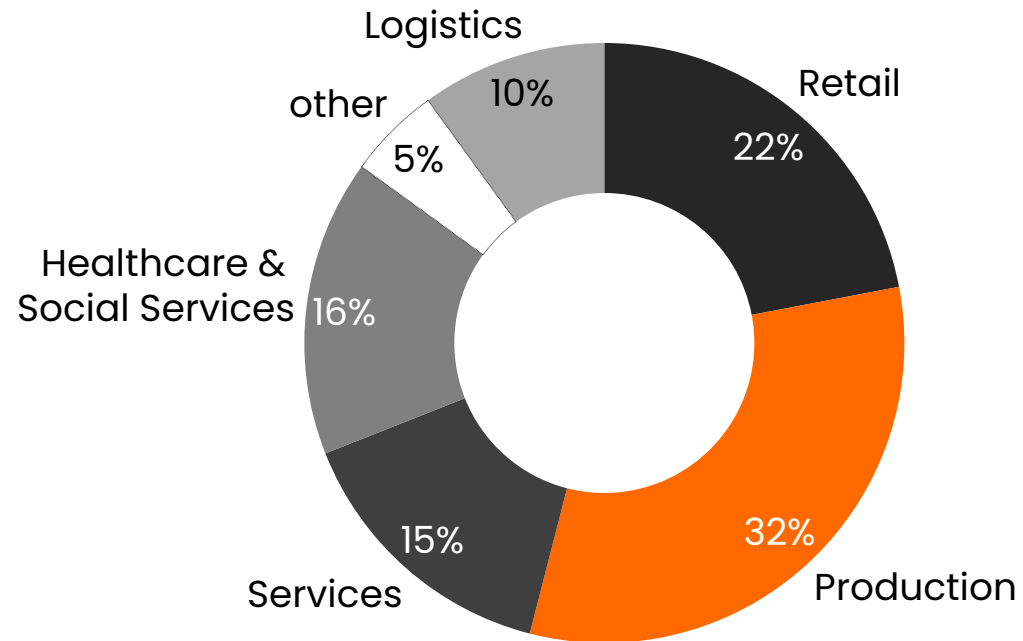
Market capitalization in EURm



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

ATOSS sales by segment¹

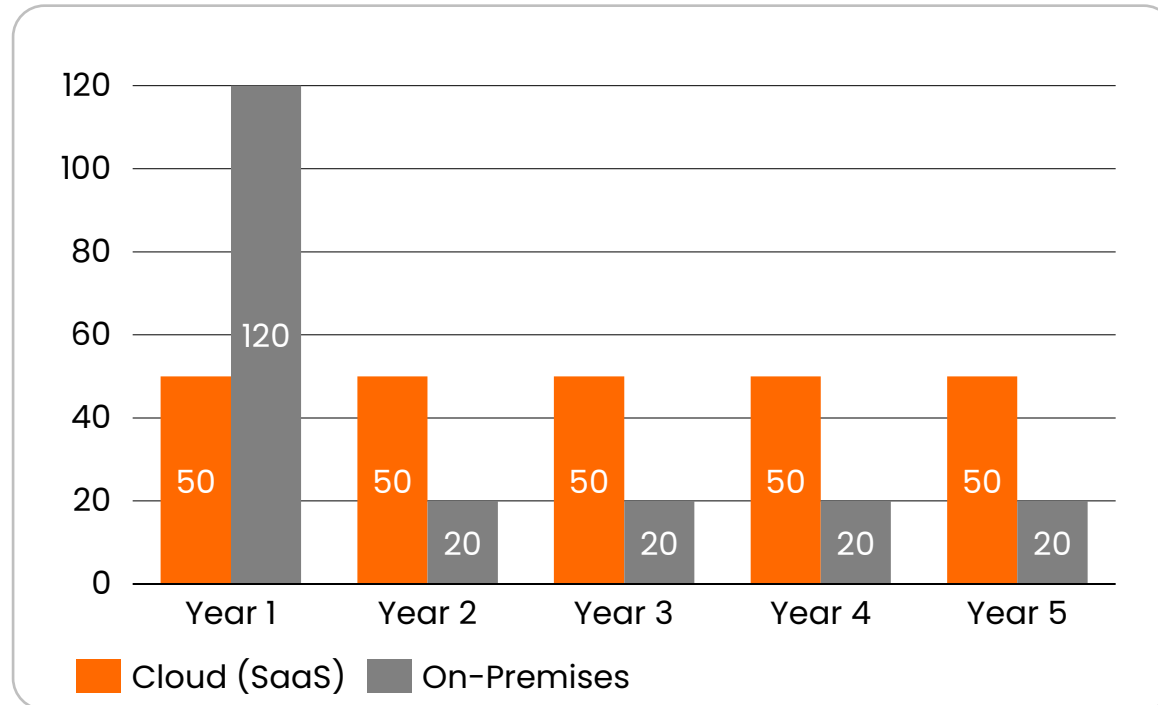
ATOSS' **five largest customers** account for approx. 6 percent of company's sales



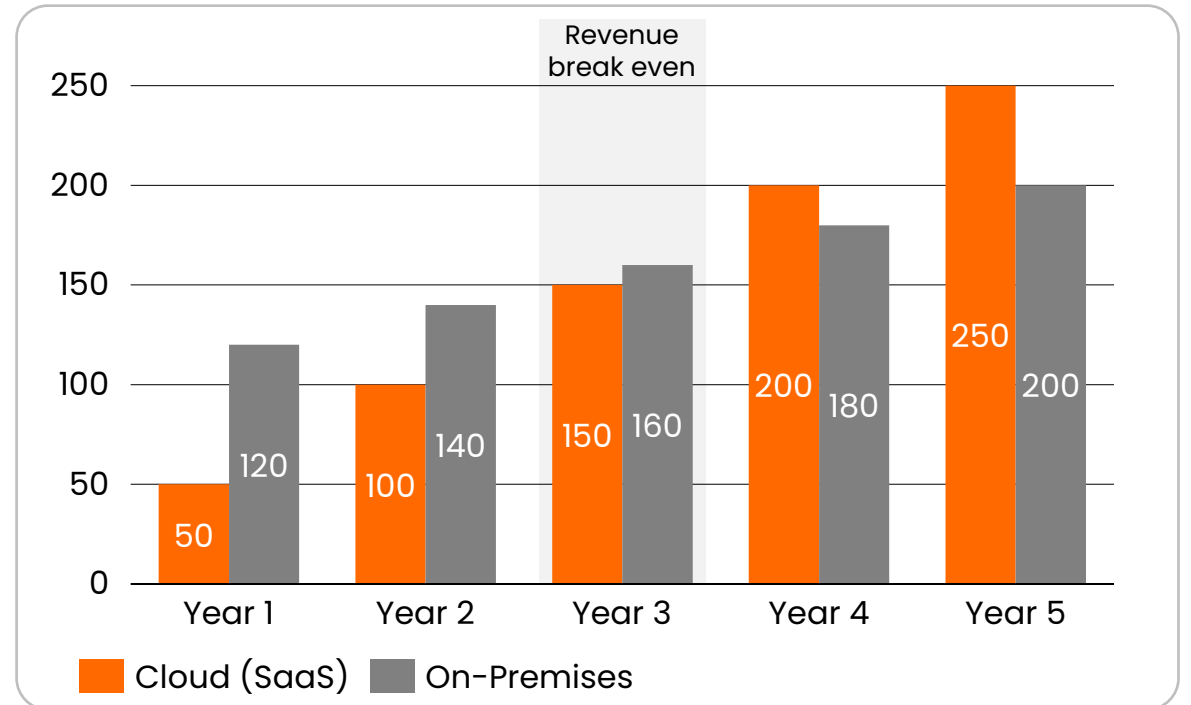
Cloud vs. On-premises model

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