

Excellence in Workforce Management

ATOSS Software SE



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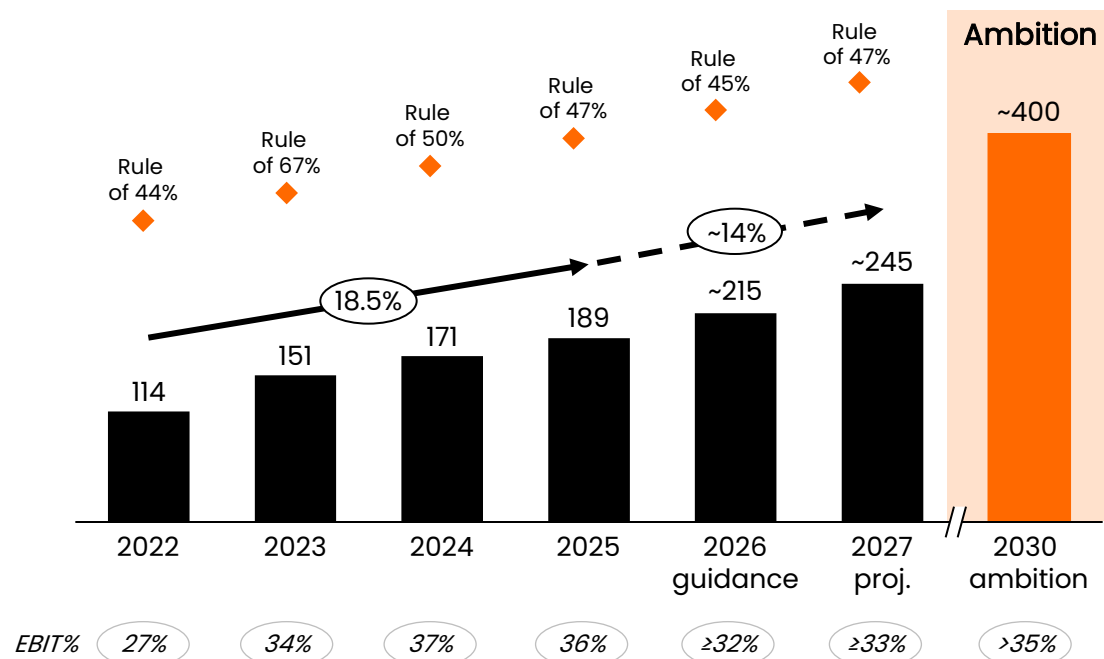
ATOSS Software SE 2026

ATOSS – Leading in the field of Workforce Management

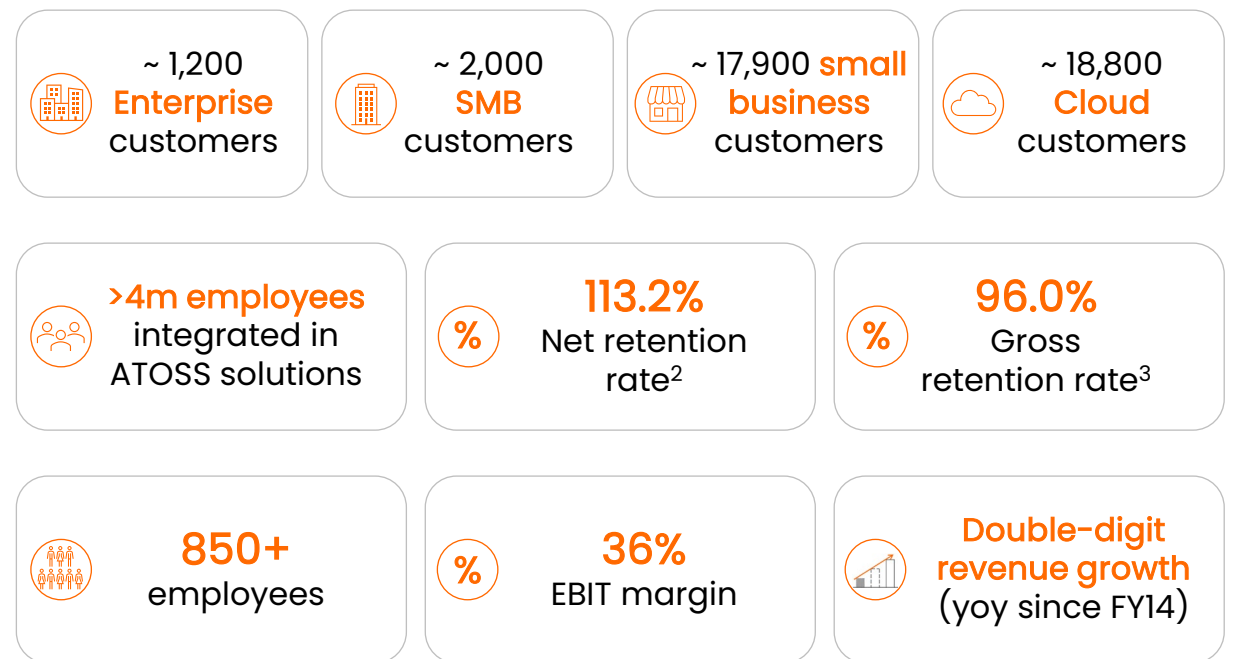
Strong position in growing WFM market fueling Ambition 2030

We are a leading Workforce Management provider with 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

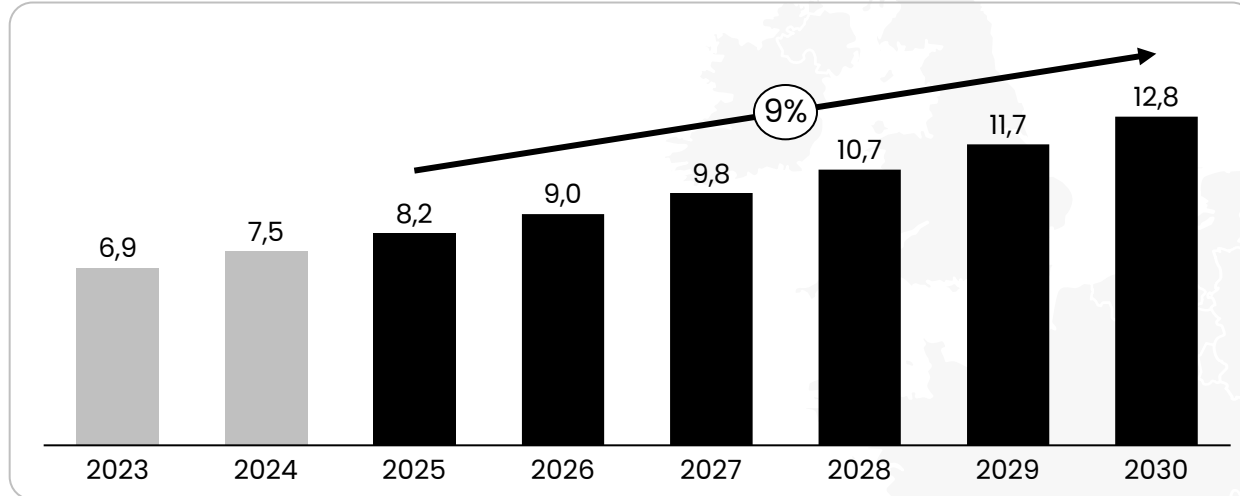


1. As of 12/31/2025 ; 2. Cloud w/o Crewmeister; 3. ARR churn in Cloud w/o Crewmeister

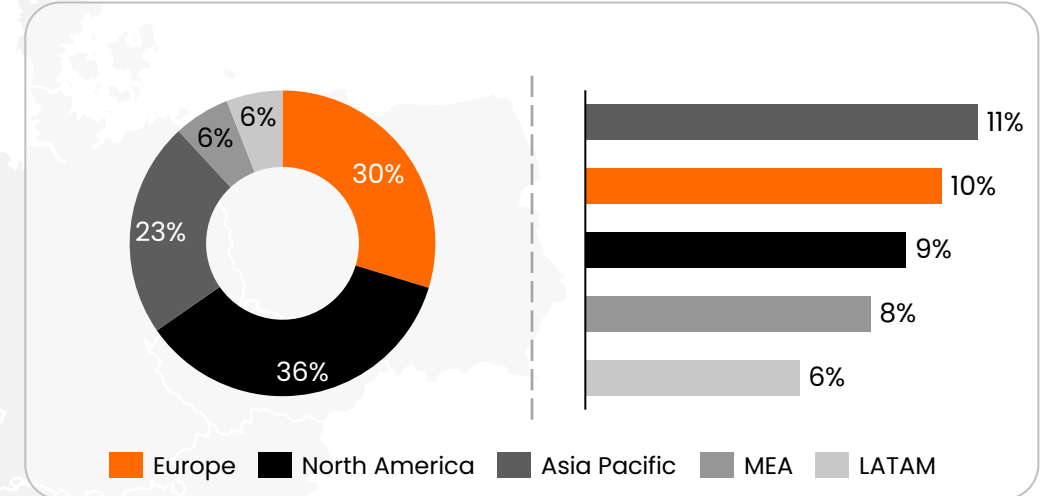
01 Market for Workforce Management, business model and product update

Workforce Management landscape continues to grow and evolve

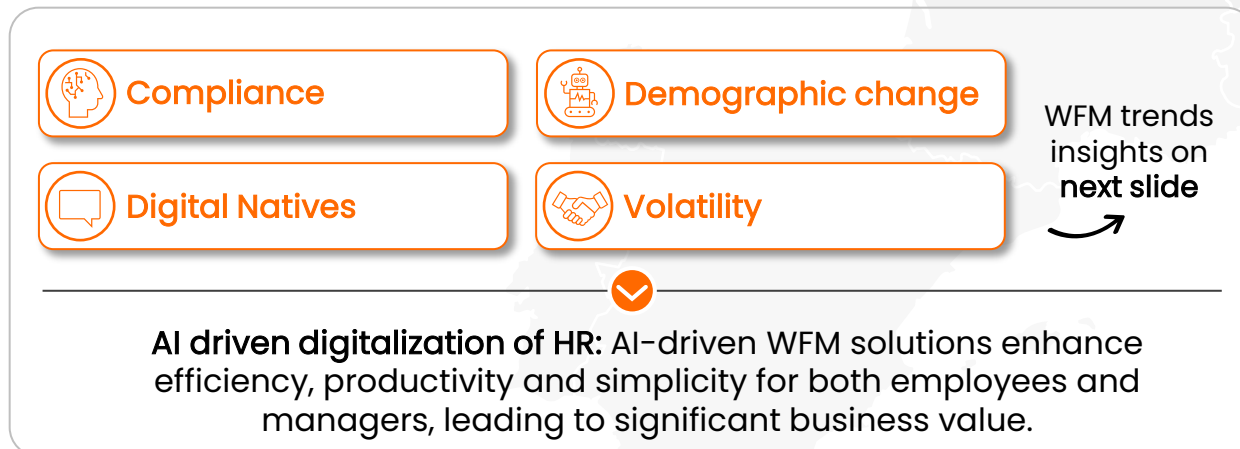
WFM market size development (\$bn)¹



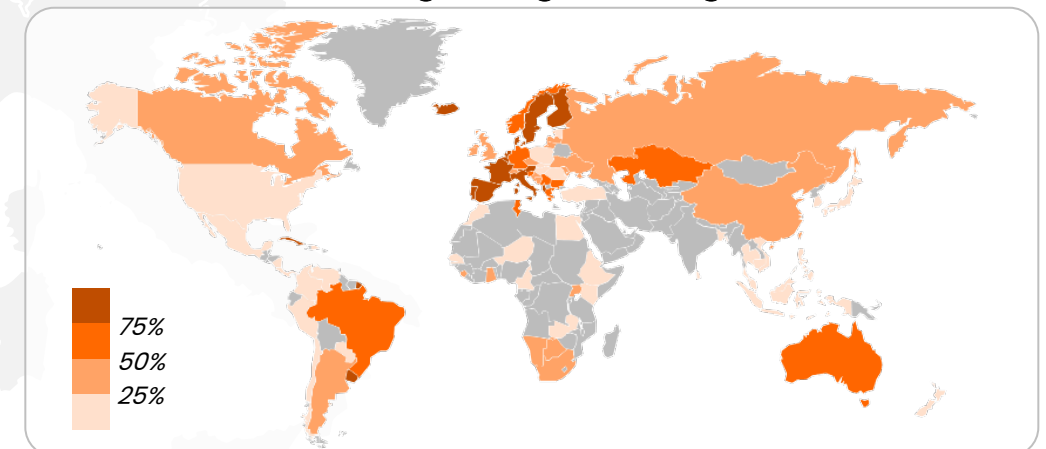
Market size by geo (2023)¹ CAGR by geo (2023-2030)¹



Global trends in the WFM market



Global collective bargaining coverage rate²

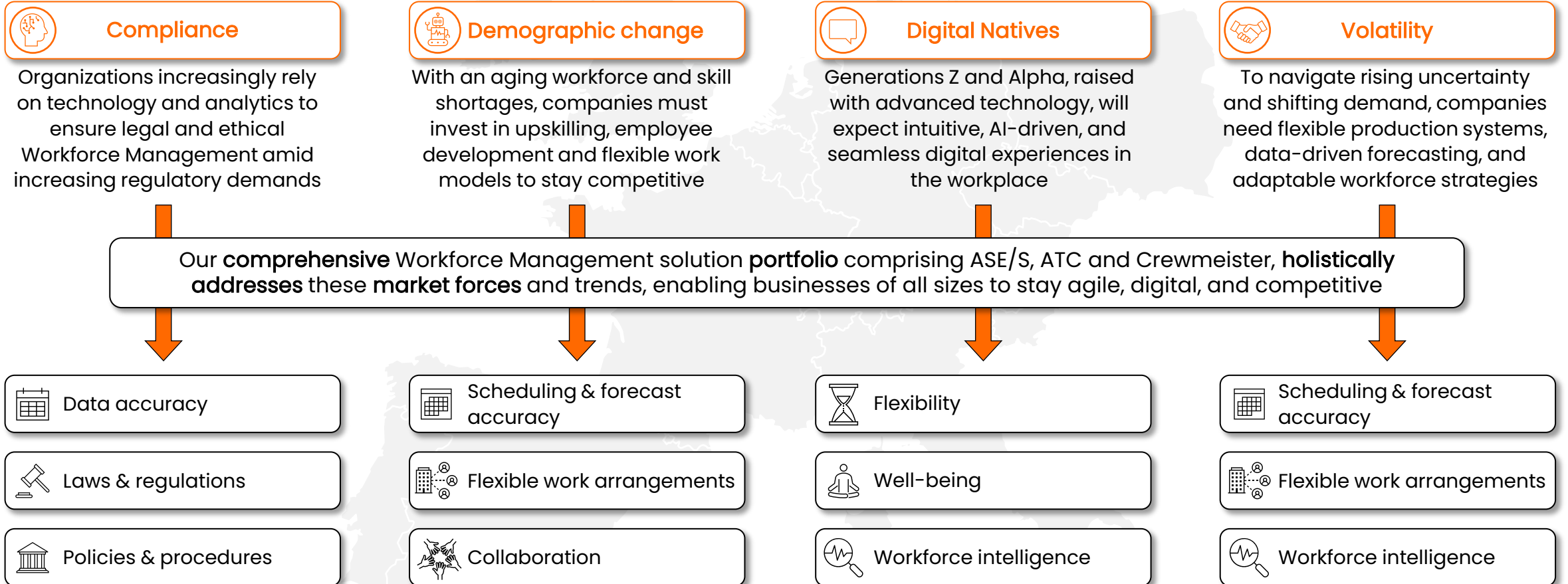


1. ATOSS estimates and third-party data as of March 2025; 2. ILOSTAT;

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

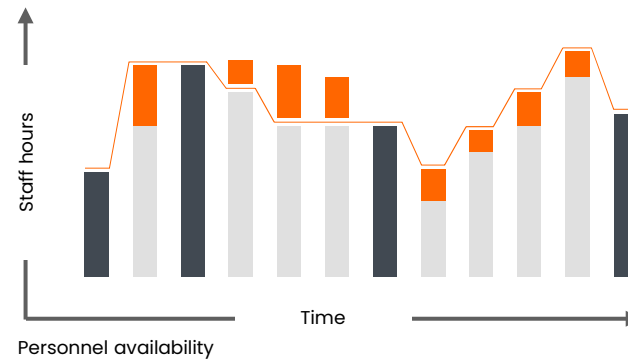
...with optimal employee experience

Current situation

Fluctuation in demand

Little flexibility and long response times

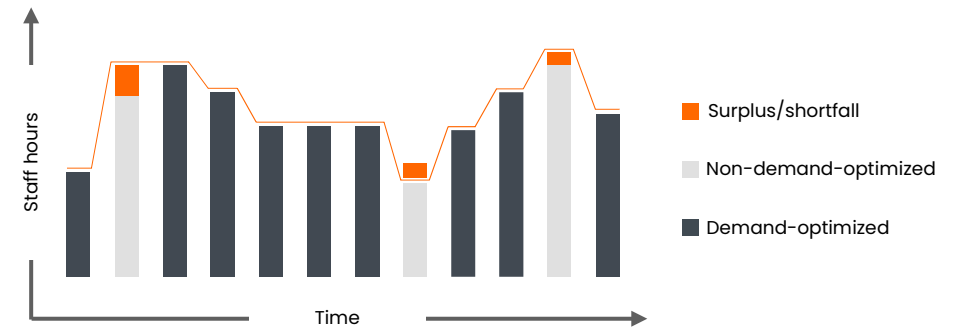
OPTIMIZATION POTENTIAL



Goal

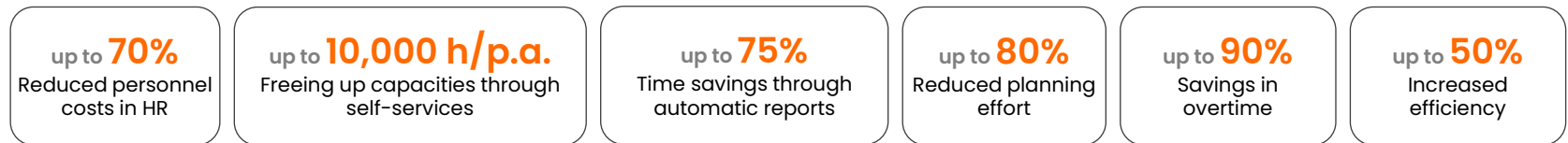
Demand and cost-optimized synchronization of working time and order volume

AFTER OPTIMIZATION



Exemplary:

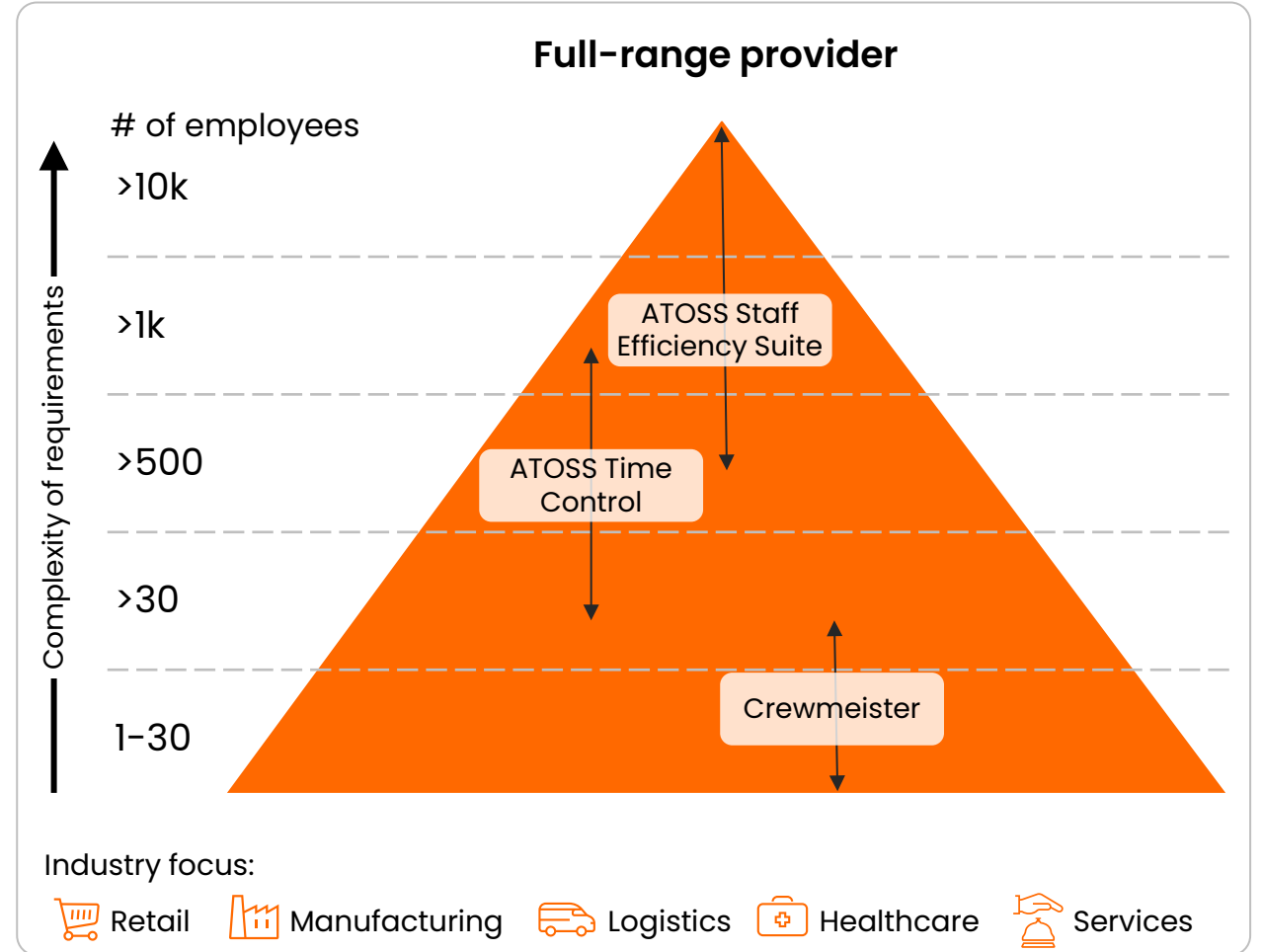
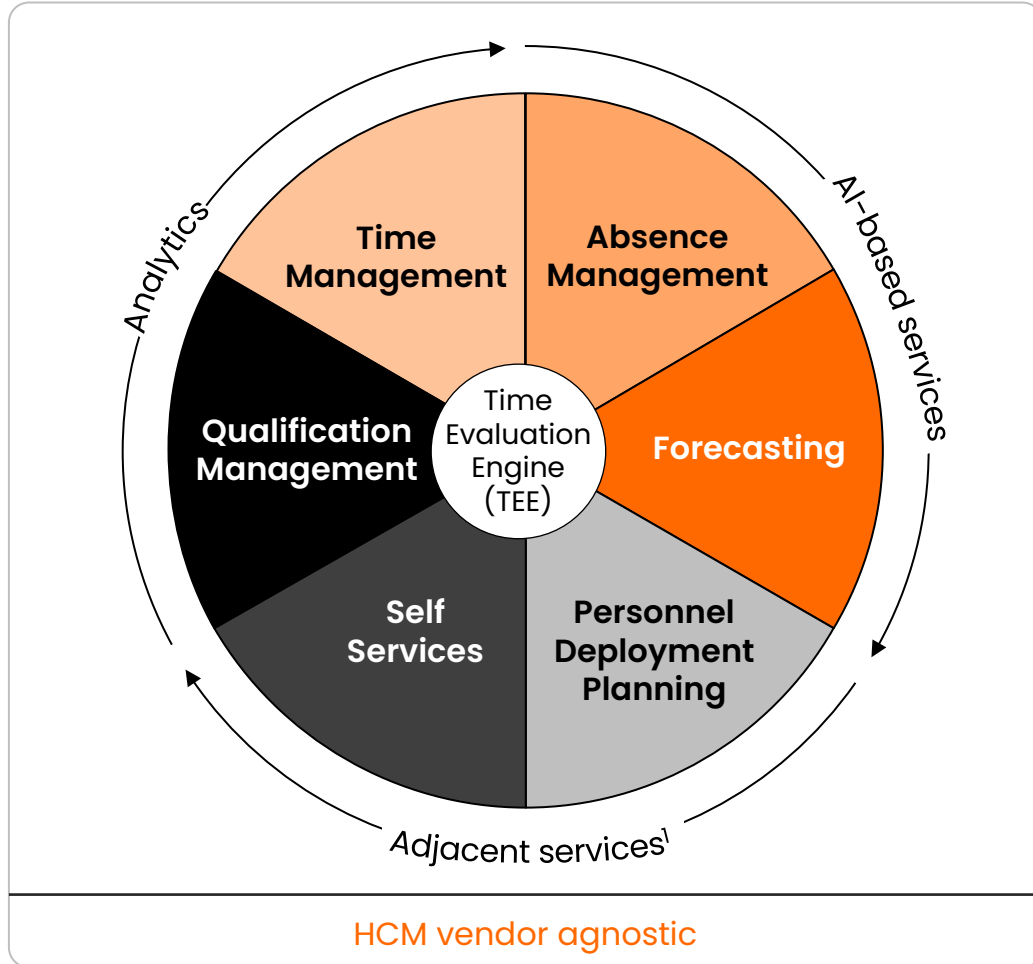
Effects generated from ATOSS projects – Cross-industry (figures per year)¹



¹ Figures based on specific client case studies

Workforce Management by ATOSS in a nutshell

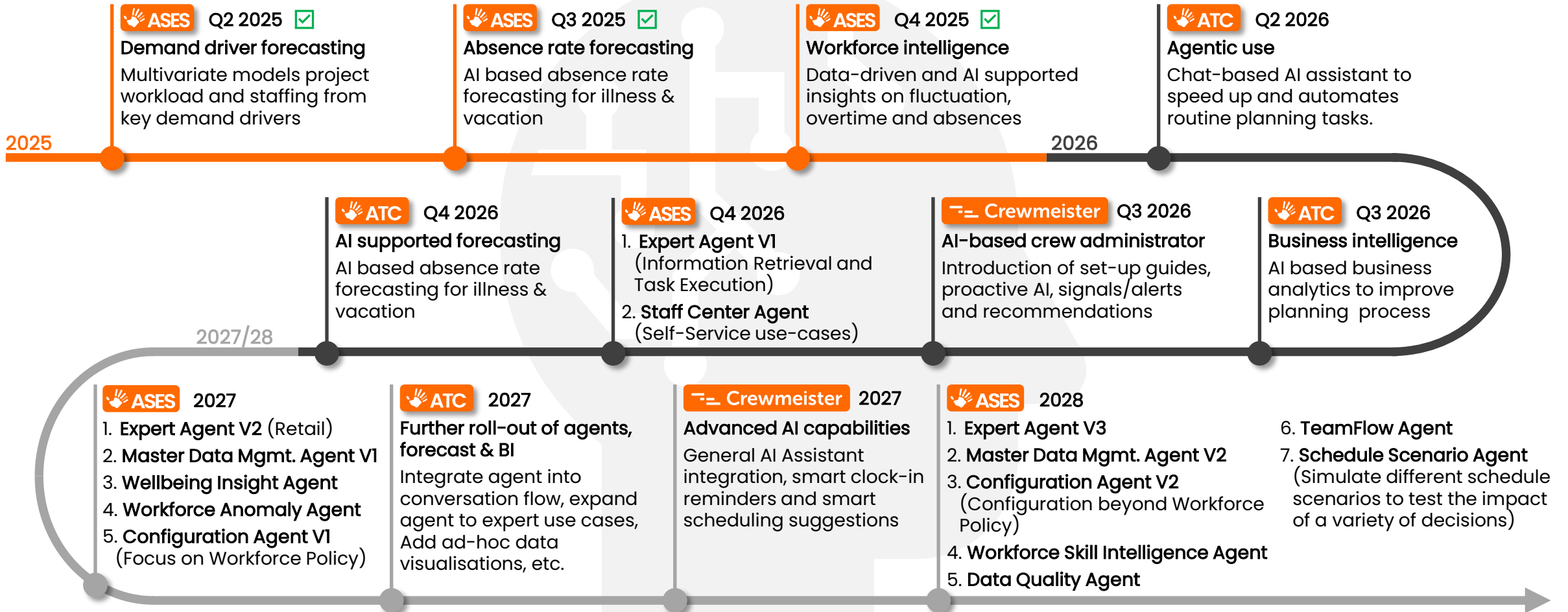
Efficiency via highly flexible staff deployment



1. Included in ATOSS product vision

Product update

Current AI services portfolio and roadmap



AI is one of our **core investment areas** in the years ahead, **supporting our 2030 ambition** by unlocking new revenue streams, capturing synergies, expanding our total addressable market, and thus accelerating organic growth.

02 Financials & KPIs Q4- / 12M-2025

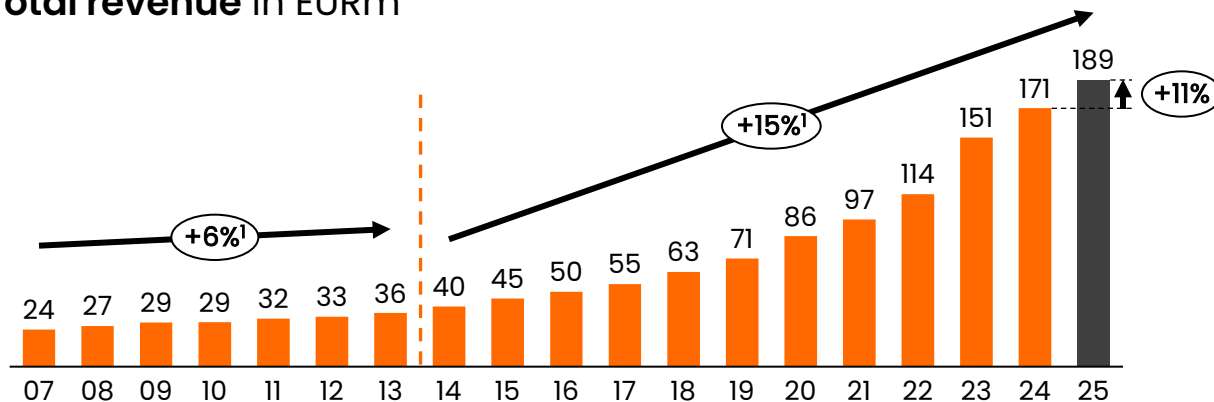


ATOSS – 20th record year achieved

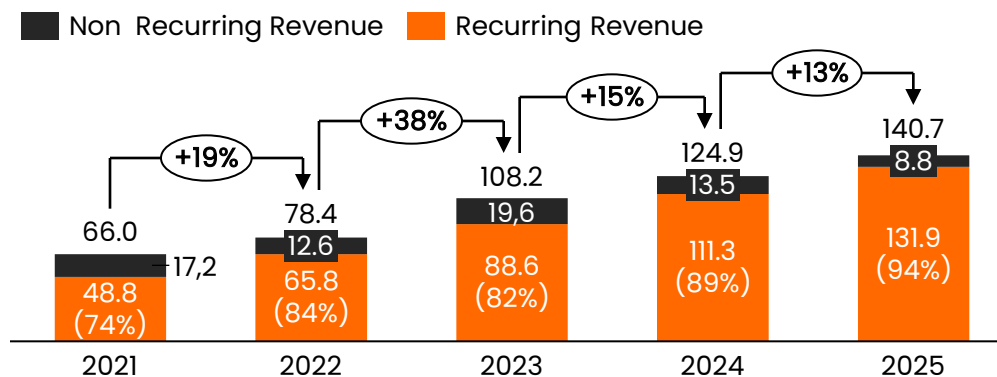
Running like clockwork

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

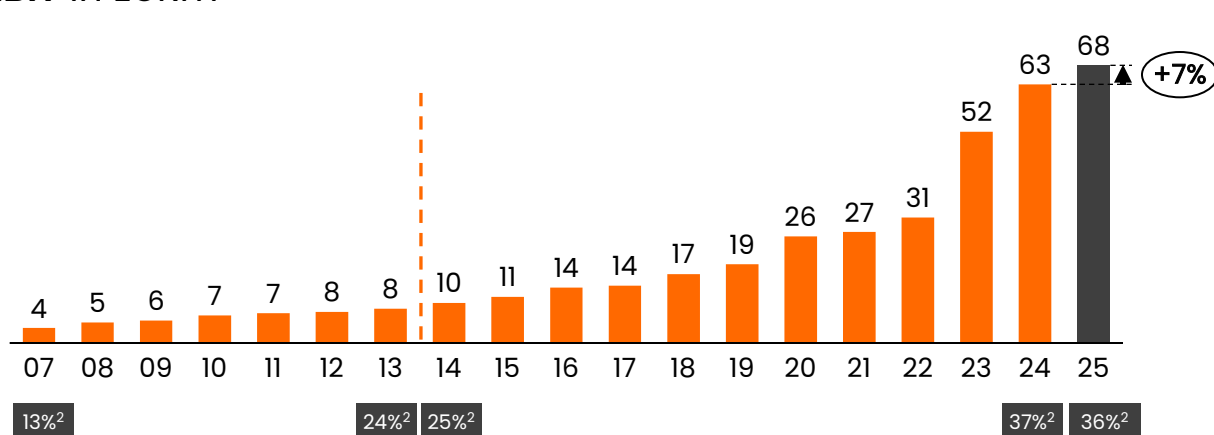
Total revenue in EURm



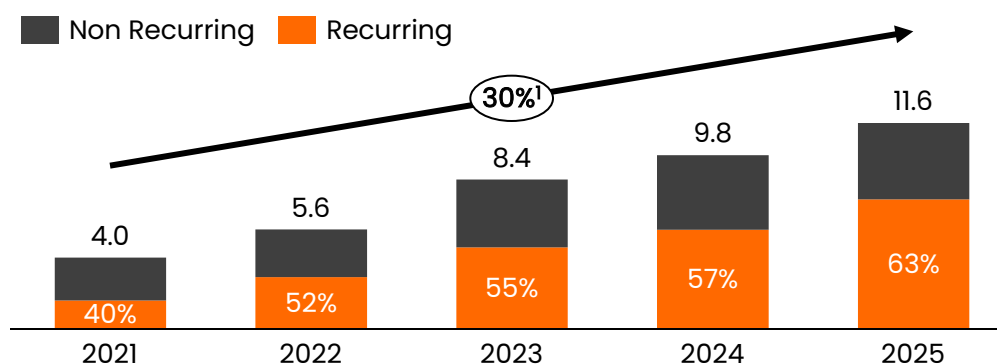
Software revenue in EURm



EBIT in EURm

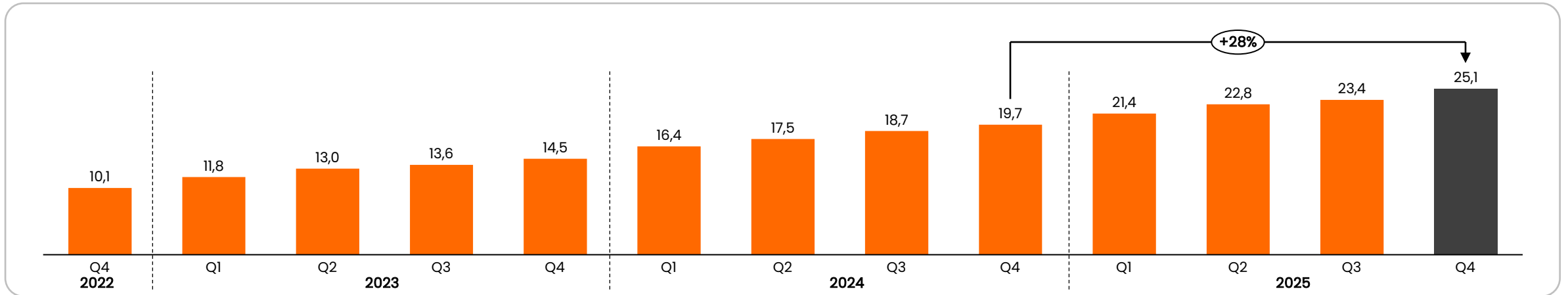


NON-DACH revenue in EURm

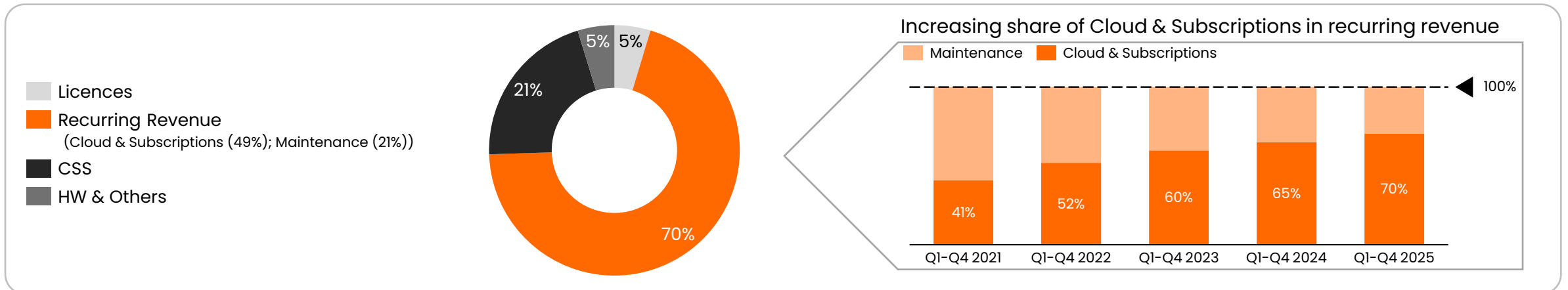


Strong development of recurring revenues driven by Cloud & Subscriptions

Cloud & Subscriptions revenue in EURm



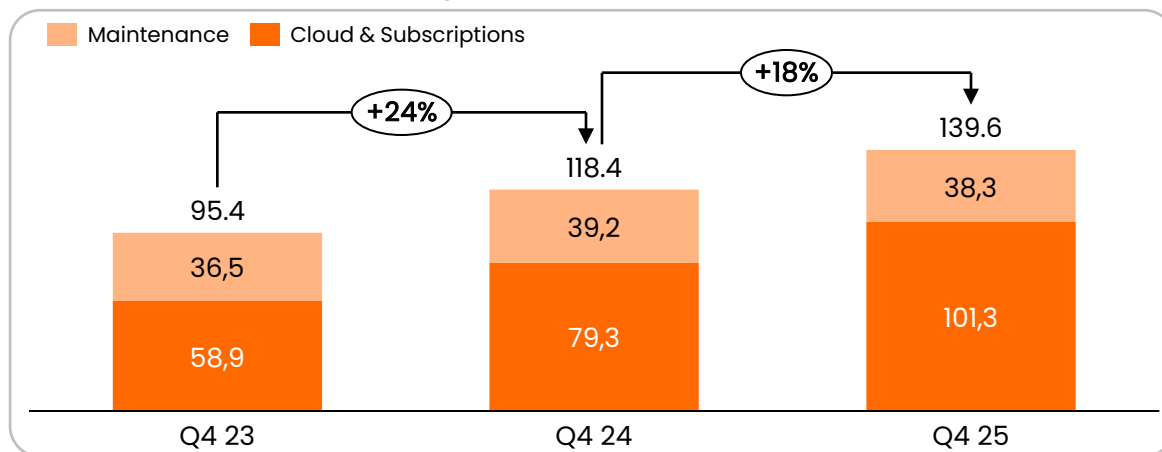
Share of Cloud & Subscriptions in revenue in %



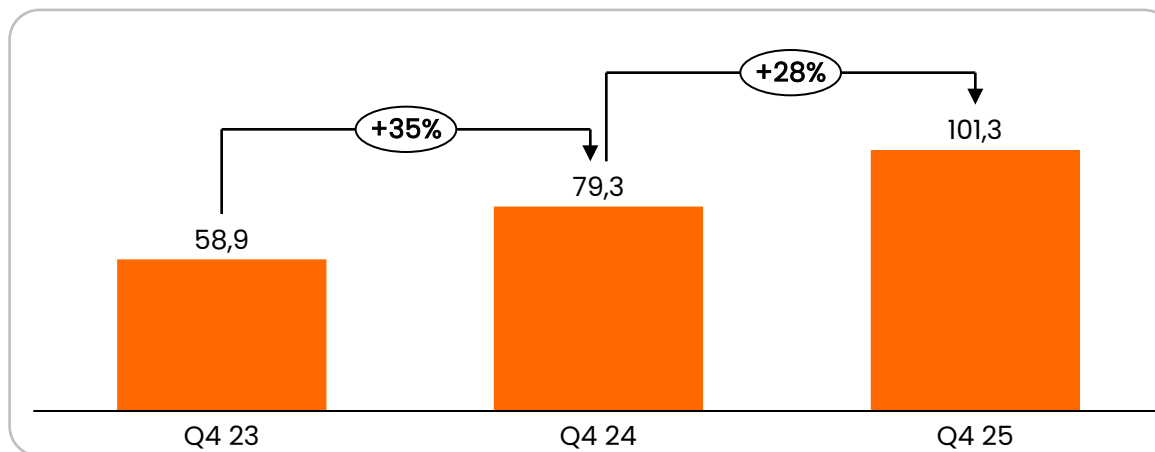
ARR and ARR backlog development

FY 2025

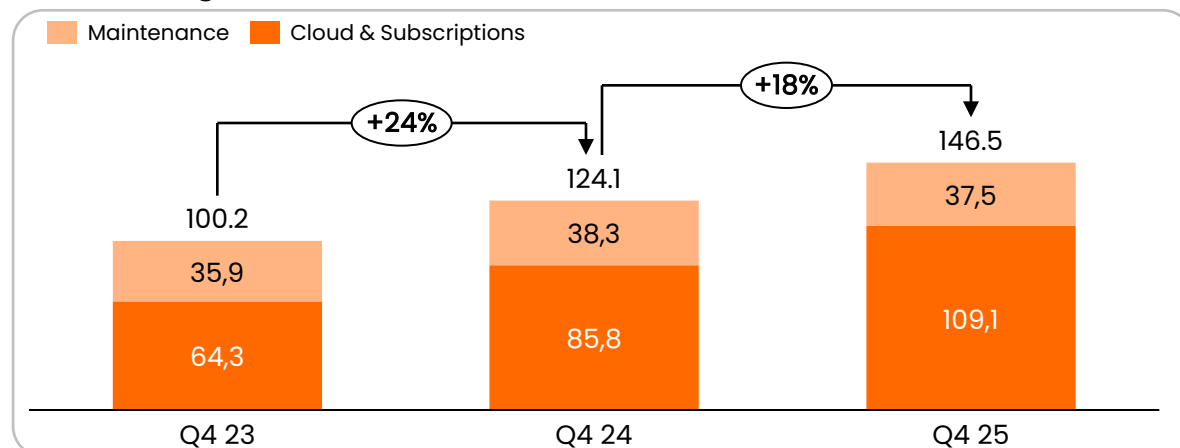
ARR Total (Cloud & Subscriptions + Maintenance) in EURm



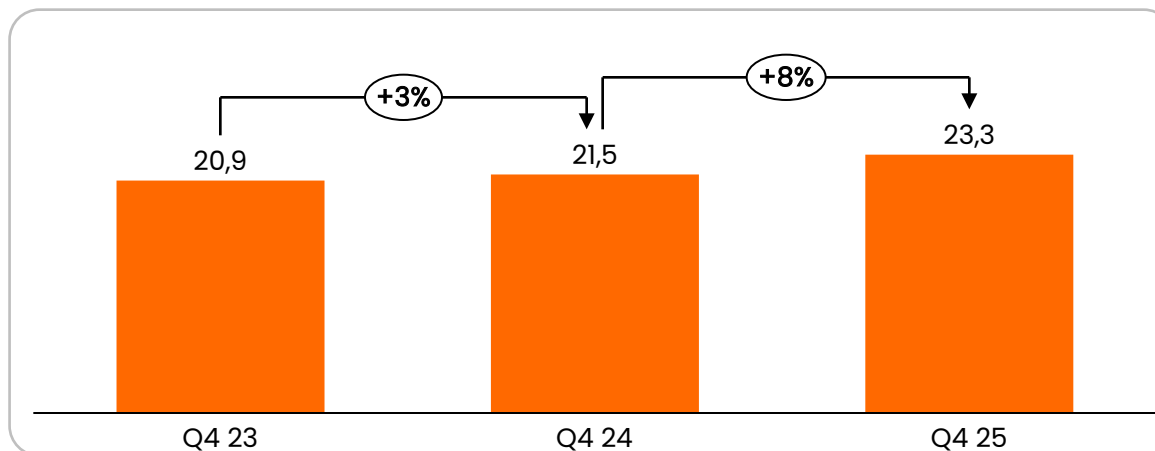
ARR Cloud & Subscriptions in EURm



ARR backlog Total (12 months)¹ in EURm



Incremental Cloud & Subs. order backlog added (YoY)² in EURm



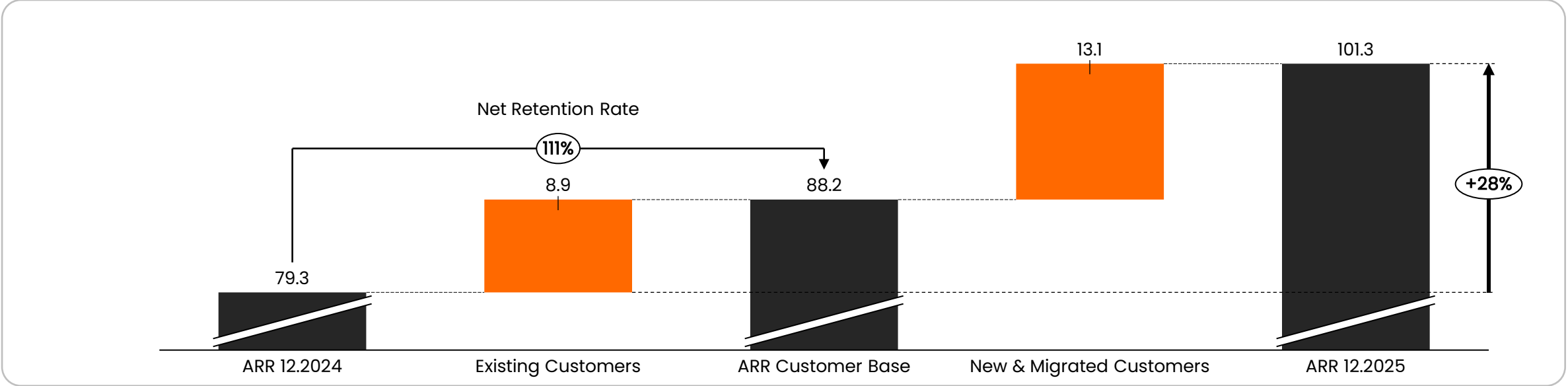
1. ARR backlog Total (12 months) = Total ARR + contractually committed additions, expansions and churn for the next 12 months

2. Incremental Cloud & Subs. order backlog added (YoY) = Year-on-year change in ARR Cloud & Subscription order backlog (12 months)

ATOSS Cloud & Subscriptions development by products

FY 2025

Cloud & Subscriptions ARR¹ in EURm



		GRR ²	NRR ³				
ASES	58.1	96.3%	8.5	114.7%	66.7	7.9	74.6
ATC	14.1	94.8%	1.0	106.9%	15.1	2.4	17.5
Crewmeister	7.0	77.4%	-0.6	91.7%	6.4	2.7	9.2

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)

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
14%

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 2025, **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
≥33%
(Target: Year end 2027)

Crewmeister outlook 2027

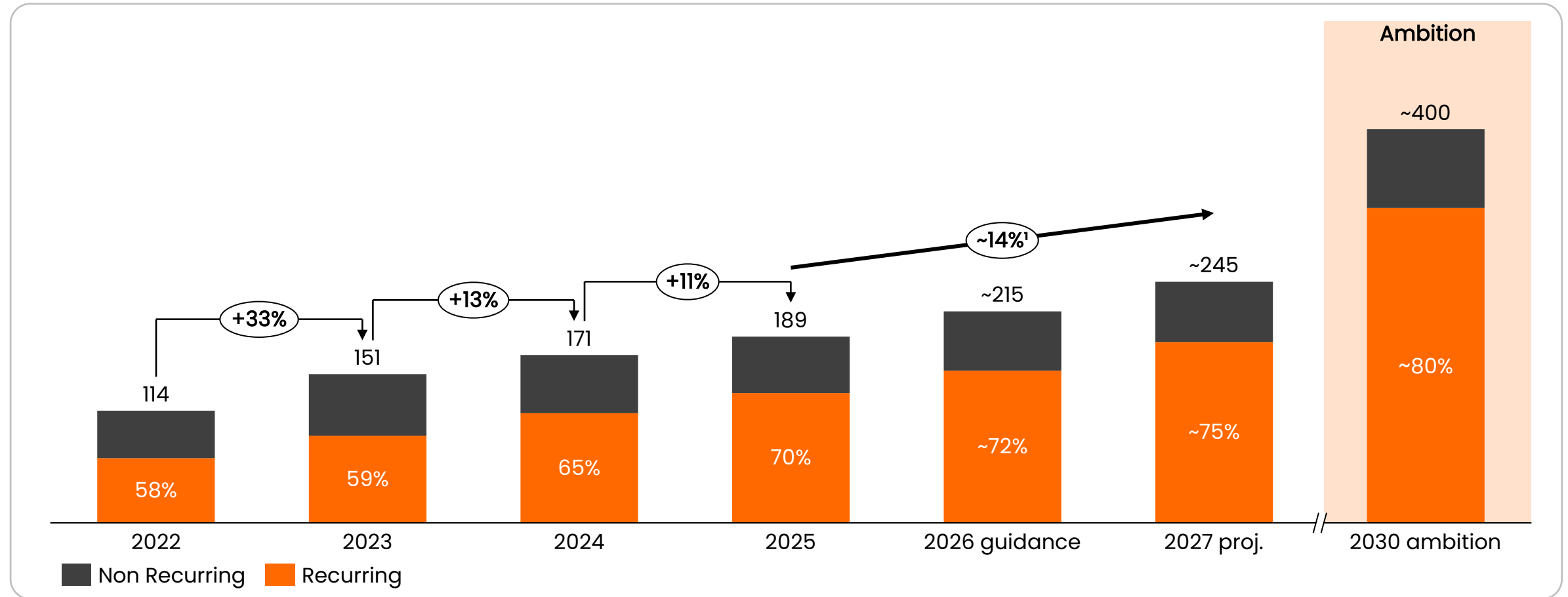
- ~27.000 customers
- ARR of ~15m EUR
- Reach profitability

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)

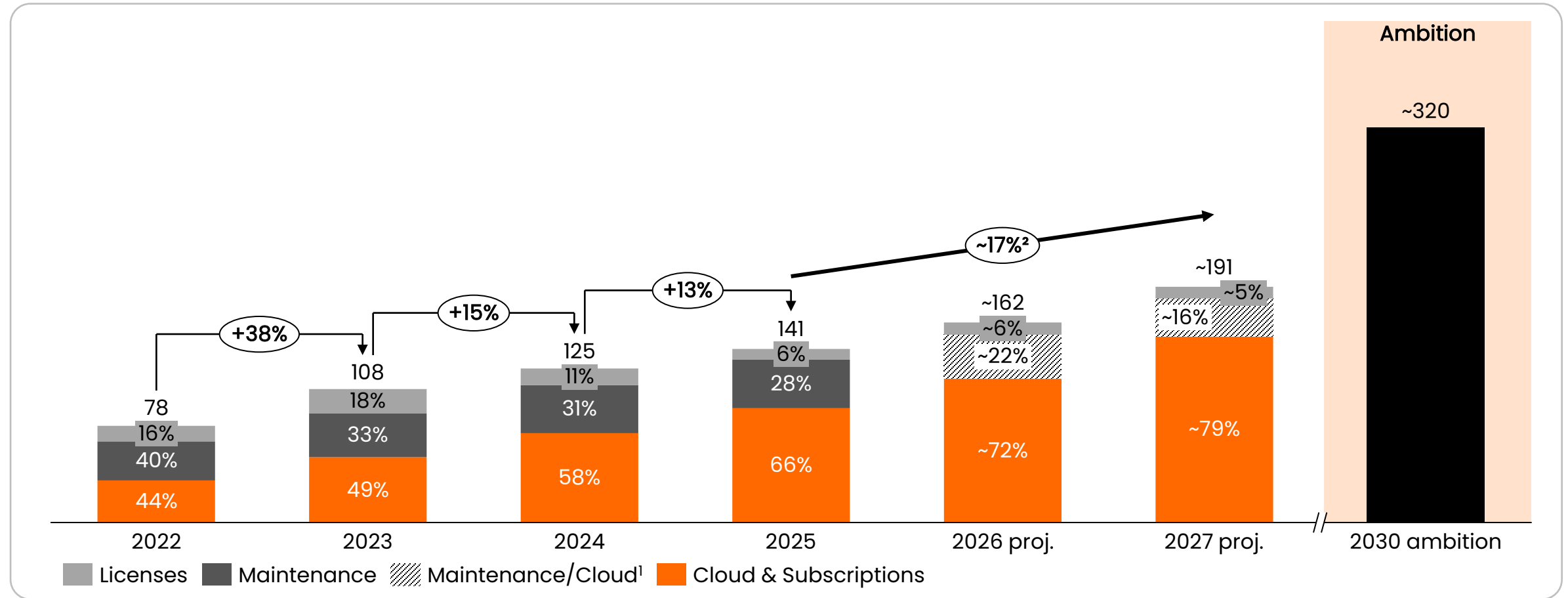


1. Compound Annual Growth Rate

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 – Growth projections

Strong growth and margins while building recurring revenue

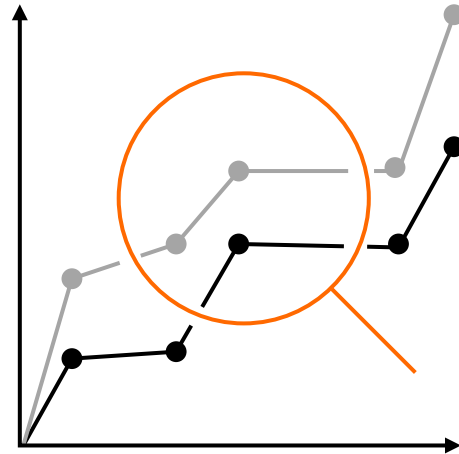
Guidance 2026

Total revenue

~215 EURm

EBIT margin

≥32%



Projections 2026 – 2027

Total revenue growth
(Base: Year end 2025)

CAGR 14%

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

~75%

Software revenue
growth
(Base: Year end 2025)

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 2026:

- Recurring revenue: ~72%
- Revenue CAGR (2026-2027): 14%
- Grow customer number: 25,200+
- Expand international customer base

In addition:

- Gross Retention Rate: ≥96%¹
- Net Retention Rate: >110%¹
- R&D investment: ~16% of total revenue
- Net promoter score: 14

Social

- Continued donations in the areas of culture, environment, children and social projects

Employees at ATOSS

Employee Experience

Goals by 2026:

- 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

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: 84%



“Continuous employee growth”

- 856 employees (12/24: 820)



„We live diversity and promote equal opportunities and inclusion“

- Member of “Charta der Vielfalt”
- Employees from around 47 countries
- 60% male/40% female > ongoing diversity goals by 2027



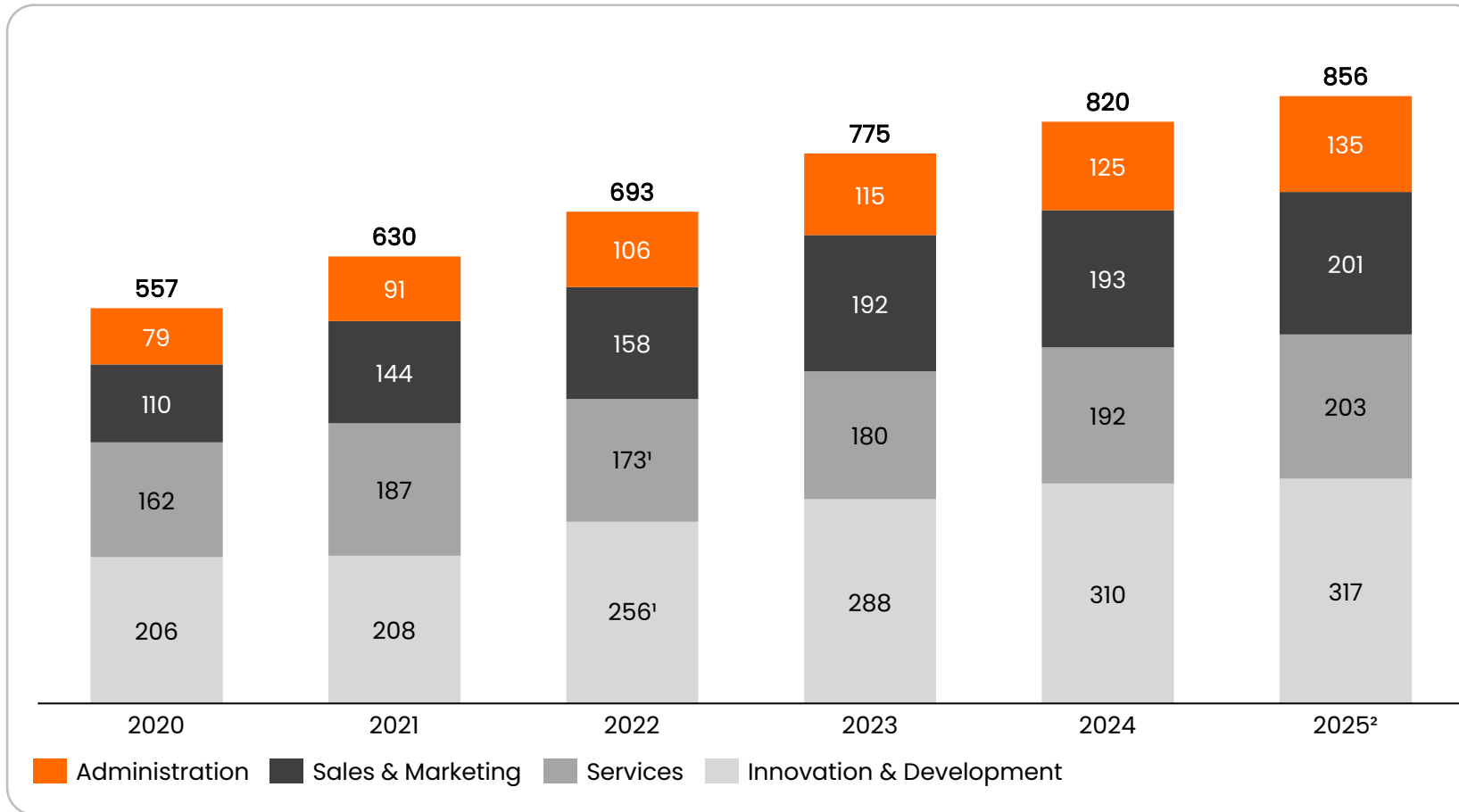
“Individuality in Working Life – Employee Well-being in Focus”

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

People & Organization update

Q1-Q4 2025

Personnel development (headcount)



Key updates:

Transformation of go-to-market organization is completed:

- S&M headcount per Q4 2025 within targeted range

Continued investment in AI:

- Planned build-up of AI Hub in Bangalore

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

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

North Star strategy: Crewmeister

Crewmeister continues successful development

Highlights

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

Key metrics

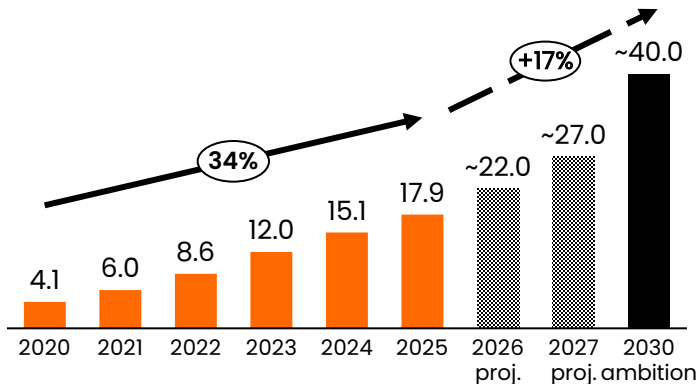
- Avg. Customer Acquisition Costs¹: 697 EUR
- Avg. Customer Lifetime Value²: 2,243 EUR
- CLTV/CAC-Ratio: 3.2
- Avg. monthly churn rate³: 1.57 %
- Cloud gross margin: +85%

Outlook 2026

- ~22k Customers
- ARR of ~11,5m EUR
- Further margin improvement

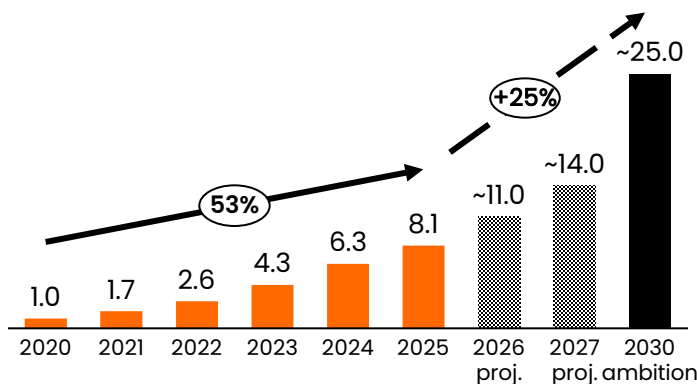
Customer development (k)

Avg. growth rate



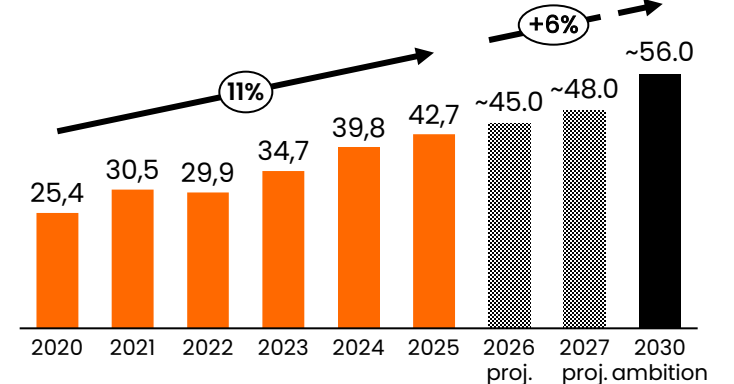
Sales development (EURm)

Avg. growth rate



MRR/Customer ratio (EUR)⁴

Avg. growth rate



1. CAC (Customer acquisition cost) (ø 2025): 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 2025): estimate of all the future gross profits to be accumulated from a relationship with a given customers

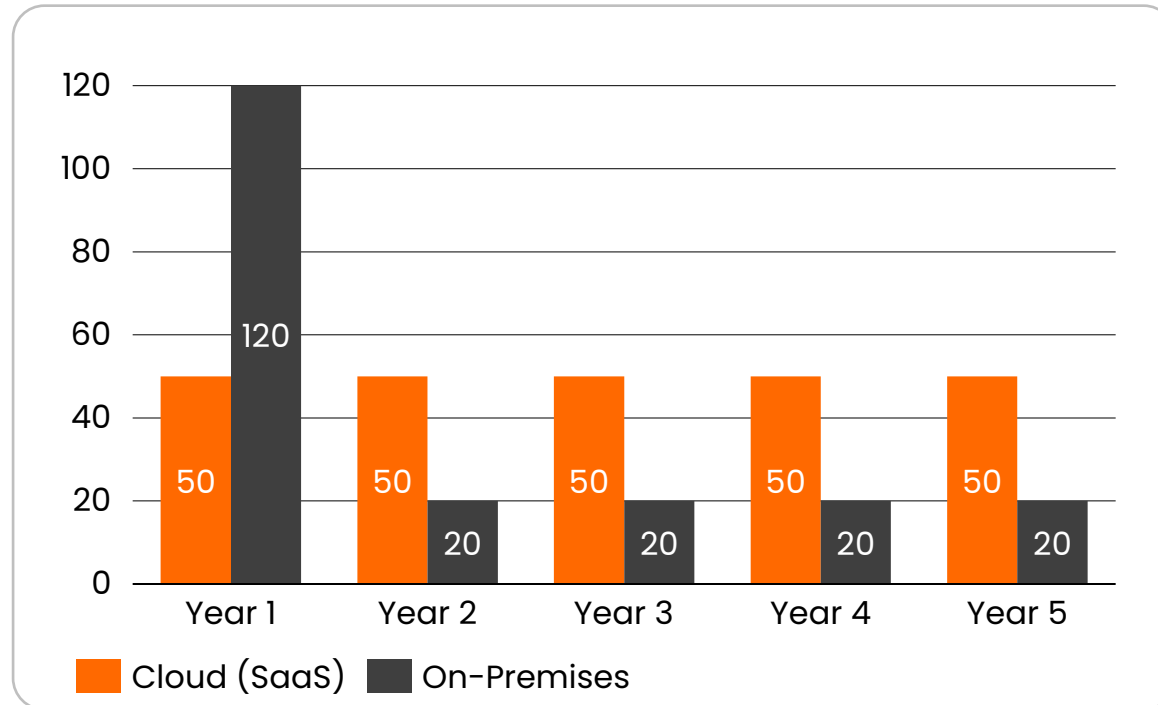
3. Churn rate (12/2025): Ratio, in the current year (12 month avg.), of customer terminations (number) and the total number of customers (number) with an existing contract at the end of the year/month

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

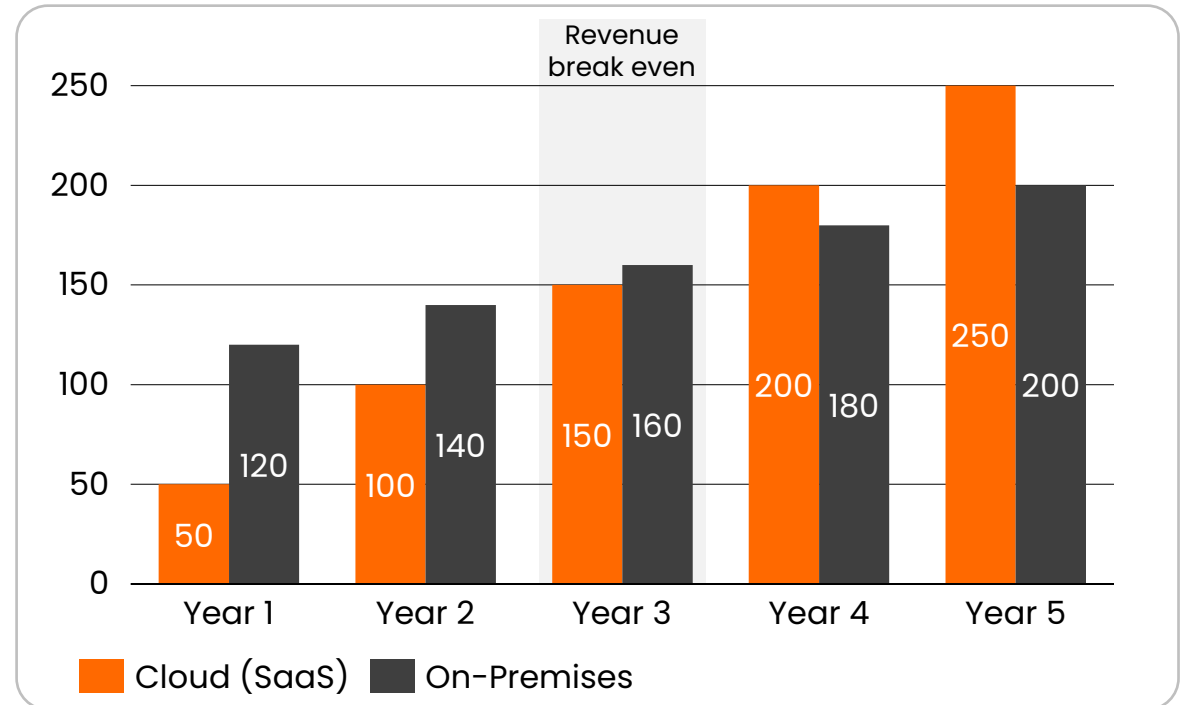
Cloud vs. On-premises model

Revenue/Payment scheme

Cloud vs. On-Premises



Cloud vs. On-Premises (accumulated)

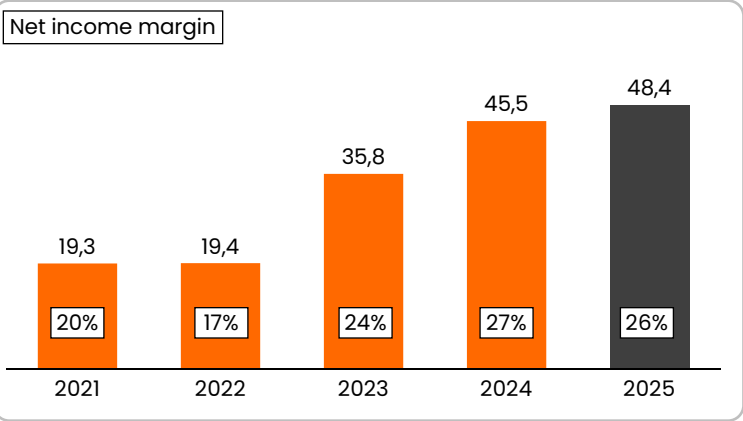


- Cloud services lead to service optimization and cost savings for ATOSS customers
- Service optimization and cost savings allow for increased accumulated revenue after 3.5 years

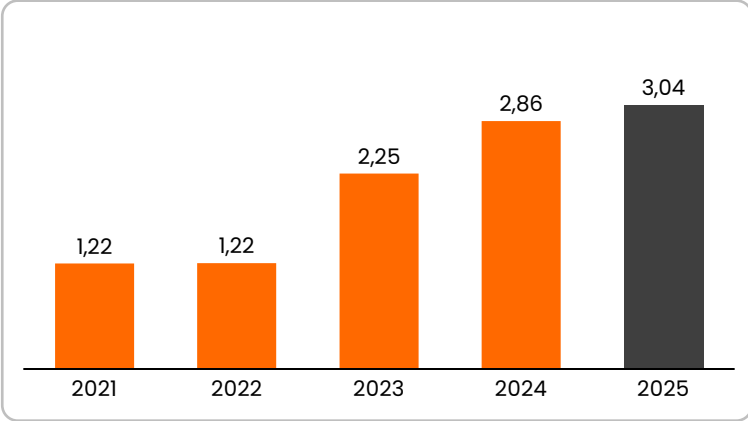
Financial KPIs

Financial strength excellent base for further growth

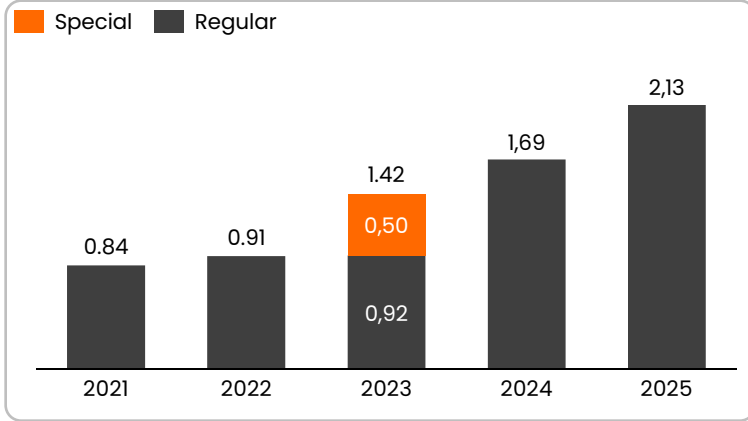
Net income in EURm



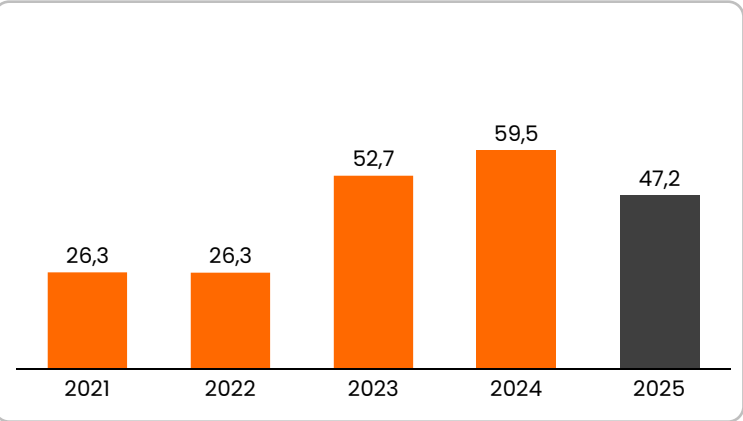
EPS¹ in EUR



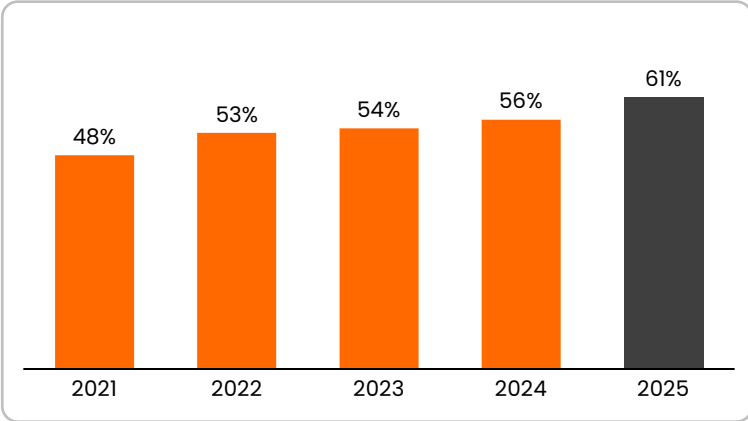
Dist. Dividend per share¹ in EUR



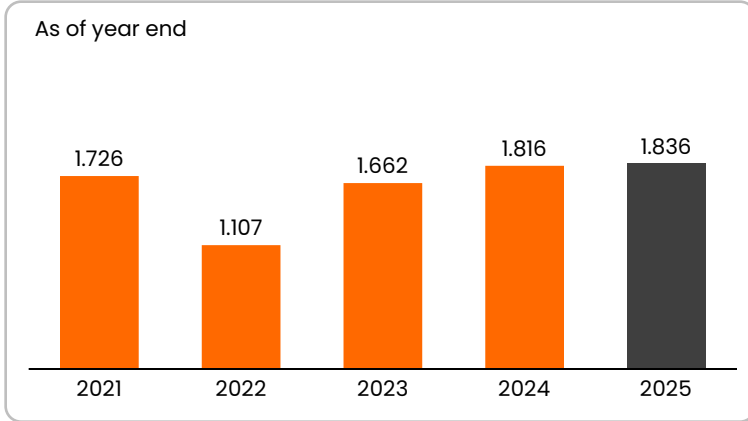
Operational Cashflow in EURm



Equity Ratio in %



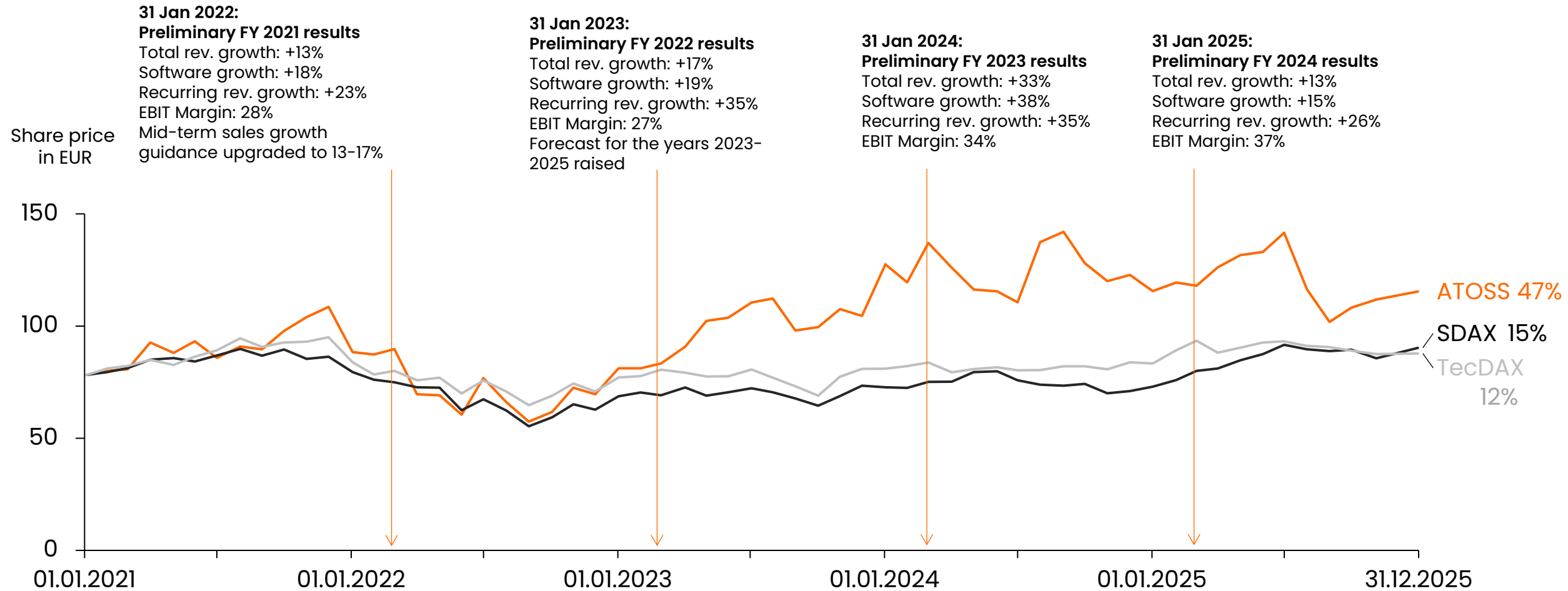
Market capitalization in EURm



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

The ATOSS Share

Share price performance¹ (01.2021 – 12.2025)

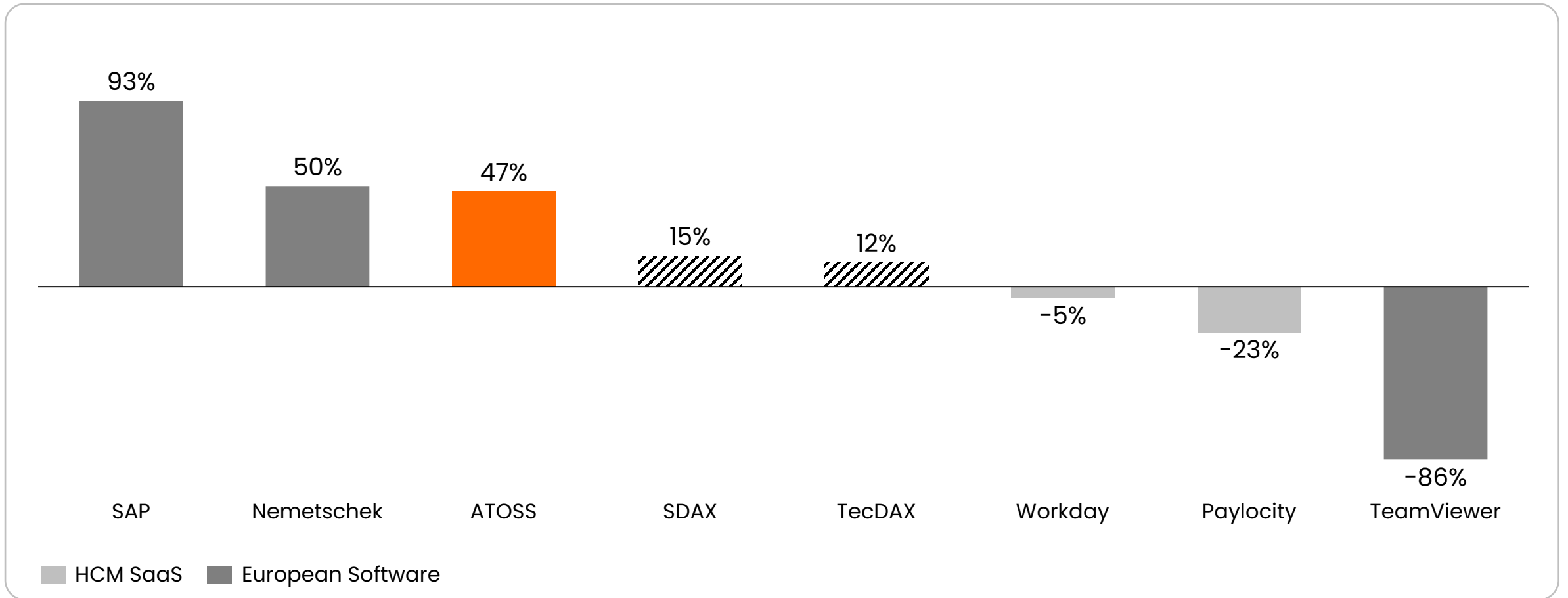


1. SDAX/TecDax Index rebased on ATOSS' share price of EUR 78,25 as of 01/04/2021

ATOSS stock

High performer in European software and HCM stocks

Share price performance¹ (01.2021 – 12.2025)



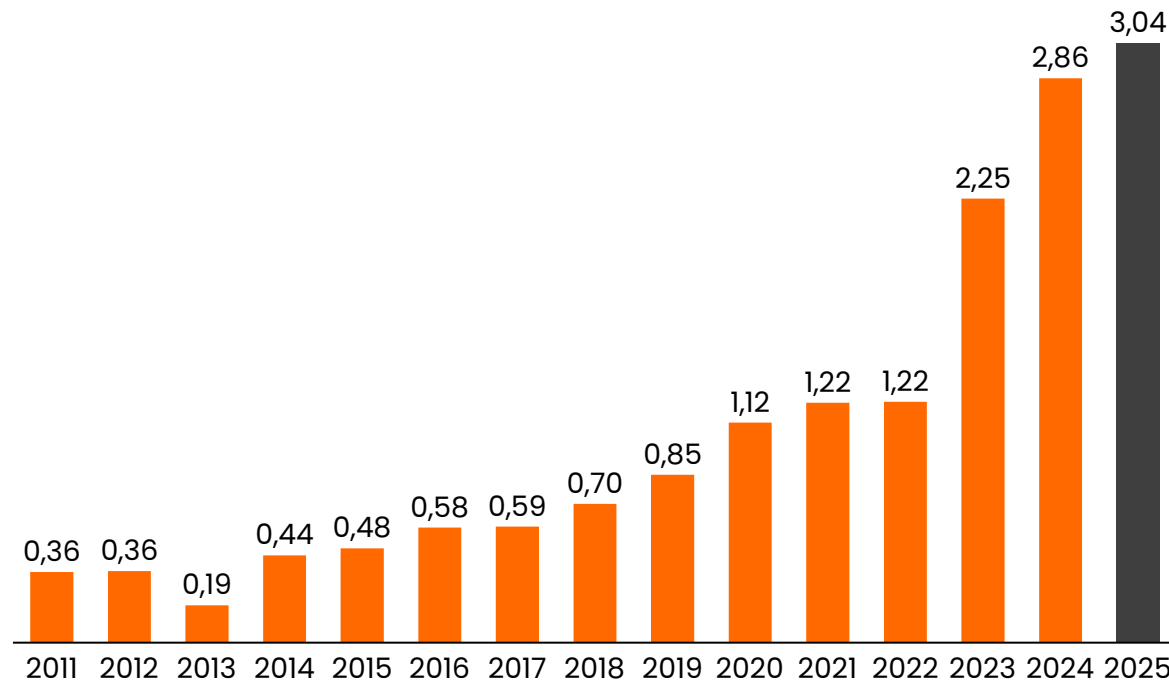
1. ATOSS, Nemetschek, TeamViewer, SAP, Invision, SDAX: XETRA-Opening price 01/04/2021 and -Closing price 12/30/2025; Paylocity: Frankfurt Stock Exchange-Opening price 01/04/2021 and - Closing price 12/30/2025; Workday: Tradegate-Opening price 01/04/2021 and - Closing price 12/30/2025

The ATOSS share

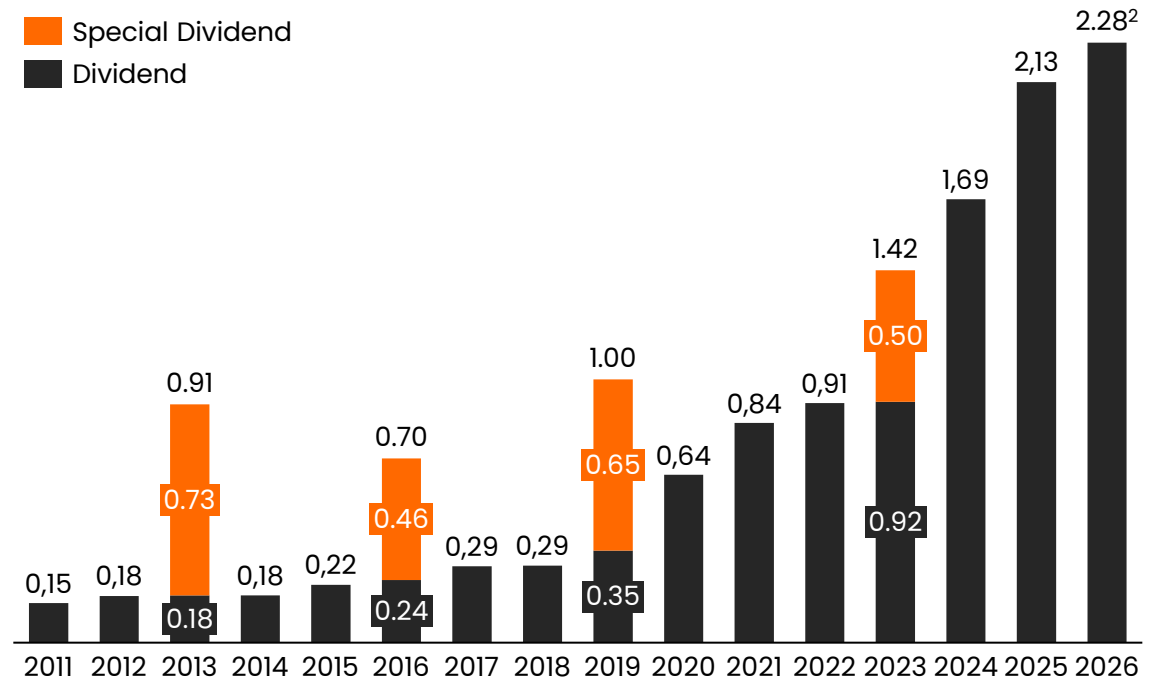
Dividend policy

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

EPS¹ per 31. December in EUR



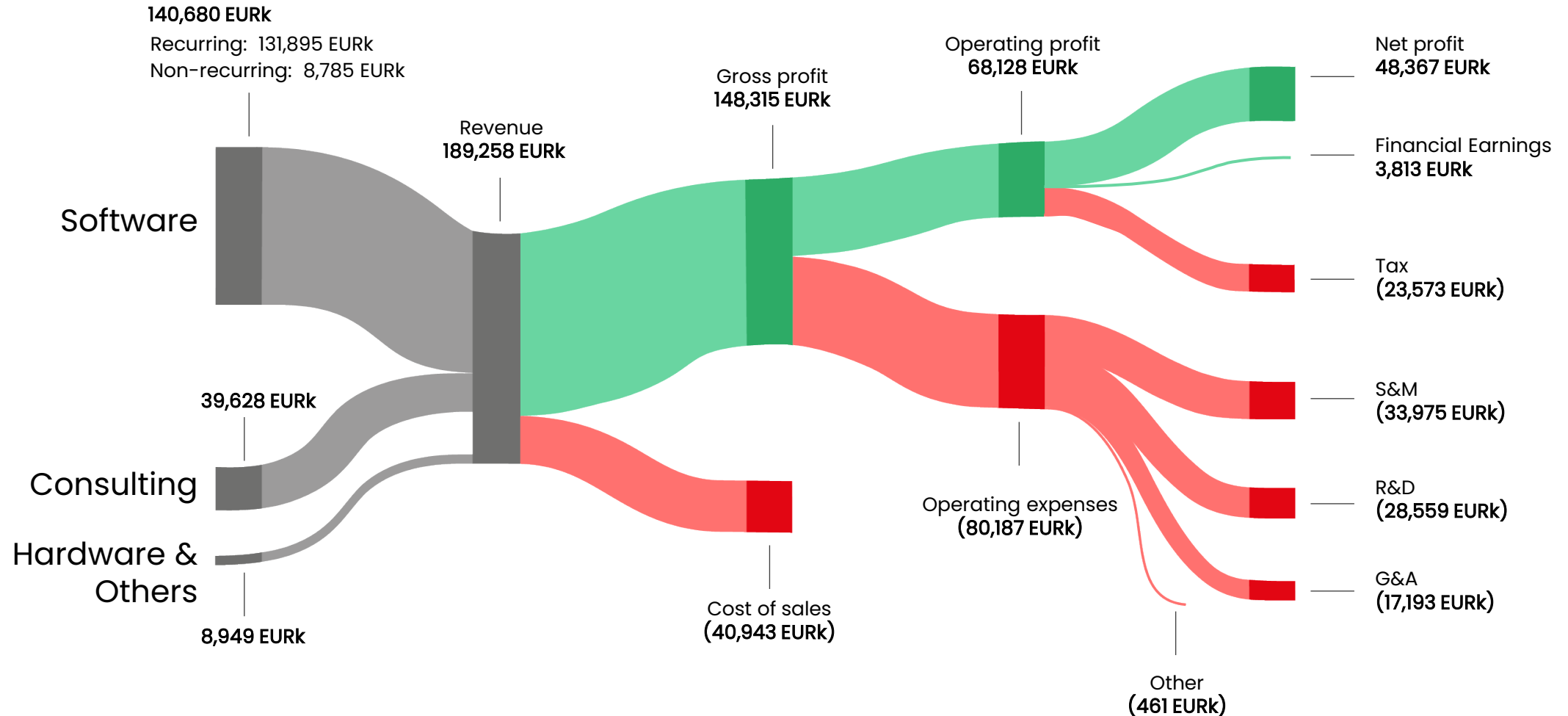
Dividend¹ in EUR



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

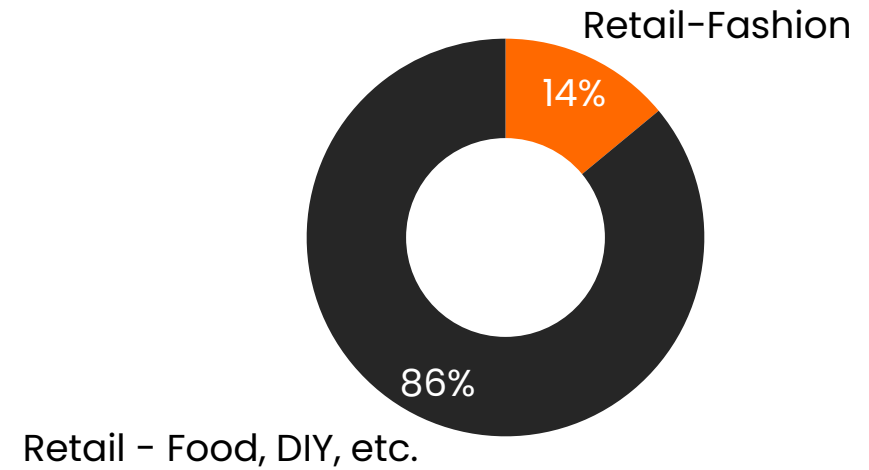
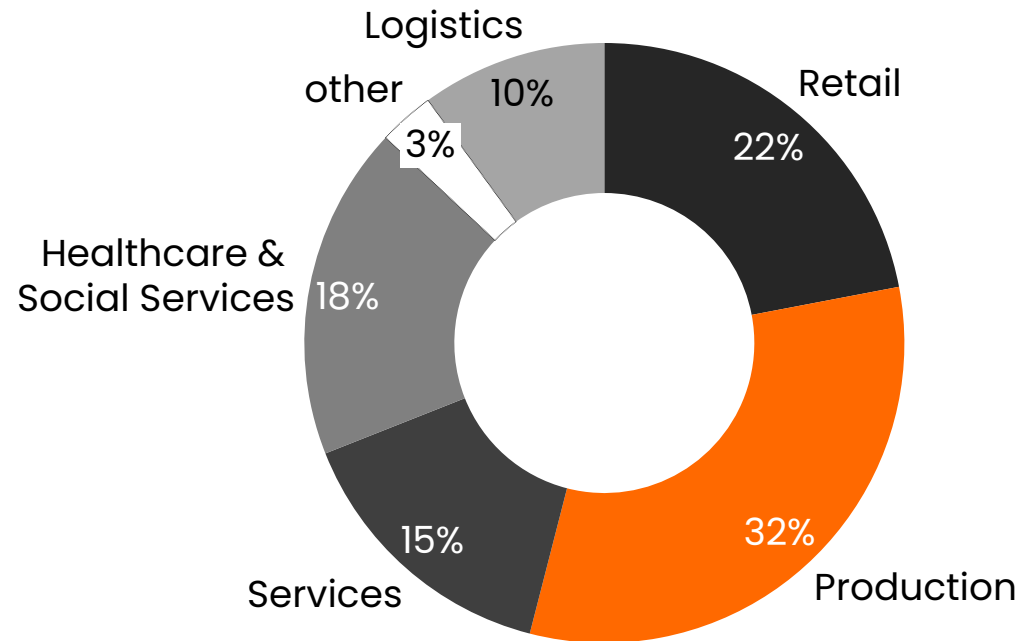
Income statement

FY 2025



ATOSS sales by segment¹

ATOSS' **five largest customers** account for approx. 7 percent of company's sales

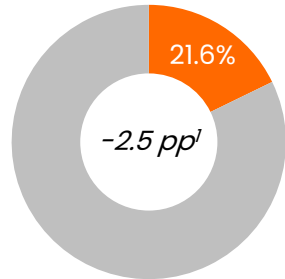


Cost ratios

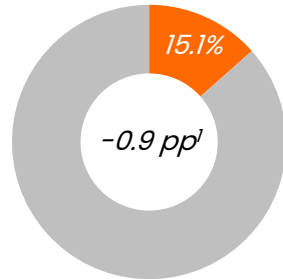
Actual 2025 (Plan 2025) vs. Plan 2026

Total revenue: EUR 189.3m

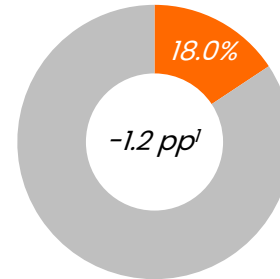
Actual cost ratios 2025 in %



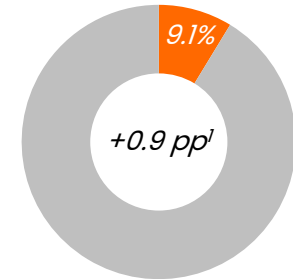
Cost of sales
as % of total revenue



R&D
as % of total revenue

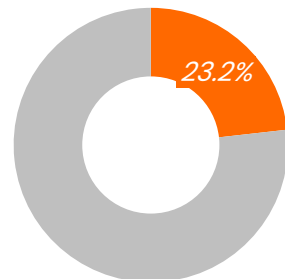


S&M
as % of total revenue

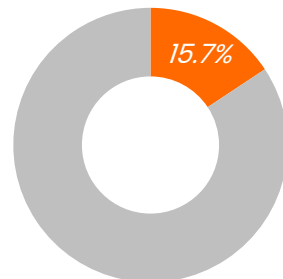


G&A
as % of total revenue

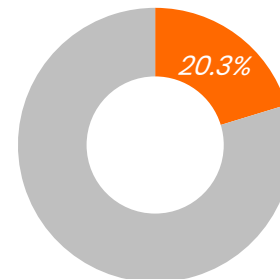
Planned cost ratios FY 2026² in %



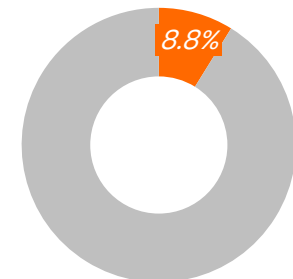
Cost of sales
as % of total revenue



R&D
as % of total revenue



S&M
as % of total revenue



G&A
as % of total revenue

1. Delta to Plan 2025

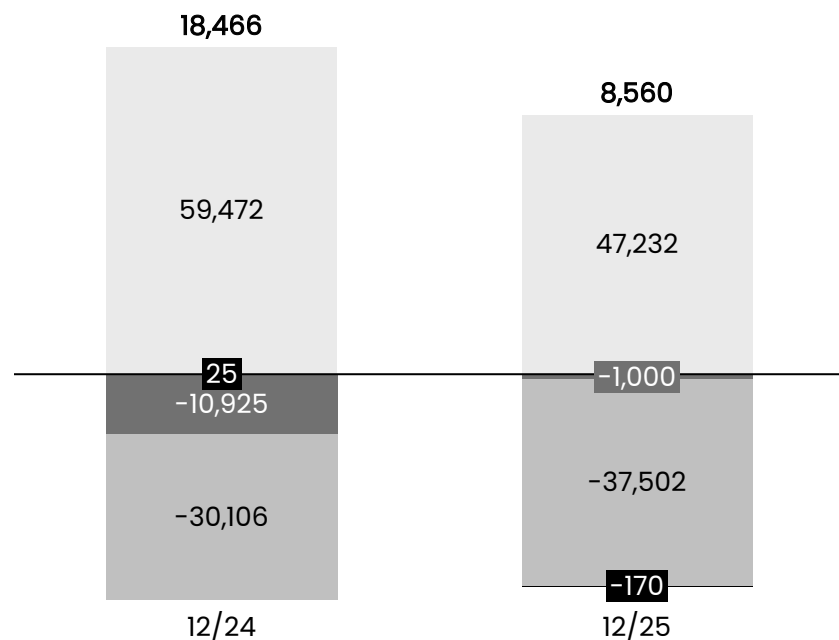
2. Excl. additional cost reserve of 1.5% for specific investments

Financial development – impressive cash position

FY 2025

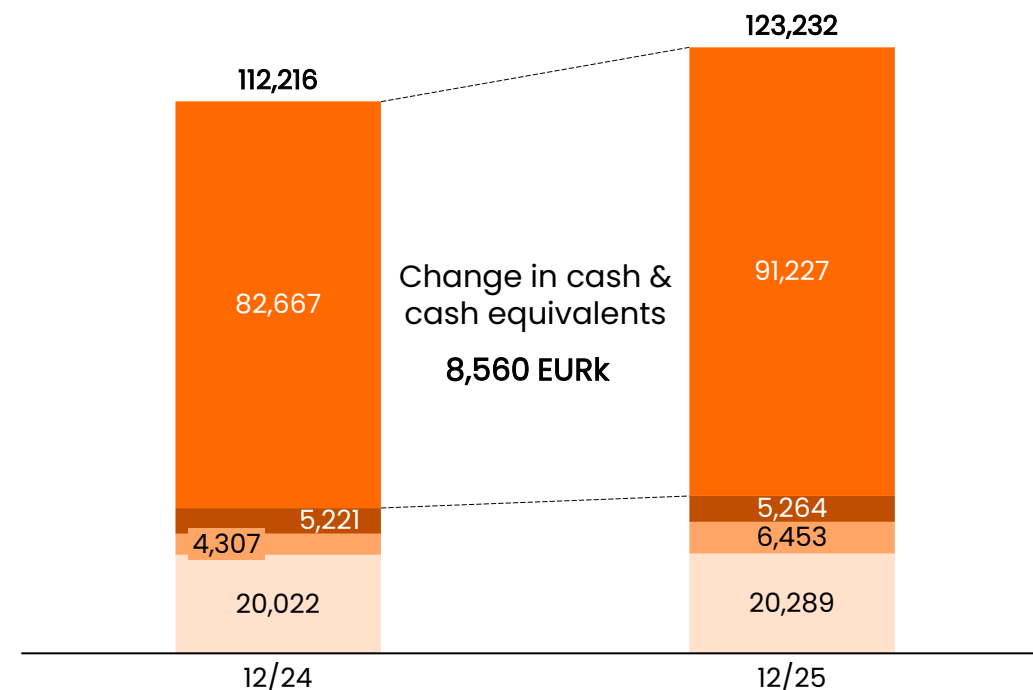
Cash flow in EURk

Operating activities
 Financial activities
 Investment activities
 Exchange rates



Liquidity in EURk

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



Income statement (IFRS)

Q1-Q4 2025

EURK ¹	Q1-Q4 2025	% of total revenue	Q1-Q4 2024	% of total revenue	YoY %
Total revenues	189,258	100%	170,625	100%	11%
Software	140,680	74%	124,856	73%	13%
Licenses	8,785	5%	13,540	8%	-35%
Maintenance	39,211	21%	38,963	23%	1%
Cloud & Subscriptions	92,684	49%	72,353	42%	28%
Consulting	39,628	21%	35,943	21%	10%
Hardware	3,679	2%	5,801	3%	-37%
Others	5,271	3%	4,025	2%	31%
EBITDA	72,883	39%	67,829	40%	7%
EBIT	68,128	36%	63,427	37%	7%
EBT	71,941	38%	66,982	39%	7%
Net profit	48,367	26%	45,451	27%	6%
EPS in euro	3.04		2.86		

1. Figures may not sum exactly due to rounding differences.

Income statement (IFRS)

Q4 2025 vs. Q4 2024

EURK ¹	Q4 2025	% of total revenue	Q4 2024	% of total revenue	QoQ %
Total revenues	49,931	100%	44,736	100%	12%
Software	37,502	75%	33,366	75%	12%
Licenses	2,739	5%	3,805	9%	-28%
Maintenance	9,631	19%	9,872	22%	-2%
Cloud & Subscriptions	25,132	51%	19,689	44%	28%
Consulting	10,052	20%	9,074	20%	11%
Hardware	846	2%	1,133	3%	-25%
Others	1,530	3%	1,163	3%	32%
EBITDA	21,200	42%	18,828	42%	13%
EBIT	19,961	40%	17,684	40%	13%
EBT	21,442	43%	18,811	42%	14%
Net profit	14,311	29%	12,573	28%	14%
EPS in euro	0.90		0.79		

1. Figures may not sum exactly due to rounding differences.

Cash Flow Statement (IFRS)

Operating activities

EURK ¹	2025	2024
Earnings before taxes	71,941	66,982
Depreciation	4,755	4,402
Financial income	-4,263	-3,895
Financial expenses	450	340
Non-cash personnel expenses	2,050	-574
Change in net current assets		
Trade receivables	-1,647	1,118
Other current non-financial assets	-148	-622
Capitalized contract costs	-4,165	-1,946
Other assets	-90	96
Trade accounts payable	626	-420
Other current financial and non-financial liabilities	3,201	776
Other current and non-current provisions	814	254
Contractual liabilities	118	-550
Interest received	1,816	2,339
Interest paid	0	-5
Income taxes received	214	998
Income taxes paid	-28,440	-9,820
Cash flow generated from operating activities (1)	47,232	59,472

1. Figures may not sum exactly due to rounding differences.

Cash Flow Statement (IFRS)

Investment and financing activities

EURK ¹	2025	2024
Cash flow from investment activities		
Expenditure for the purchase of tangible and intangible assets	-1,000	-925
Expenditure for the purchase of financial assets	-10,000	-20,000
Proceeds from the disposal of financial assets	10,000	10,000
Cash flow generated from investment activities (2)	-1,000	-10,925
Cash flow from financing activities		
Redemption element leasing liabilities IFRS 16	-3,498	-3,182
Interest element leasing liabilities IFRS 16	-124	-121
Dividends paid	-33,880	-26,802
Cash flow generated from financing activities (3)	-37,502	-30,106
Changes in cash and cash equivalents - total (1) - (3)	8,730	18,441
Cash and cash equivalents at the beginning of the period	82,667	64,201
Effects of exchange rate changes on cash and cash equivalents	-170	25
Cash and cash equivalents at the end of the period	91,227	82,667

1. Figures may not sum exactly due to rounding differences.

Balance Sheet (IFRS)

Assets

EURk ¹	December 31, 2025	December 31, 2024
Non-current assets		
Intangible assets	114	168
Property, plant and equipment	3,898	4,099
Rights of use	6,377	6,105
Capitalized contract costs	11,449	7,285
Other non-current financial assets and precious metals	2,231	1,657
Total non-current assets	24,069	19,314
Current assets		
Trade receivables	10,960	9,313
Other current financial assets and precious metals	30,302	28,413
Other current non-financial assets	3,594	3,458
Cash and cash equivalents	91,227	82,667
Total current assets	136,083	123,851
Total assets	160,152	143,165

1. Figures may not sum exactly due to rounding differences.

Balance Sheet (IFRS)

Equity and Liabilities

EURK ¹	December 31, 2025	December 31, 2024
Equity		
Subscribed capital	15,906	15,906
Capital reserve	2,048	-2
Equity deriving from unrealized profits/losses	1,286	749
Unappropriated net income	77,912	63,425
Equity attributable to the equity holders of the parent company	97,152	80,079
Non-controlling interests	-109	-109
Total Equity	97,043	79,970
Non-current liabilities		
Pension provisions	993	1,817
Other non-current provisions	670	2,658
Non-current lease liabilities	3,676	3,609
Deferred tax liabilities	3,907	2,907
Total non-current liabilities	9,246	10,991
Current liabilities		
Trade accounts payable	2,586	1,959
Contractual liabilities	3,300	3,182
Current lease liabilities	3,159	2,980
Other current financial liabilities	10,468	7,365
Other current non-financial liabilities	17,795	17,651
Tax liabilities	13,601	18,914
Other provisions	2,954	152
Total current liabilities	53,863	52,203
Total equity and liabilities	160,152	143,165