

# Excellence in Workforce Management

ATOSS Software SE



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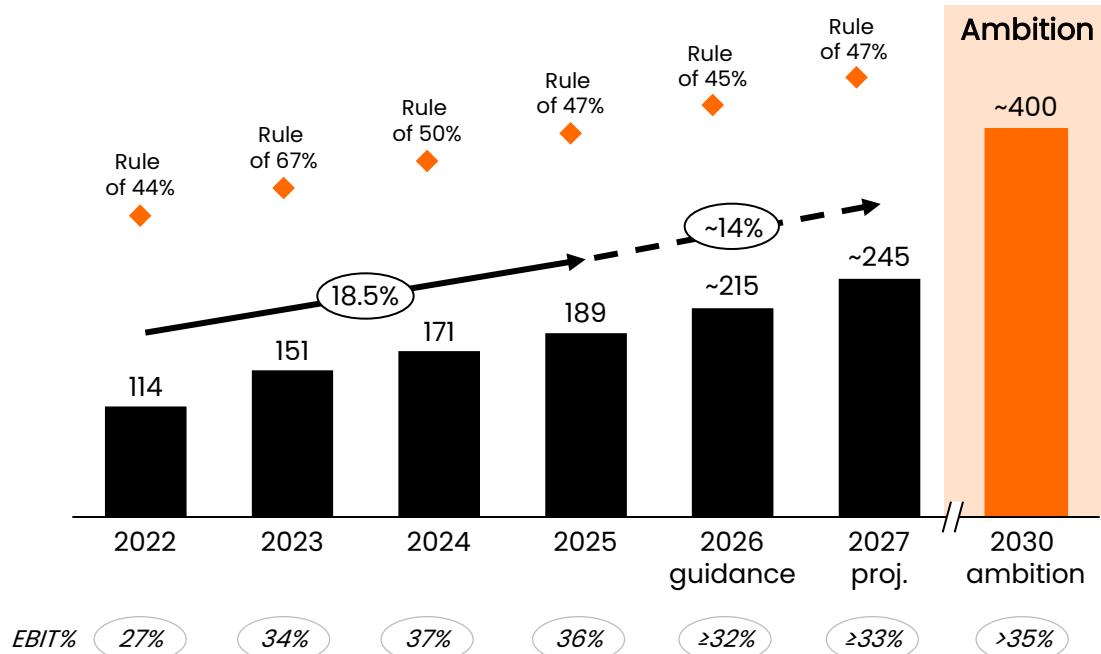
**ATOSS Software SE 2026**

# ATOSS – Leading in the field of Workforce Management

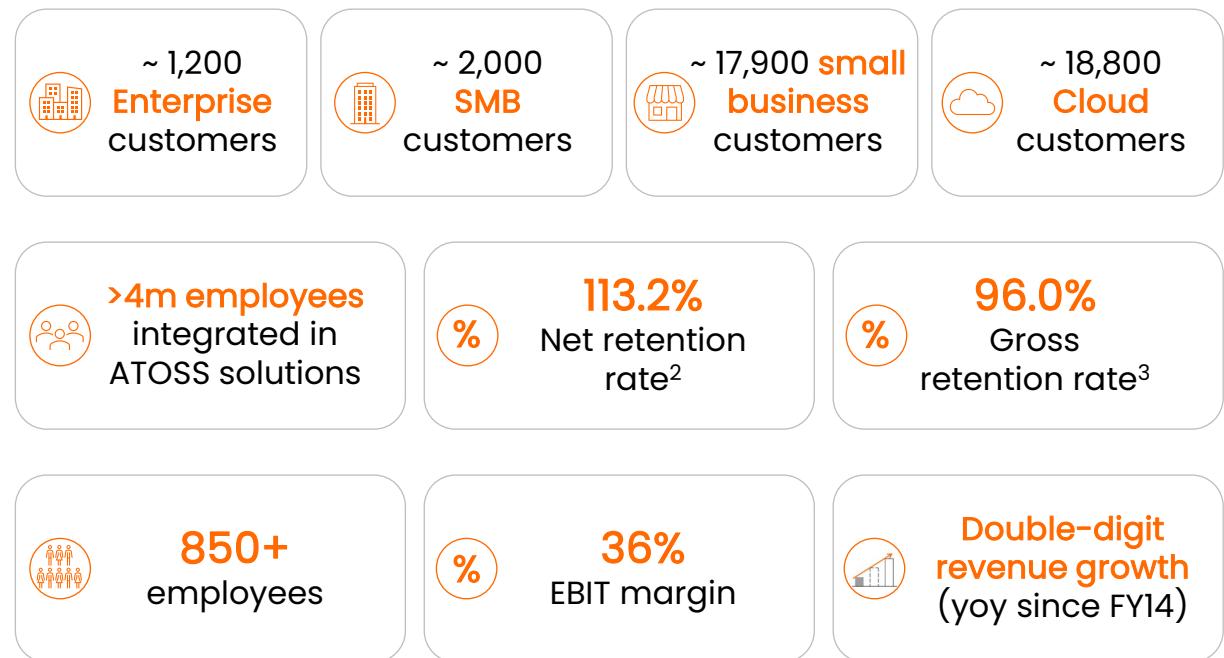
## Strong position in growing WFM market fueling Ambition 2030

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 ambition<sup>1</sup>



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

3 © ATOSS Software SE 2026

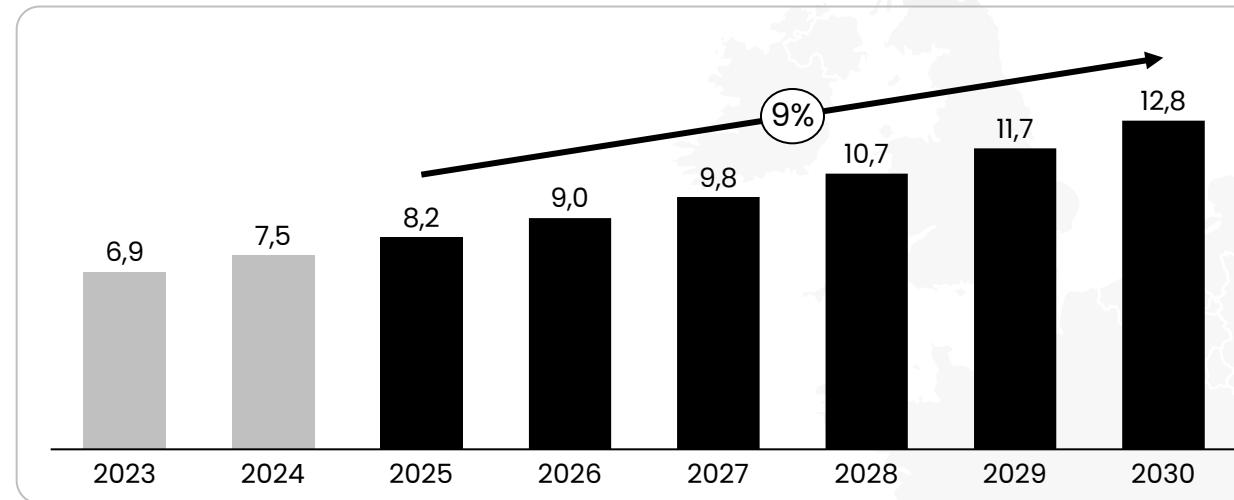
Note: All 2025 figures are preliminary and unaudited

# 01 Market for Workforce Management, business model and product update

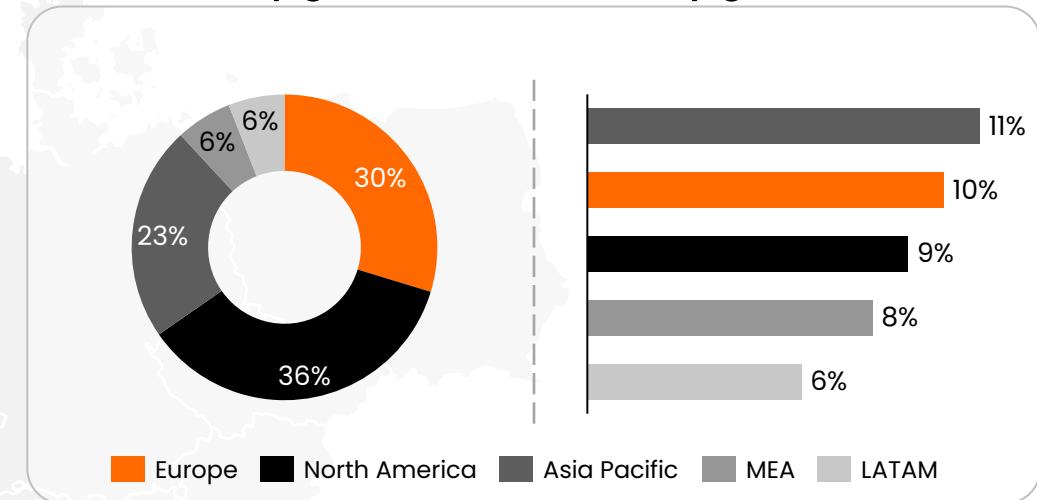


# Workforce Management landscape continues to grow and evolve

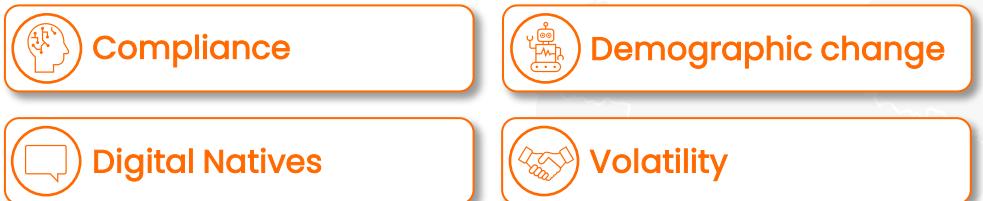
## WFM market size development (\$bn)<sup>1</sup>



## Market size by geo (2023)<sup>1</sup> CAGR by geo (2023-2030)<sup>1</sup>



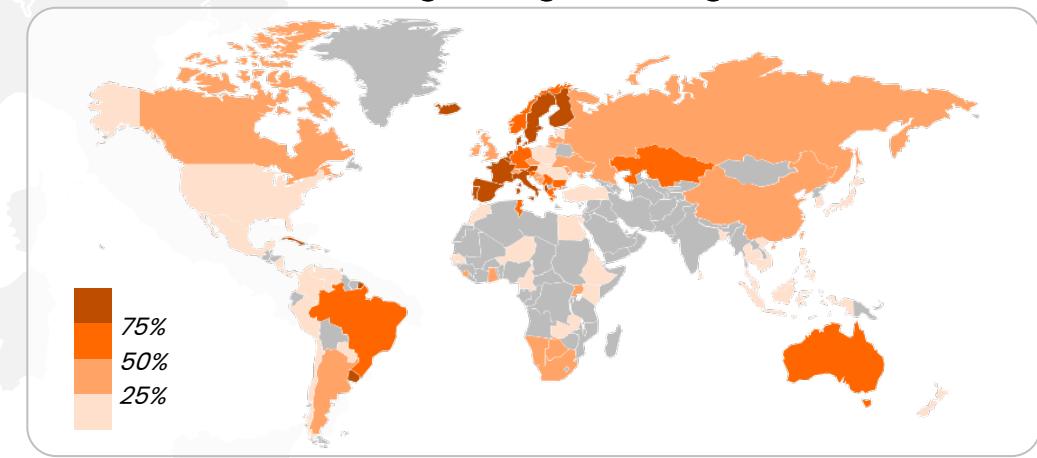
## Global trends in the WFM market



WFM trends insights on next slide

AI driven digitalization of HR: AI-driven WFM solutions enhance efficiency, productivity and simplicity for both employees and managers, leading to significant business value.

## Global collective bargaining coverage rate<sup>2</sup>



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:



#### 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**



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

# 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

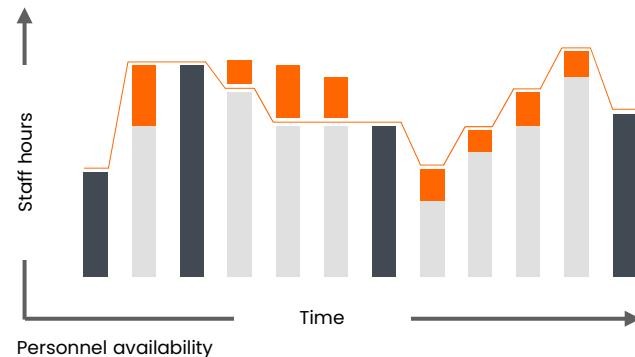
...with optimal employee experience

## Current situation

Fluctuation in demand

Little flexibility and long response times

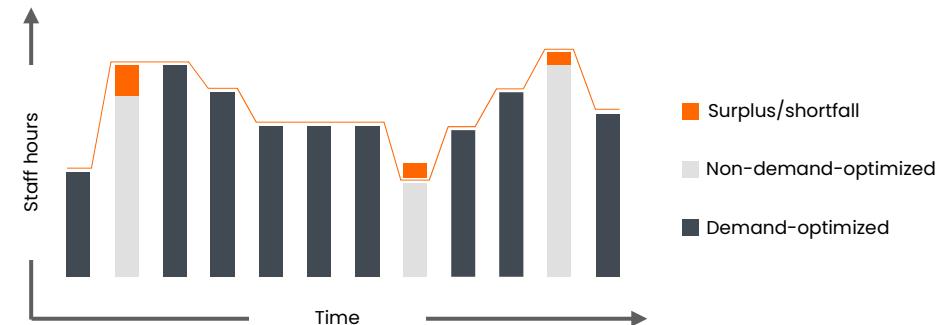
## OPTIMIZATION POTENTIAL



## 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)<sup>1</sup>

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

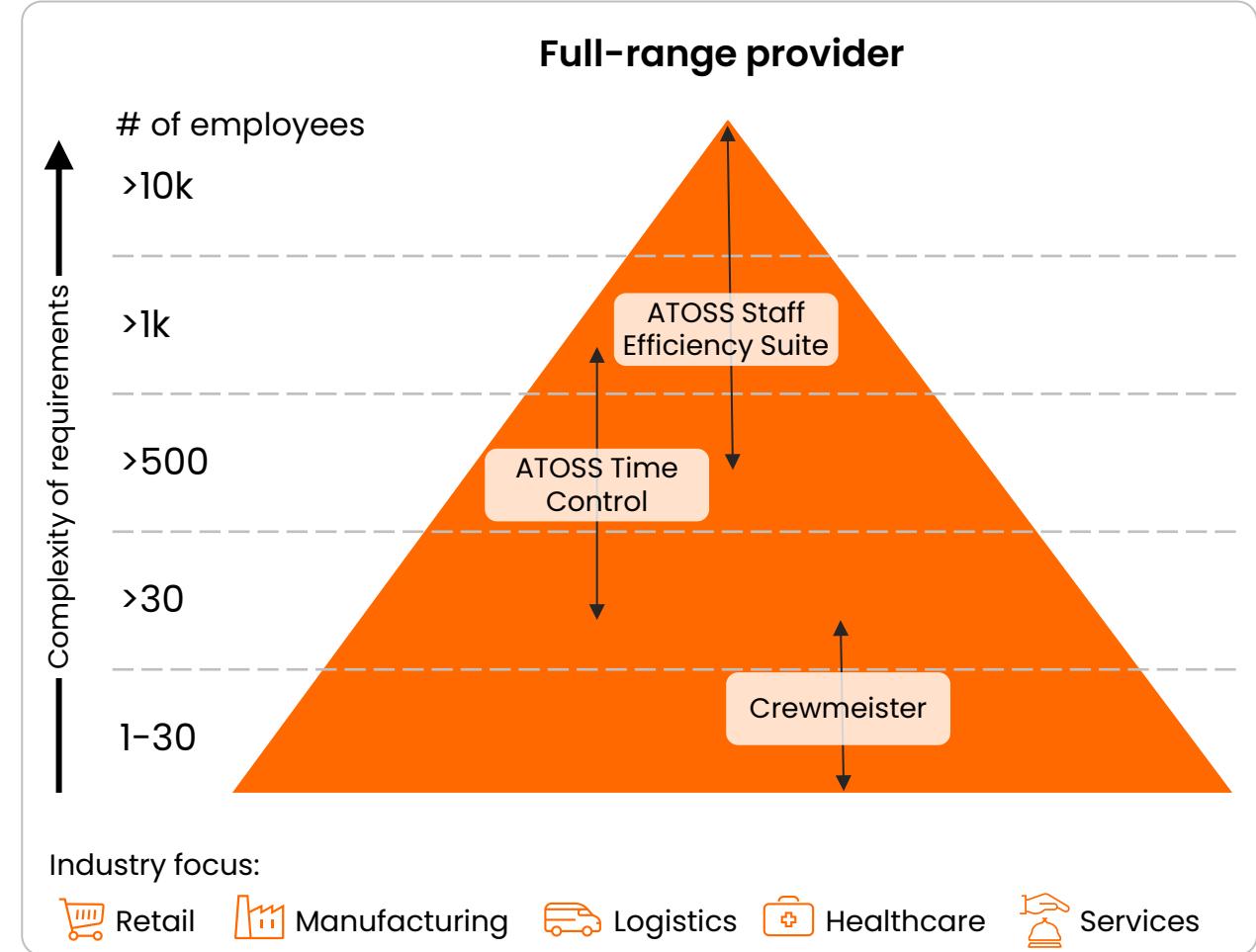
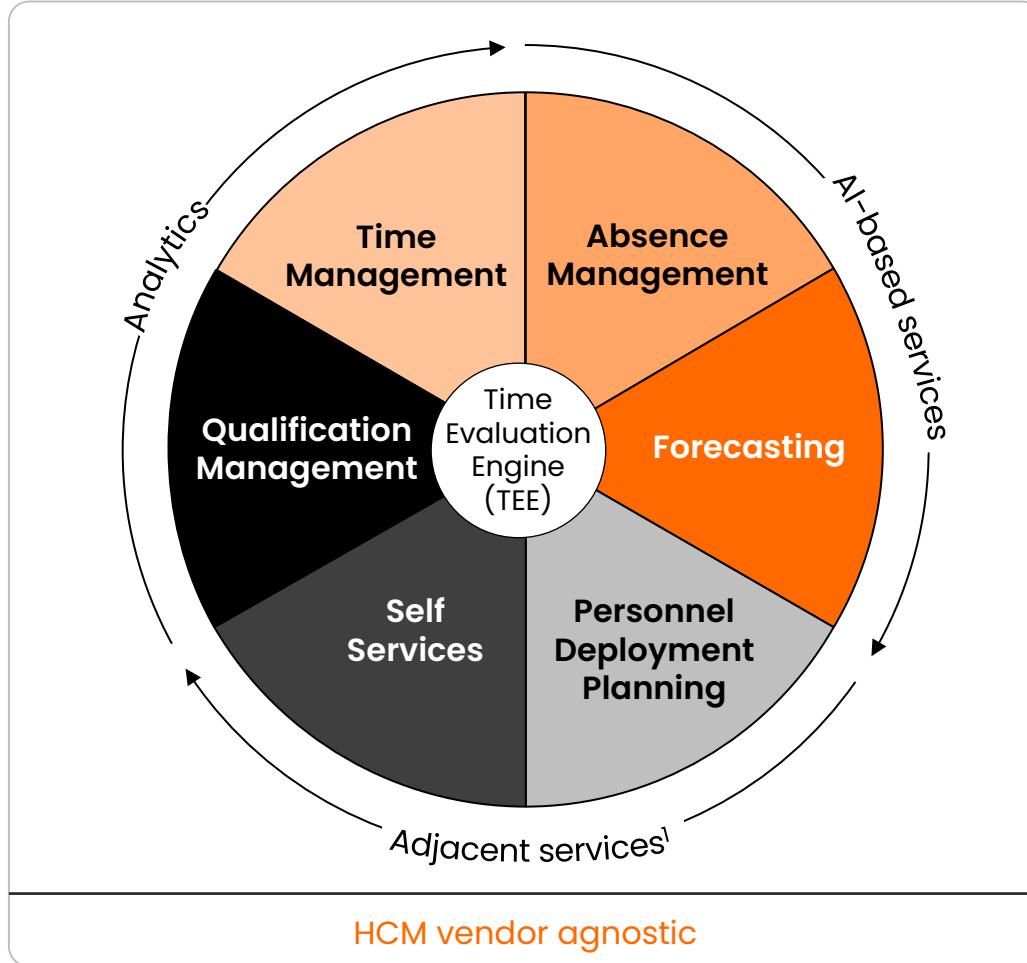
up to **90%**  
Savings in overtime

up to **50%**  
Increased efficiency

<sup>1</sup>. Figures based on specific client case studies

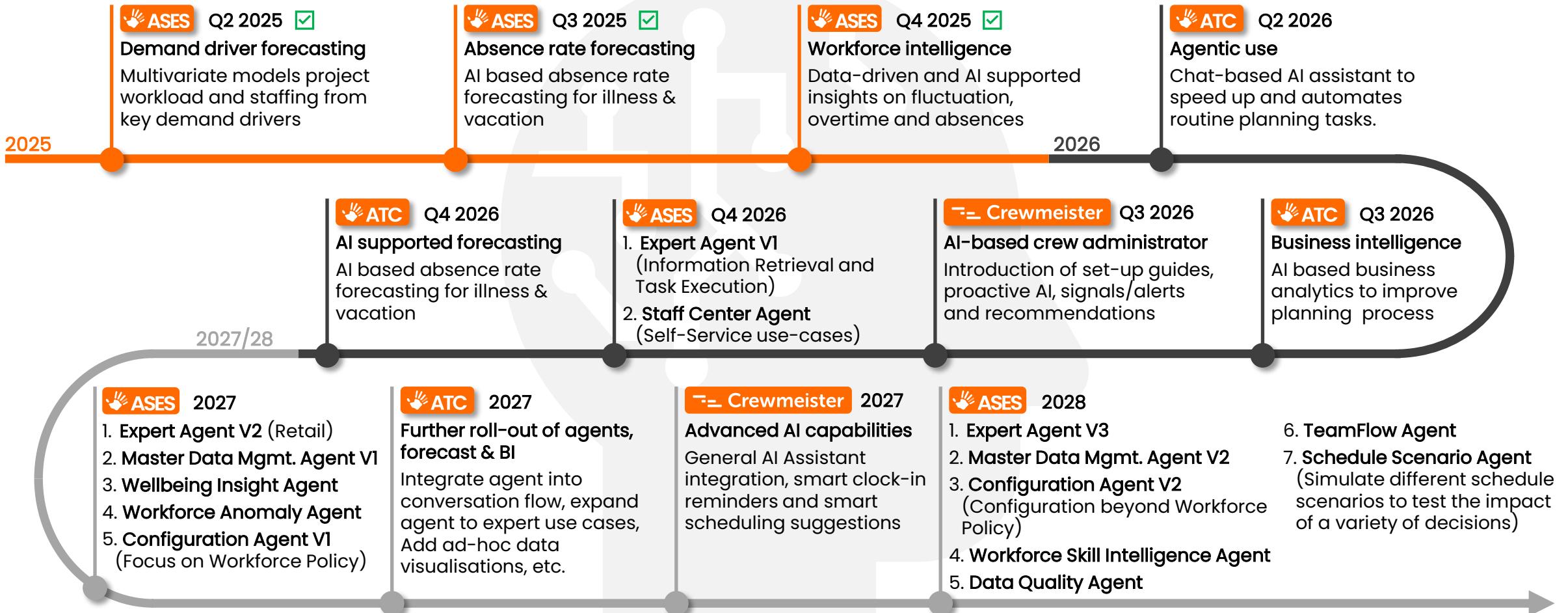
# Workforce Management by ATOSS in a nutshell

## Efficiency via highly flexible staff deployment



# 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

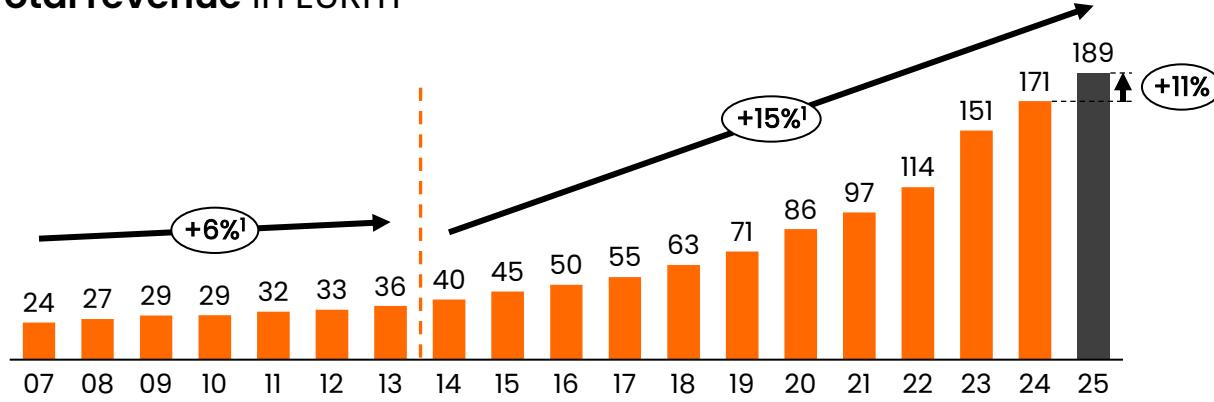


# ATOSS – 20<sup>th</sup> record year achieved

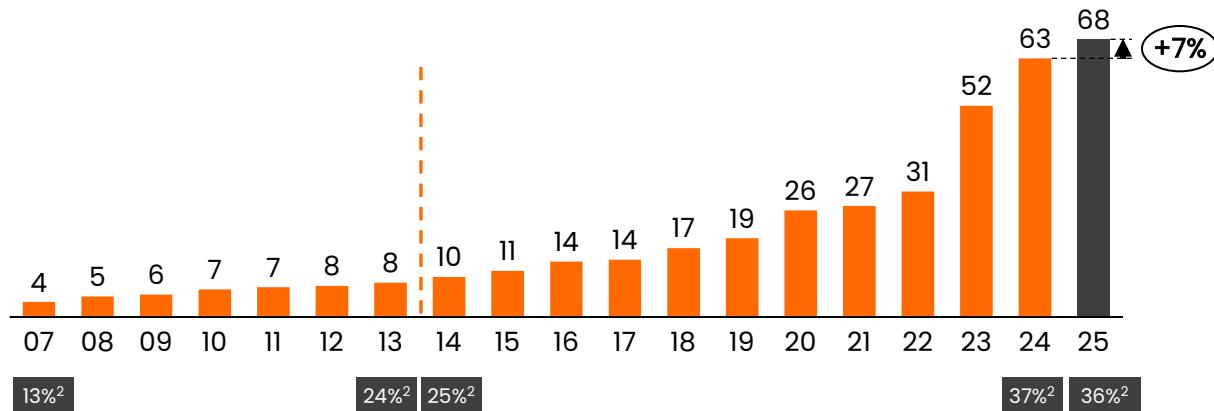
## Running like clockwork

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

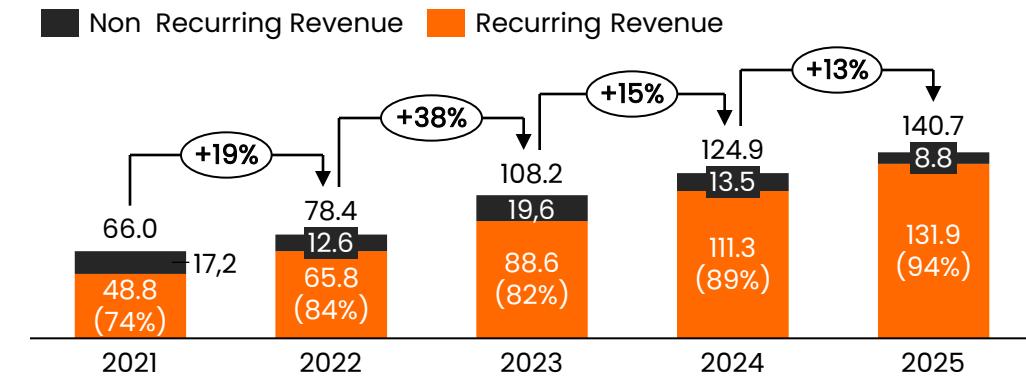
**Total revenue in EURm**



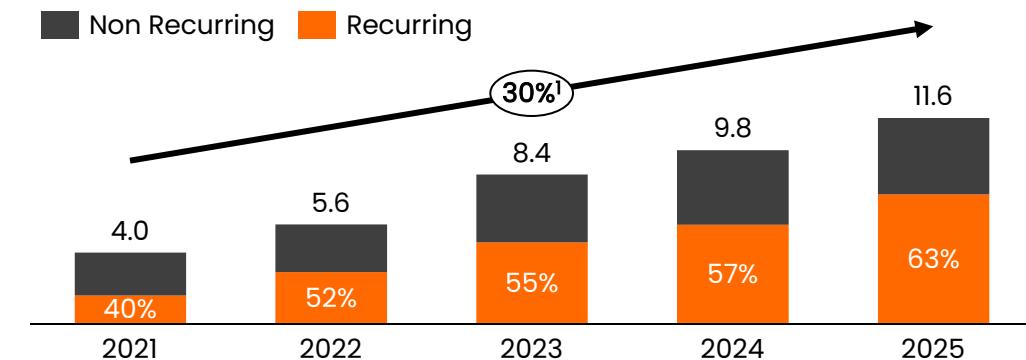
**EBIT in EURm**



**Software revenue in EURm**



**NON-DACH revenue in EURm**

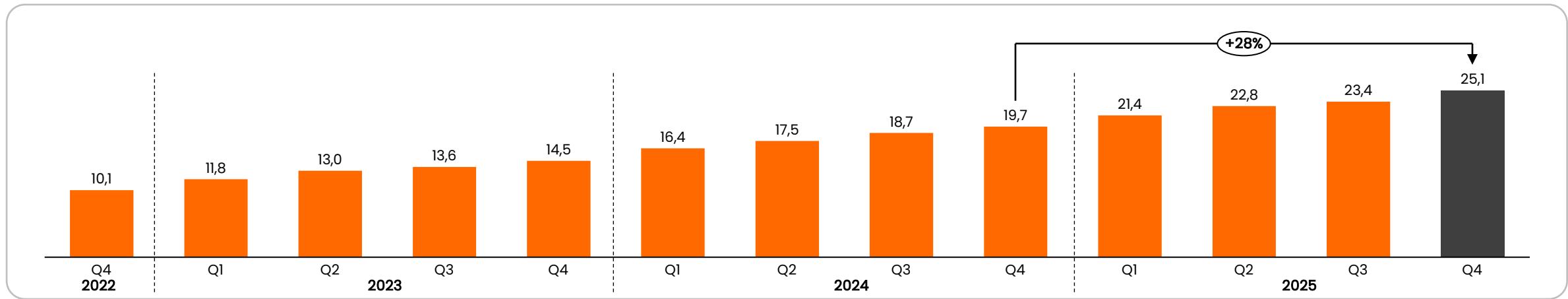


1. Average growth rate; 2. EBIT as % of total revenue

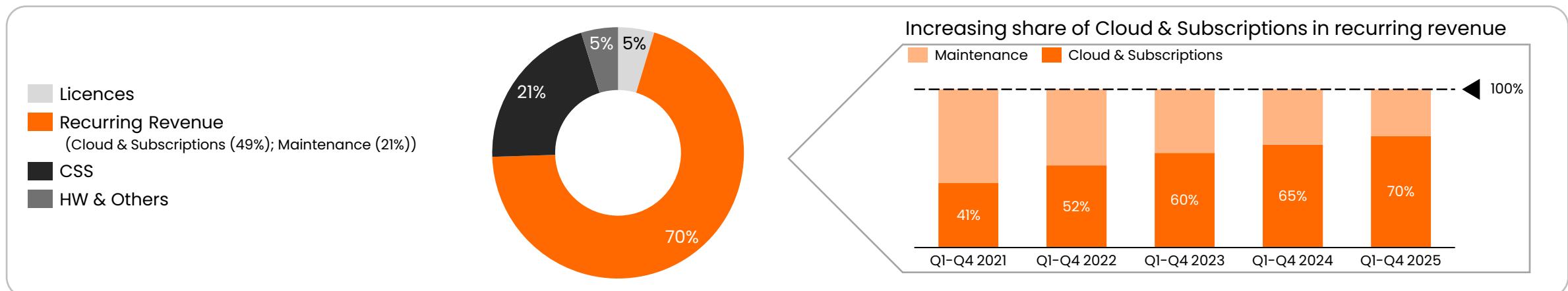
Note: All 2025 figures are preliminary and unaudited

# Strong development of recurring revenues driven by Cloud & Subscriptions

Cloud & Subscriptions revenue in EURm



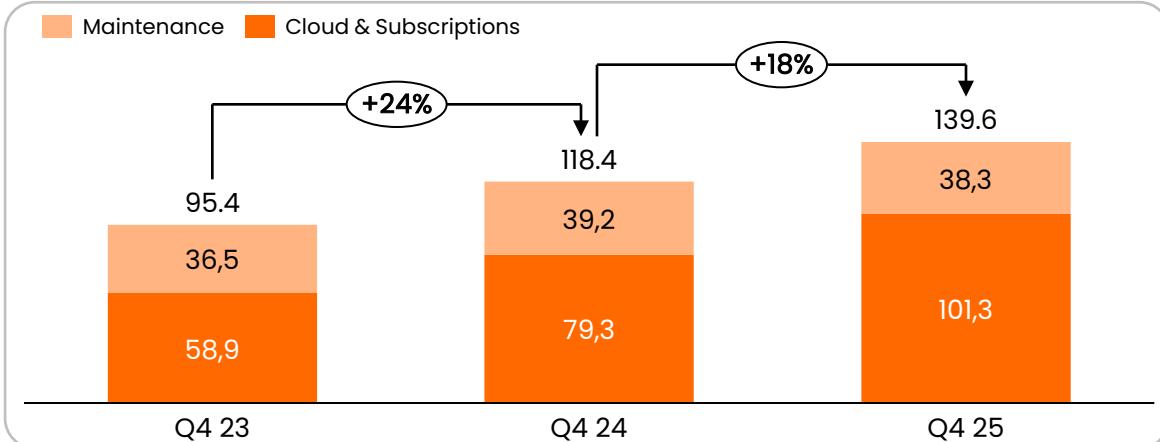
Share of Cloud & Subscriptions in revenue in %



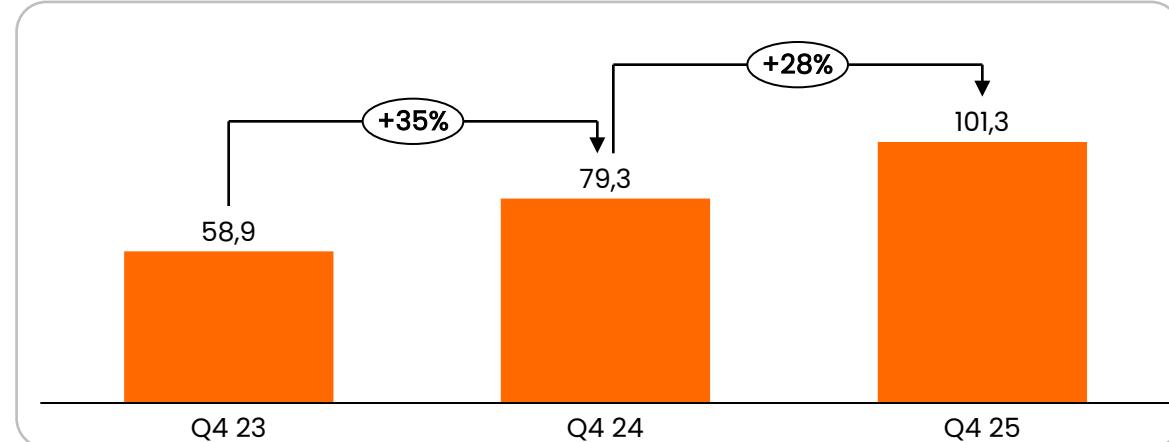
# ARR and ARR backlog development

## FY 2025

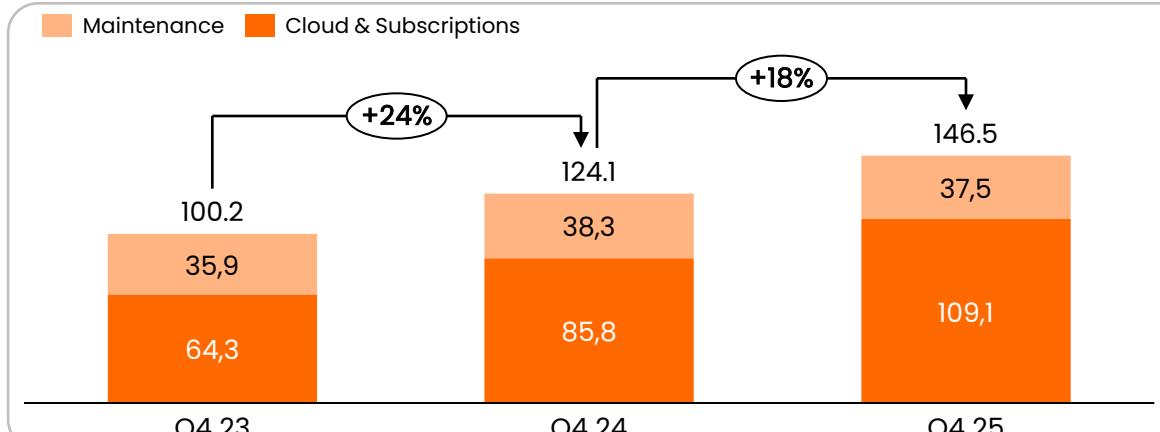
ARR Total (Cloud & Subscriptions + Maintenance) in EURm



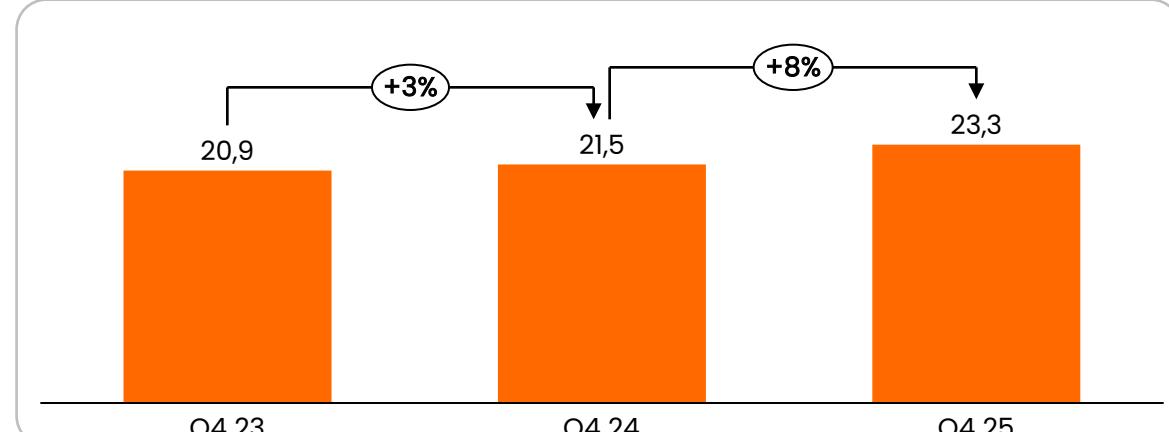
ARR Cloud & Subscriptions in EURm



ARR backlog Total (12 months)<sup>1</sup> in EURm



Incremental Cloud & Subs. order backlog added (YoY)<sup>2</sup> in EURm



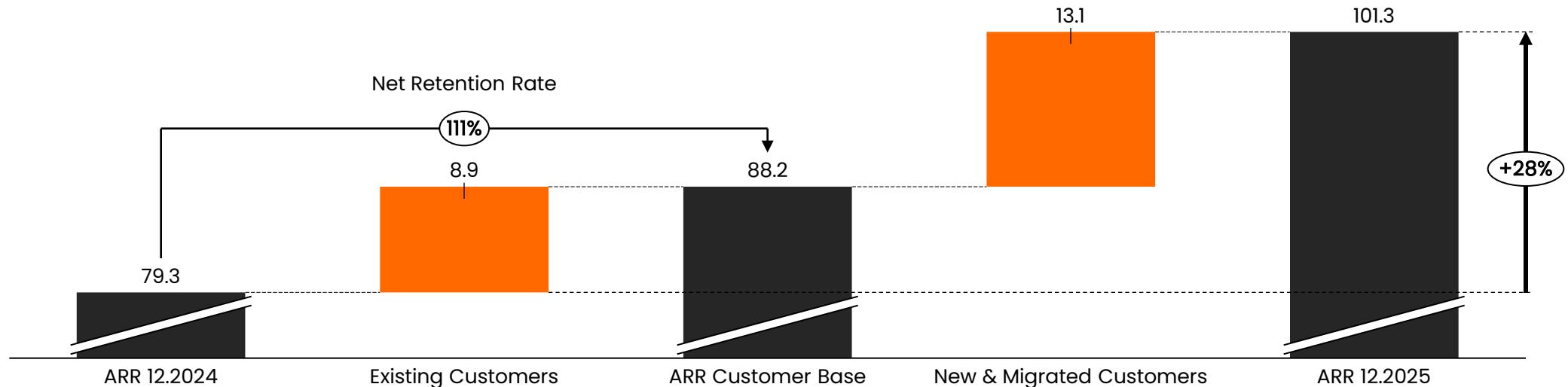
1. ARR backlog Total (12 months) = Total ARR + contractually committed additions, expansions and churn for the next 12 months

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 ARR<sup>1</sup> in EURm



	GRR <sup>2</sup>	NRR <sup>3</sup>				
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

## Projections 2025-2027

2025-2027:  
Total revenue  
growth CAGR  
**14%**

Increasing share of  
recurring revenue  
**~ 75%**  
(Target: Year end 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

- 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**

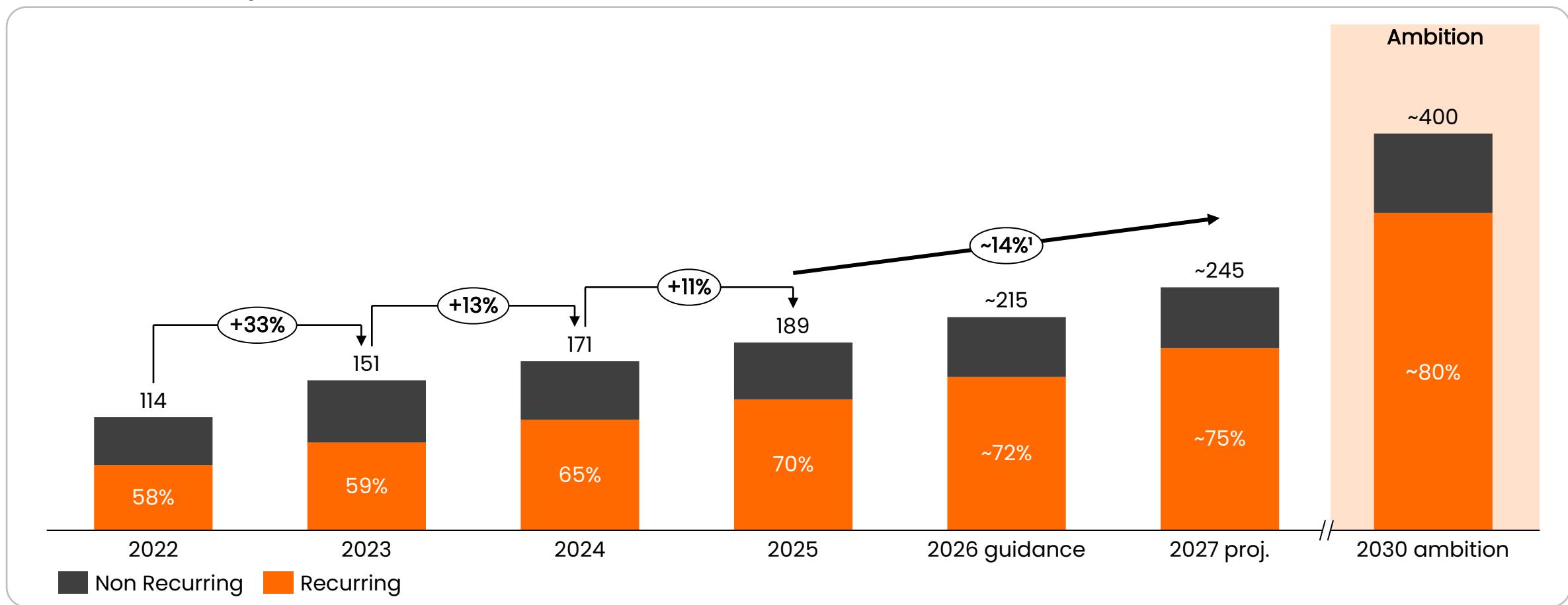
- ~27.000 customers
- ARR of ~15m EUR
- Reach profitability

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)

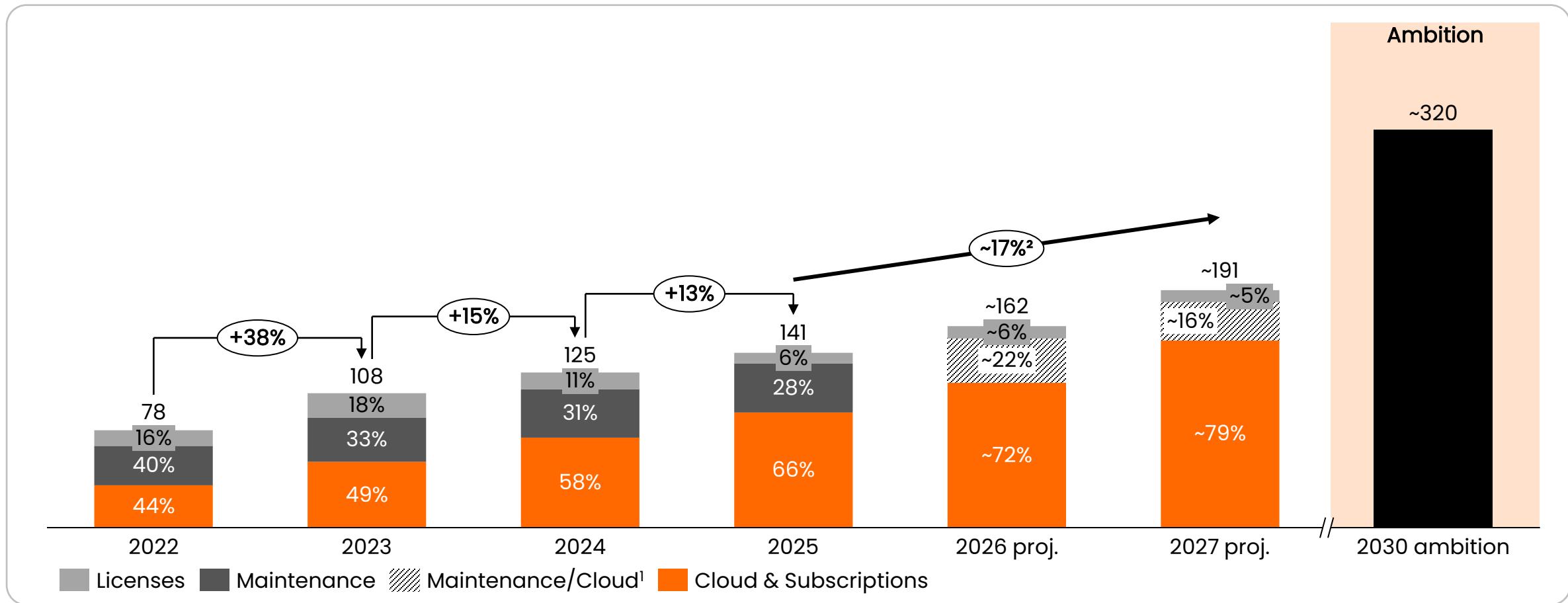


1. Compound Annual Growth Rate

# 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%**

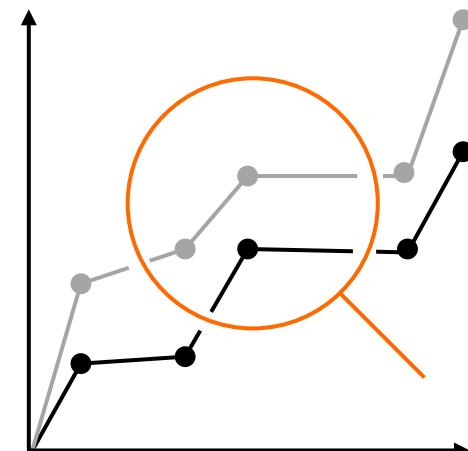
### Projections 2026 – 2027

Total revenue growth  
(Base: Year end 2025)  
**CAGR 14%**

Software revenue growth  
(Base: Year end 2025)  
**CAGR 16%**

Increasing share of recurring revenue  
(Target: Year end 2027)  
**~75%**

EBIT margin  
(Target: Year end 2027)  
**≥33%**



# Sustainability at ATOSS

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”

**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 & CO<sub>2</sub> reduction
- Conservation of resources

# Sustainability at ATOSS

## Our goals (1/2)

### Customer and society

#### Customers

Goals by 2026:

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

In addition:

- Gross Retention Rate:  $\geq 96\%^1$
- Net Retention Rate:  $> 110\%^1$
- R&D investment:  $\sim 16\%$  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:  $\geq 25$
- Working flexibility satisfaction index:  $\geq 75\%$

#### 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

<sup>1</sup>. 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<sub>2</sub> 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

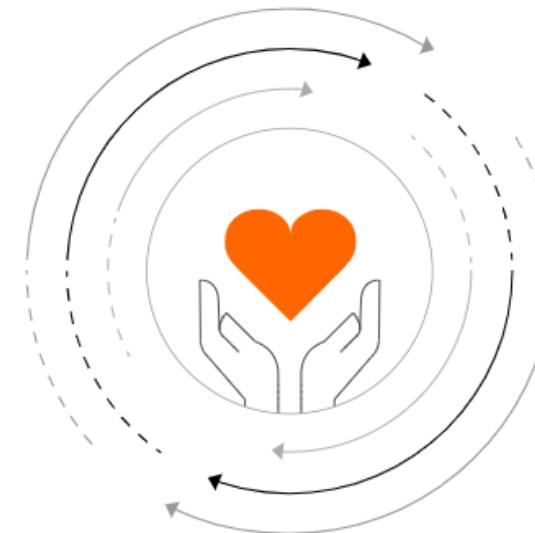
**“We are top employer”**

- 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



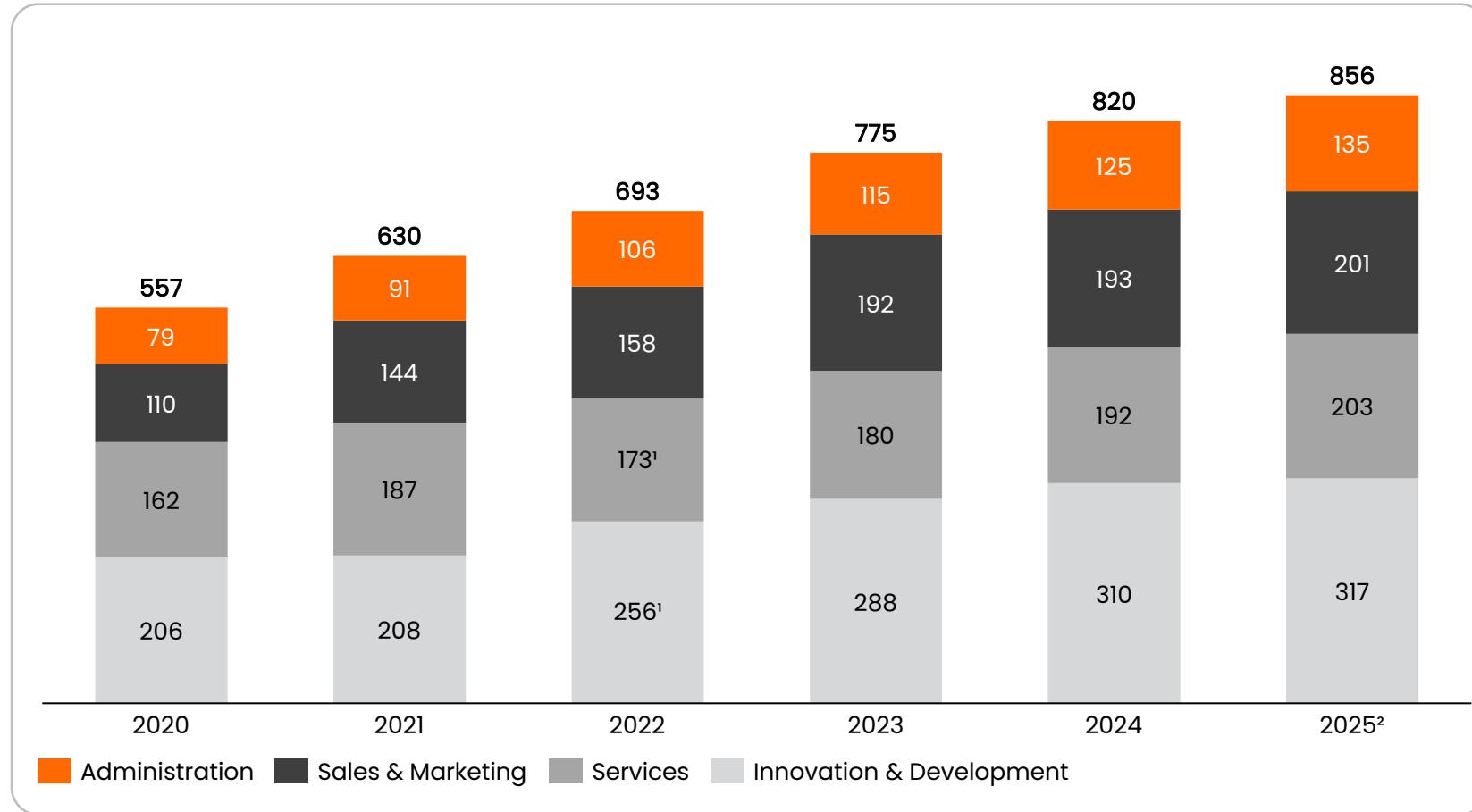
**“Individuality in Working Life – Employee Well-being in Focus”**

- 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

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# North Star strategy

## ATOSS' product roadmap and main adjacent investment areas



**AI services:** Absence rate forecasting for illness & vacation (GA<sup>1</sup>: 01.08.25)

- *Reduced configuration effort and increased forecast quality*

**Workforce intelligence:** AI-based analytics (GA<sup>1</sup>: 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<sup>2</sup>: 01.08.25)

- *Effective mitigation of worker shortages*

**Self scheduling:** Self Scheduling (Medical) Staff Center Mobile (GA<sup>1</sup>: 01.08.25), Desktop (GA<sup>1</sup>: 01.10.25)

- *Enhanced employee experience*



**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*



**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

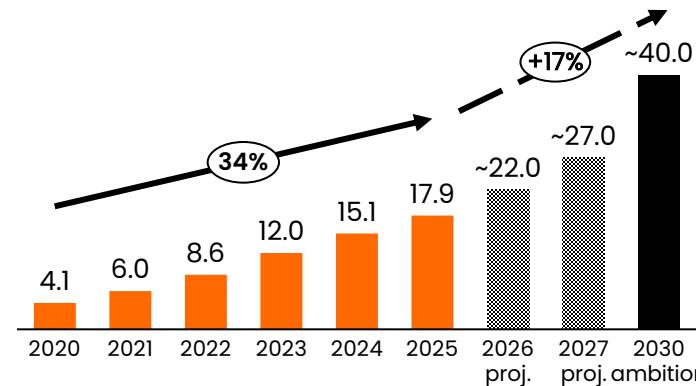
- Avg. Customer Acquisition Costs<sup>1</sup>: 697 EUR
- Avg. Customer Lifetime Value<sup>2</sup>: 2,243 EUR
- CLTV/CAC-Ratio: 3.2
- Avg. monthly churn rate<sup>3</sup>: 1.57 %
- Cloud gross margin: +85%

### Outlook 2026

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

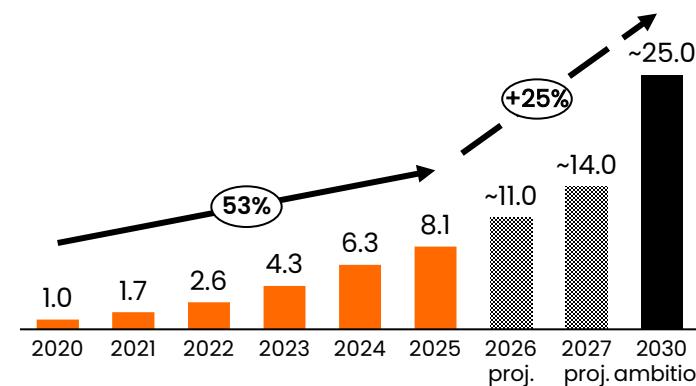
Customer development (k)

Avg. growth rate



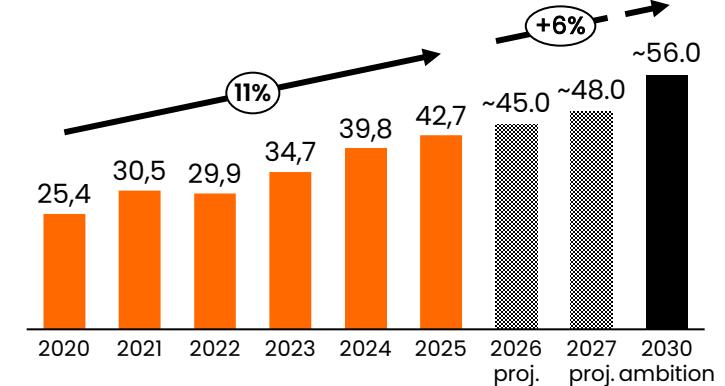
Sales development (EURm)

Avg. growth rate



MRR/Customer ratio (EUR)<sup>4</sup>

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 customer

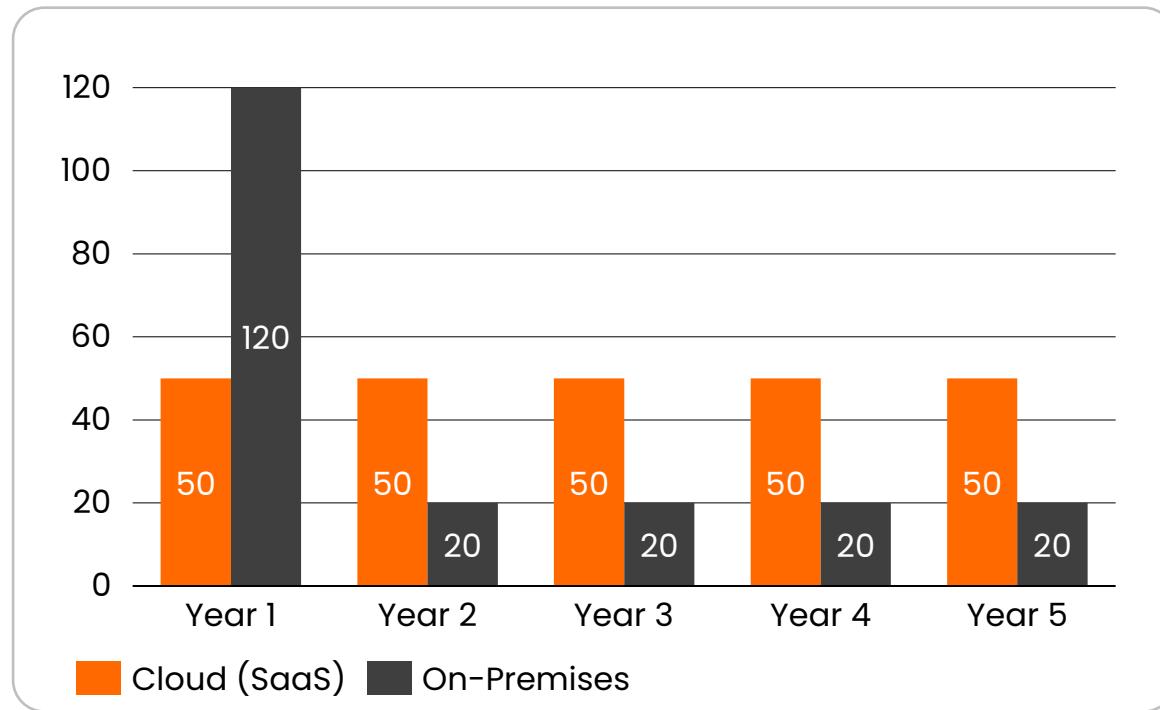
3. Churn rate (12/2025): Ratio, in the current year (12 month avg.), of customer terminations (number) and the total number of customers (number) with an existing contract at the end of the year/month

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

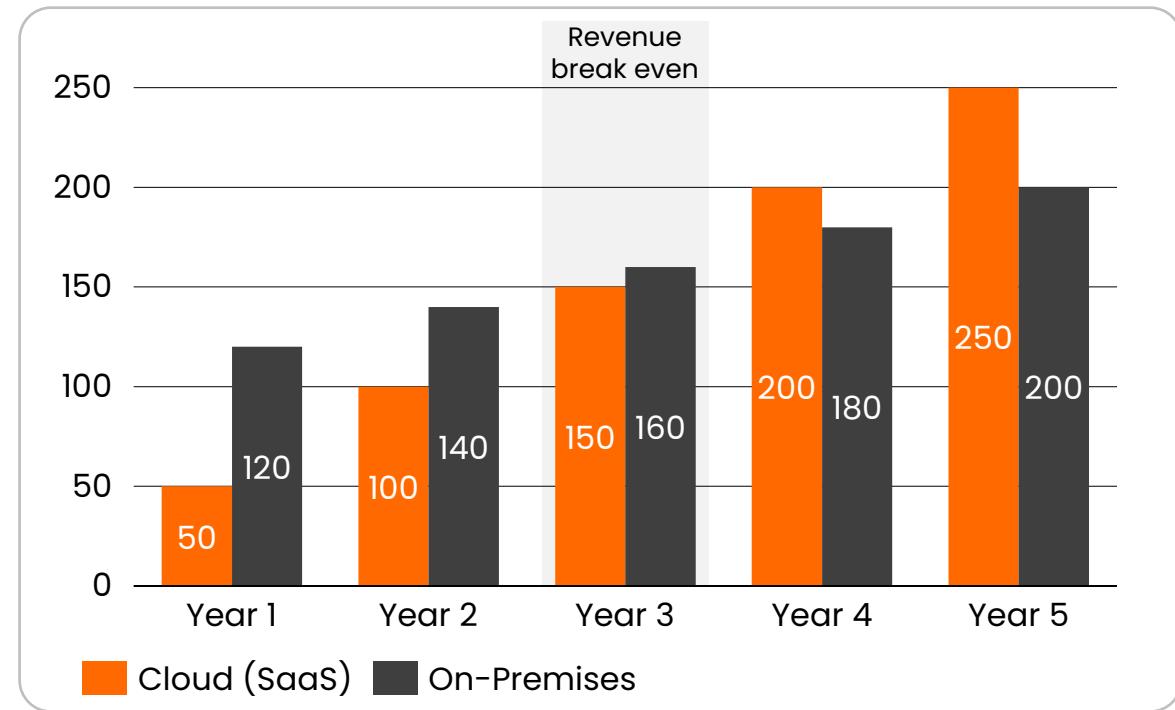
# Cloud vs. On-premises model

## Revenue/Payment scheme

Cloud vs. On-Premises



Cloud vs. On-Premises (accumulated)



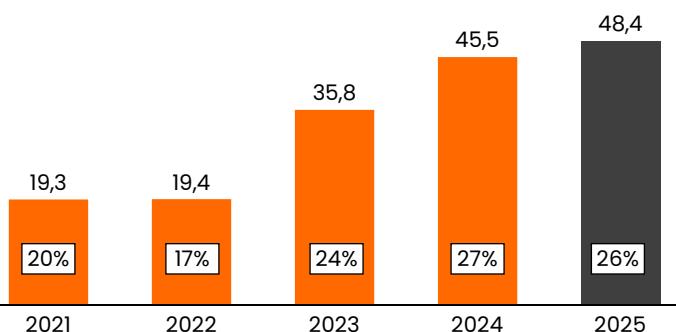
- Cloud services lead to service optimization and cost savings for ATOSS customers
- Service optimization and cost savings allow for increased accumulated revenue after 3.5 years

# Financial KPIs

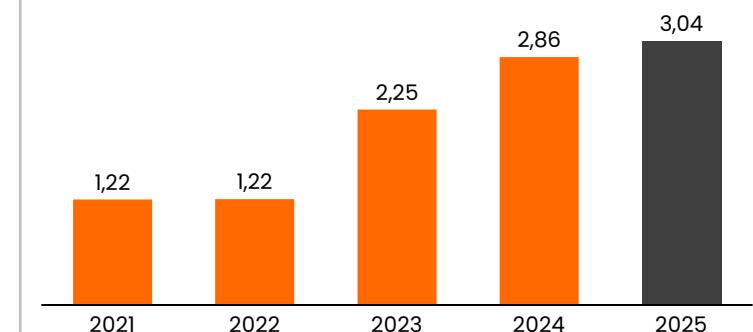
## Financial strength excellent base for further growth

### Net income in EURm

Net income margin

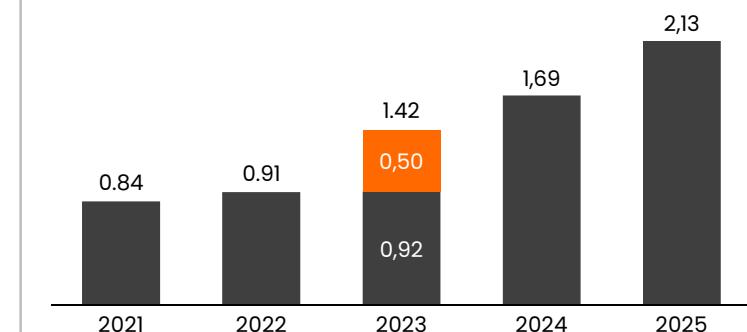


### EPS<sup>1</sup> in EUR



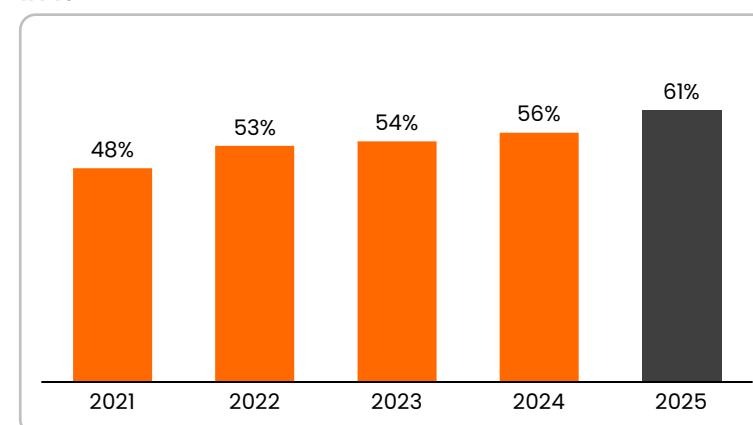
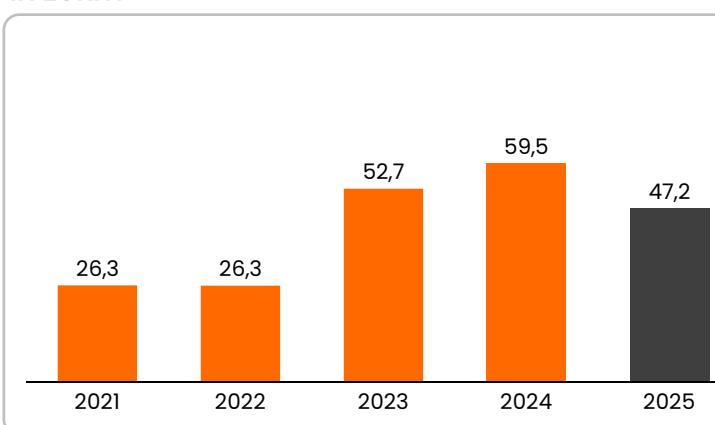
### Dist. Dividend per share<sup>1</sup> in EUR

Special    Regular



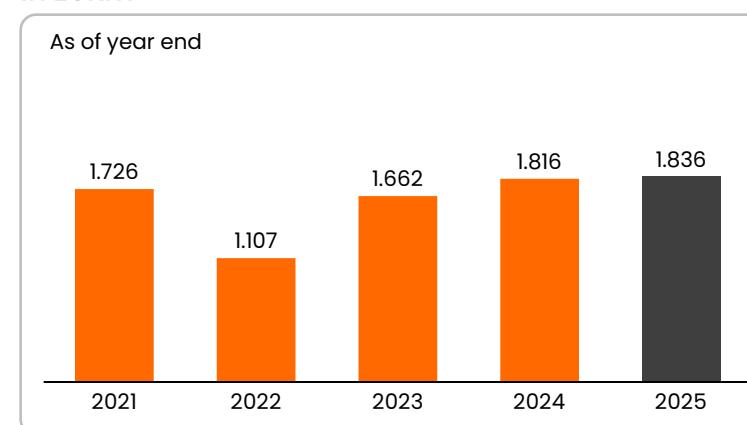
### Operational Cashflow in EURm

### Equity Ratio in %



### Market capitalization in EURm

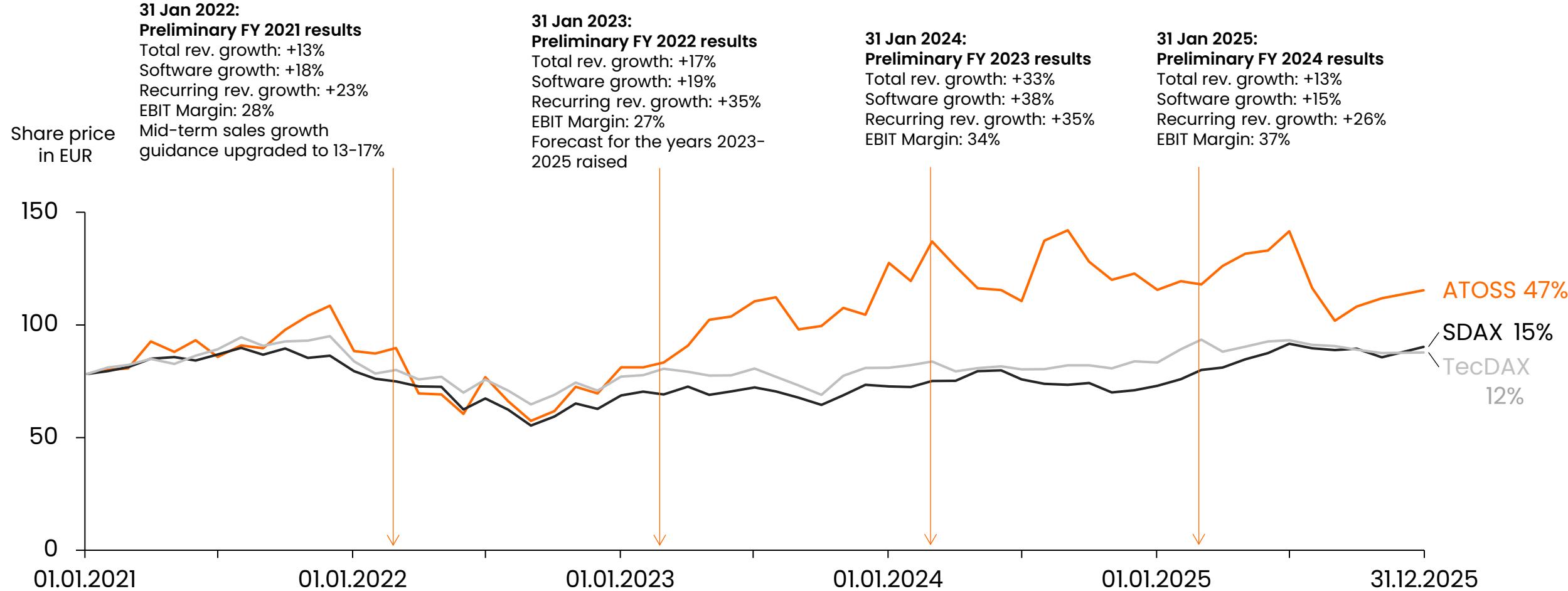
As of year end



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 performance<sup>1</sup> (01.2021 – 12.2025)

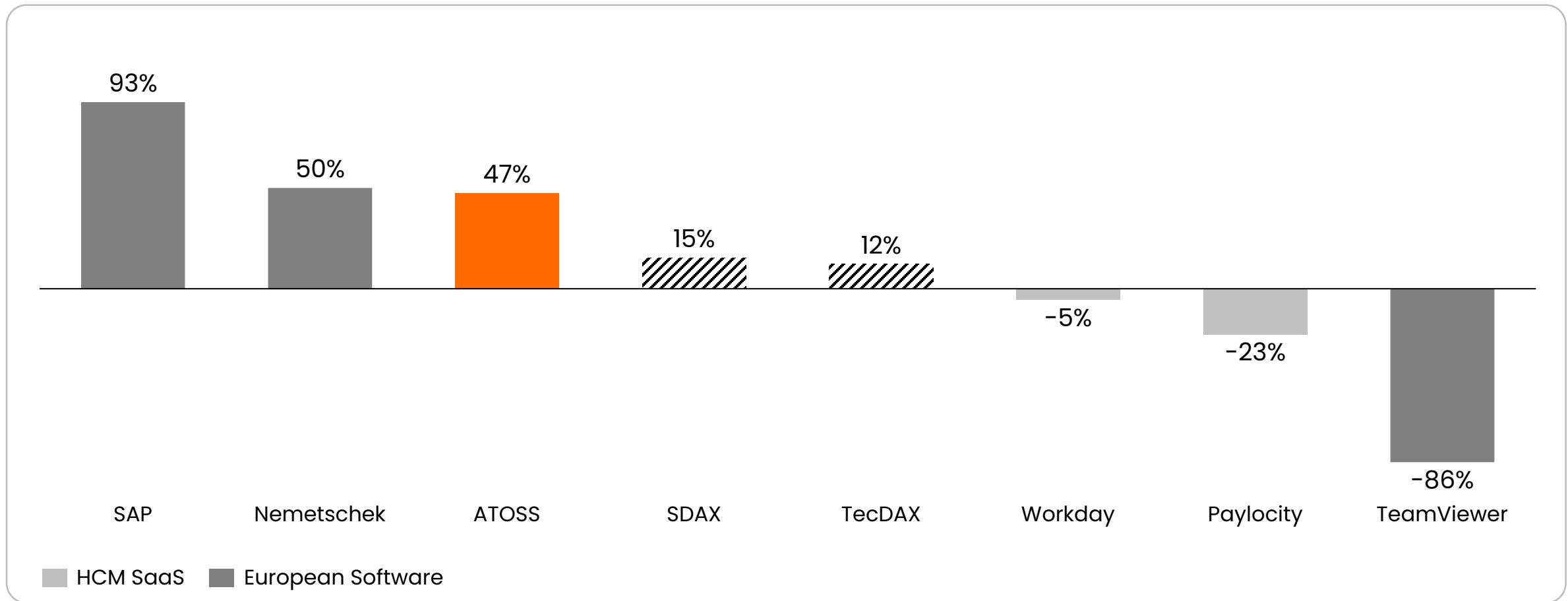


1. SDAX/TecDax Index rebased on ATOSS' share price of EUR 78,25 as of 01/04/2021

# ATOSS stock

## High performer in European software and HCM stocks

Share price performance<sup>1</sup> (01.2021 – 12.2025)



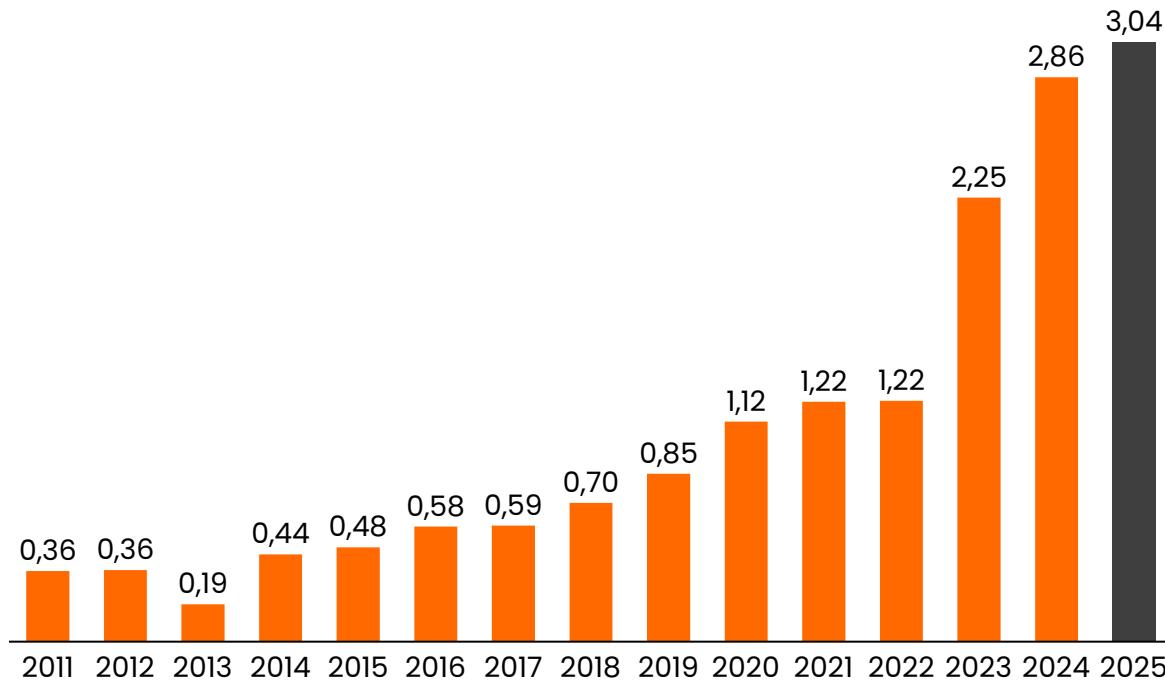
1. ATOSS, Nemetschek, TeamViewer, SAP, Invision, SDAX: XETRA-Opening price 01/04/2021 and -Closing price 12/30/2025; Paylocity: Frankfurt Stock Exchange-Opening price 01/04/2021 and - Closing price 12/30/2025; Workday: Tradegate-Opening price 01/04/2021 and - Closing price 12/30/2025

# The ATOSS share

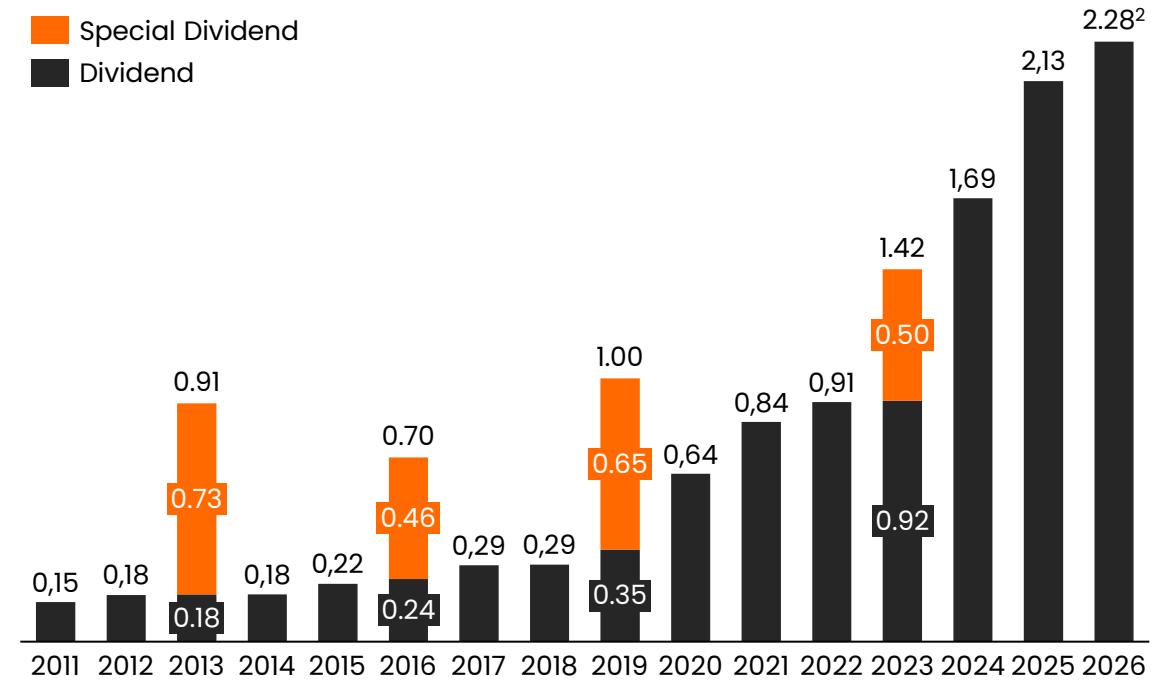
## Dividend policy

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

EPS<sup>1</sup> per 31. December in EUR



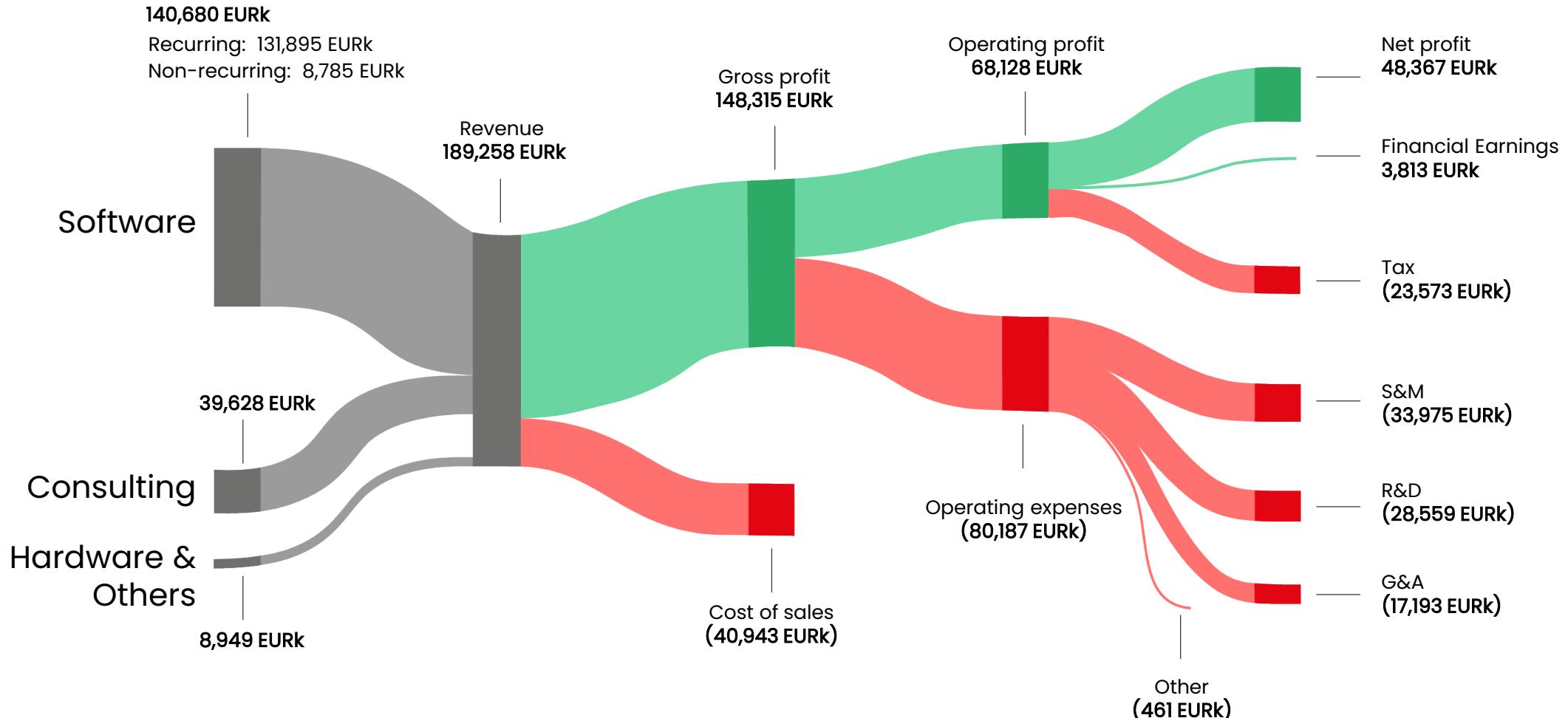
Dividend<sup>1</sup> in EUR



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

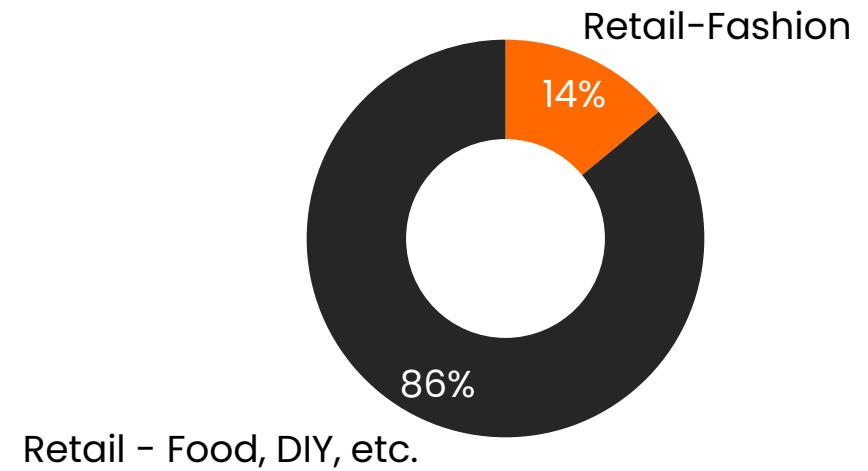
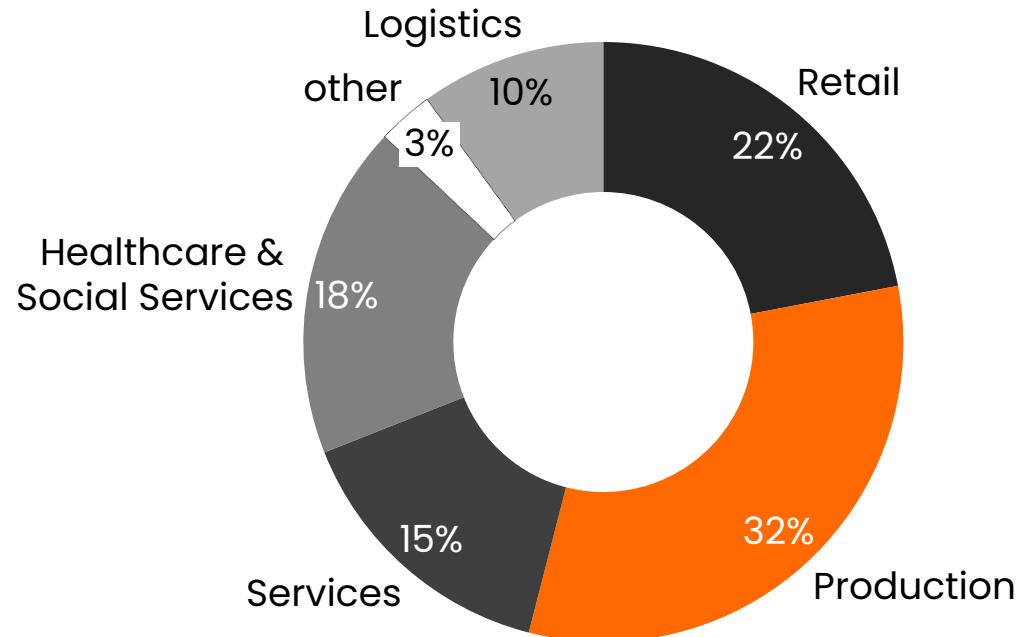
# Income statement

## FY 2025



# ATOSS sales by segment<sup>1</sup>

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



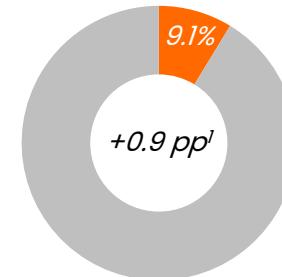
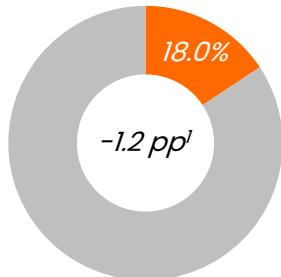
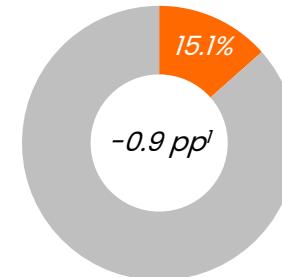
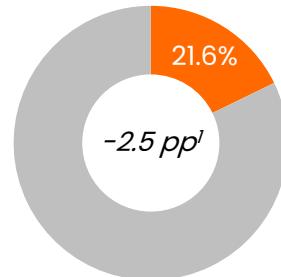
1. FY 2025/revenue

# Cost ratios

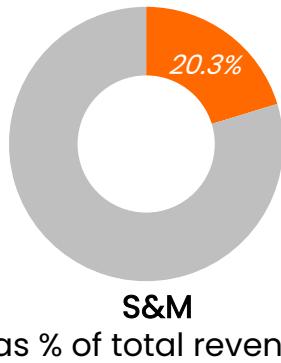
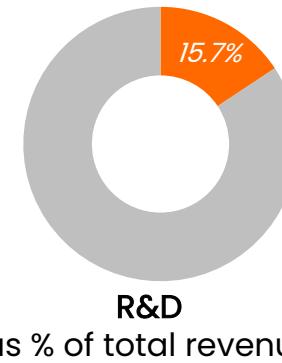
## Actual 2025 (Plan 2025) vs. Plan 2026

Total revenue: EUR 189.3m

### Actual cost ratios 2025 in %



### Planned cost ratios FY 2026<sup>2</sup> in %



1. Delta to Plan 2025

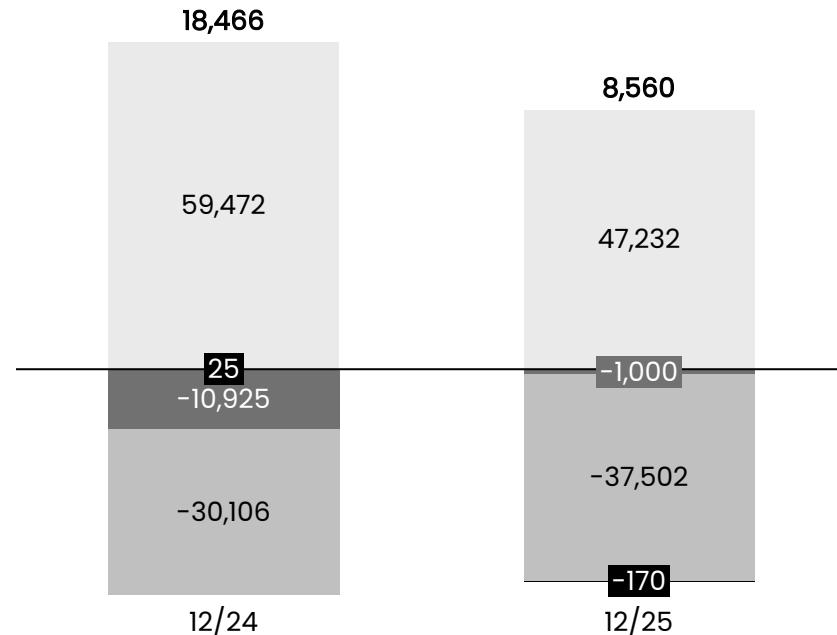
2. Excl. additional cost reserve of 1.5% for specific investments

# Financial development – impressive cash position

## FY 2025

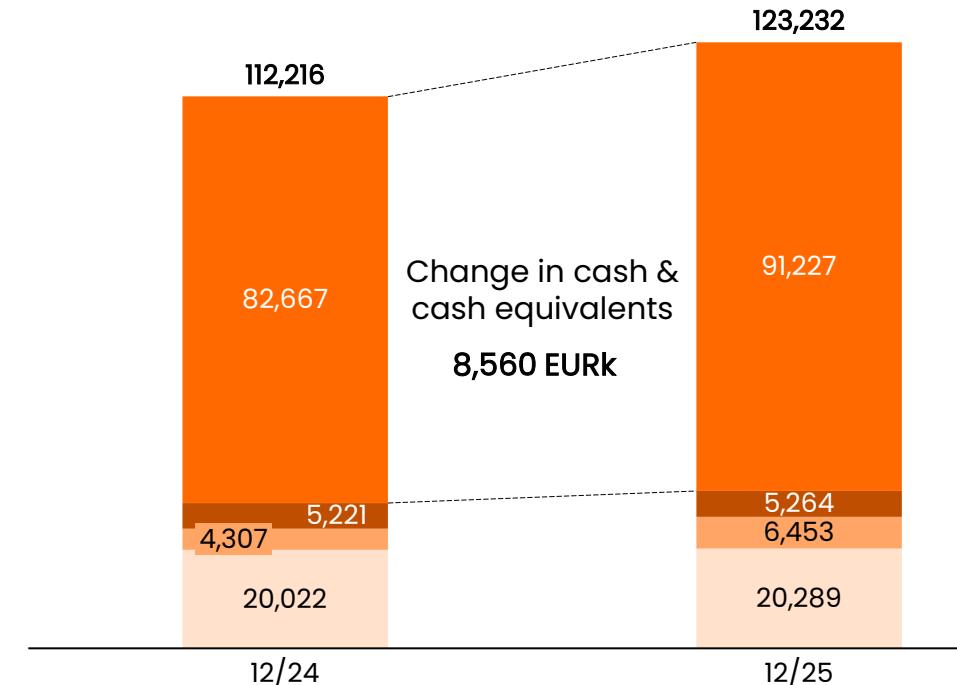
### Cash flow in EURk

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

EUR <sup>k</sup>	Q1-Q4 2025	% of total revenue	Q1-Q4 2024	% of total revenue	YoY %
<b>Total revenues</b>	<b>189,258</b>	100%	170,625	100%	11%
<b>Software</b>	<b>140,680</b>	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%
<b>Net profit</b>	<b>48,367</b>	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 <sup>1</sup>	Q4 2025	% of total revenue	Q4 2024	% of total revenue	QoQ %
<b>Total revenues</b>	<b>49,931</b>	100%	<b>44,736</b>	100%	<b>12%</b>
<b>Software</b>	<b>37,502</b>	75%	<b>33,366</b>	75%	<b>12%</b>
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%
<b>Net profit</b>	<b>14,311</b>	29%	<b>12,573</b>	28%	<b>14%</b>
EPS in euro	0.90		0.79		

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

# Cash Flow Statement (IFRS)

## Operating activities

EUR <sup>k</sup>	2025	2024
<b>Earnings before taxes</b>	<b>71,941</b>	<b>66,982</b>
Depreciation	4,755	4,402
Financial income	-4,263	-3,895
Financial expenses	450	340
Non-cash personnel expenses	2,050	-574
<b>Change in net current assets</b>		
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
<b>Interest received</b>	<b>1,816</b>	<b>2,339</b>
Interest paid	0	-5
Income taxes received	214	998
Income taxes paid	-28,440	-9,820
<b>Cash flow generated from operating activities (1)</b>	<b>47,232</b>	<b>59,472</b>

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

# Cash Flow Statement (IFRS)

## Investment and financing activities

EUR <sup>k</sup>	2025	2024
<b>Cash flow from investment activities</b>		
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
<b>Cash flow generated from investment activities (2)</b>	<b>-1,000</b>	<b>-10,925</b>
<b>Cash flow from financing activities</b>		
Redemption element leasing liabilities IFRS 16	-3,498	-3,182
Interest element leasing liabilities IFRS 16	-124	-121
Dividends paid	-33,880	-26,802
<b>Cash flow generated from financing activities (3)</b>	<b>-37,502</b>	<b>-30,106</b>
<b>Changes in cash and cash equivalents - total (1) - (3)</b>	<b>8,730</b>	<b>18,441</b>
<b>Cash and cash equivalents at the beginning of the period</b>	<b>82,667</b>	<b>64,201</b>
Effects of exchange rate changes on cash and cash equivalents	-170	25
<b>Cash and cash equivalents at the end of the period</b>	<b>91,227</b>	<b>82,667</b>

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

# Balance Sheet (IFRS)

## Assets

EUR<sup>1</sup>

	December 31, 2025	December 31, 2024
<b>Non-current assets</b>		
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
<b>Total non-current assets</b>	<b>24,069</b>	<b>19,314</b>
<b>Current assets</b>		
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
<b>Total current assets</b>	<b>136,083</b>	<b>123,851</b>
<b>Total assets</b>	<b>160,152</b>	<b>143,165</b>

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

# Balance Sheet (IFRS)

## Equity and Liabilities

EUR <sup>k</sup>	December 31, 2025	December 31, 2024
<b>Equity</b>		
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
<b>Equity attributable to the equity holders of the parent company</b>	<b>97,152</b>	<b>80,079</b>
Non-controlling interests	-109	-109
<b>Total Equity</b>	<b>97,043</b>	<b>79,970</b>
<b>Non-current liabilities</b>		
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
<b>Total non-current liabilities</b>	<b>9,246</b>	<b>10,991</b>
<b>Current liabilities</b>		
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
<b>Total current liabilities</b>	<b>53,863</b>	<b>52,203</b>
<b>Total equity and liabilities</b>	<b>160,152</b>	<b>143,165</b>