Excellence in Workforce Management

ATOSS Software SE

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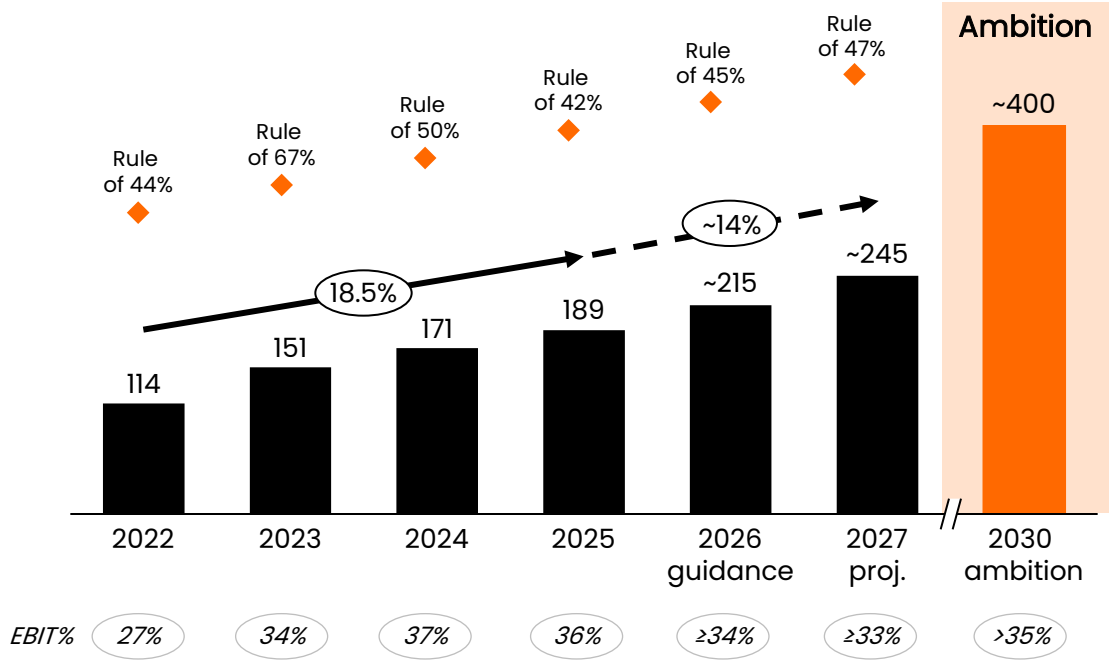
ATOSS – Leading in the field of Workforce Management

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[1]

- ~ 1,200 **Enterprise** customers
- ~ 2,000 **SMB** customers
- ~ 17,900 **small business** customers
- ~ 18,800 **Cloud** customers
- **>4m employees** integrated in ATOSS solutions
- **113.2%** Net retention rate[2]
- **96.0%** Gross retention rate[3]
- **850+** employees
- **36%** EBIT margin
- **Double-digit revenue growth** (yoy since FY14)

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

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01 Market for Workforce Management, business model and product update

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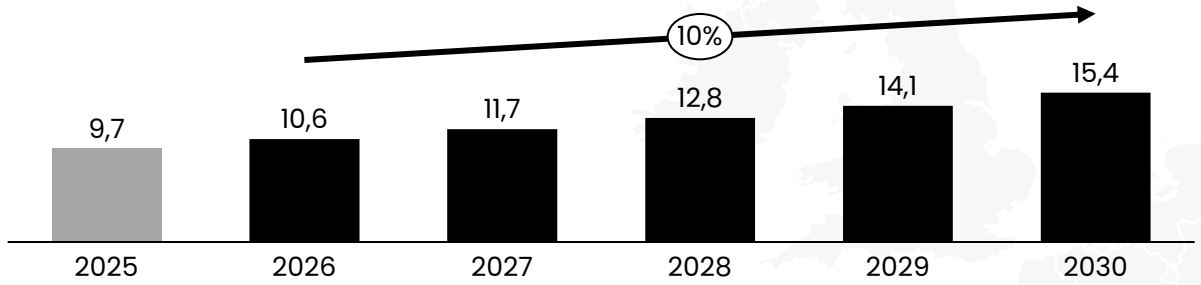
Workforce Management landscape continues to grow and evolve

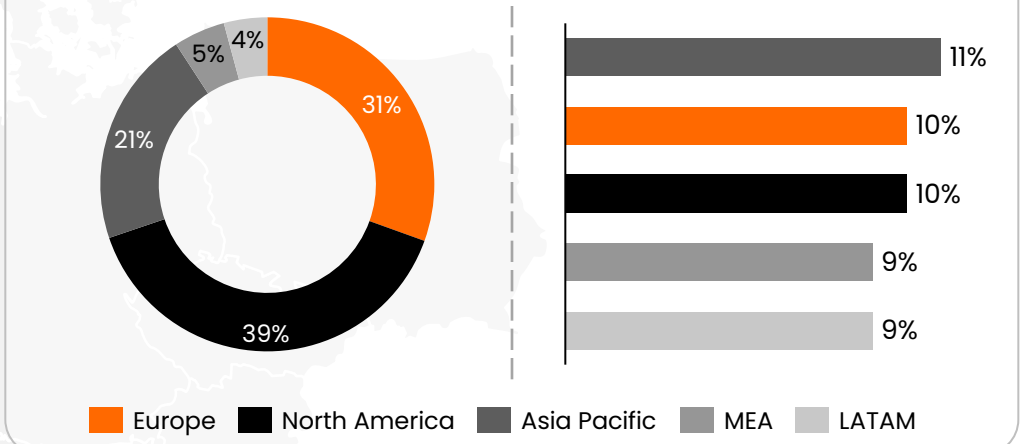
WFM market size development ($bn)[1]



New data indicates a **larger TAM** and **higher CAGR**:

- *AI structurally expands WFM's scope, transforming it from efficiency software into a mission-critical platform for steering skills, tasks and workforce readiness*

Market size by geo (2025)[1] CAGR by geo (2025-2030)[1]



AI-driven structural shift in Workforce Management

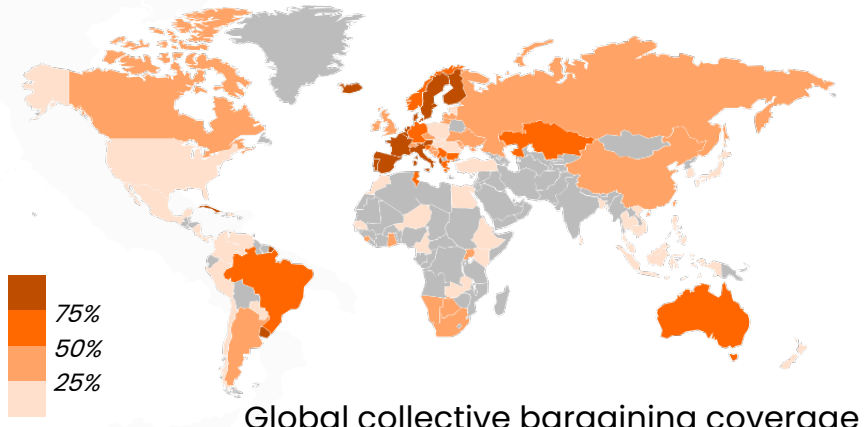
AI impact: AI fundamentally reshapes tasks, skills and roles across functions, accelerating change beyond traditional workforce models

Focus shift: Workforce planning shifts from managing headcount to steering skills and capabilities as AI changes how work is performed

Granularity: Effective WFM requires granular insight into tasks, skills, timing and automation potential, rather than static job roles

Strategic relevance: Data-driven WFM evolves from an operational HR tool into a strategic management discipline linked to technology decisions

Regulatory complexity drives Workforce Management



Global collective bargaining coverage rate[2]

1. ATOSS estimates and third-party data as of April 2026; 2. ILOSTAT

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ATOSS' product portfolio supports customers' shifting needs

Full-range solutions span varying areas of need and complexity, resulting in **strong ROI for customers**

ATOSS helps companies to have ...

...the right employee

...with the right qualification

...at the right place

...at the right time

...at the right cost

...at full compliance

...with optimal employee experience

Current situation

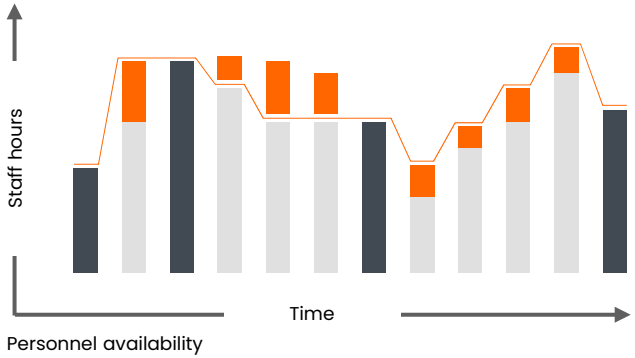
Fluctuation in demand

Little flexibility and long response times

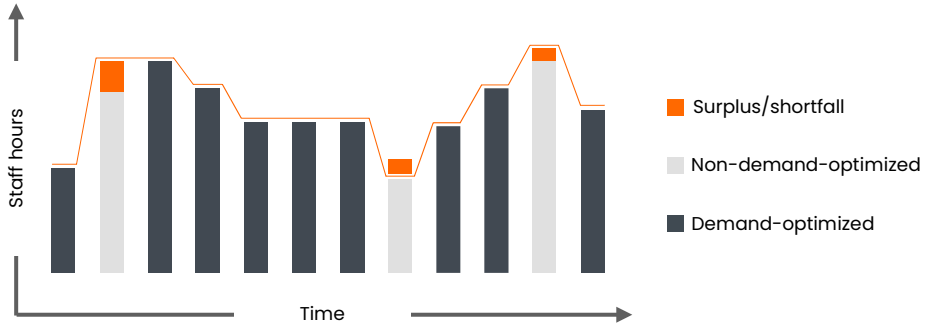
Goal

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

OPTIMIZATION POTENTIAL



AFTER OPTIMIZATION



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

up to **70%** Reduced personnel costs in HR	up to **10,000 h/p.a.** Freeing up capacities through self-services	up to **75%** Time savings through automatic reports	up to **80%** Reduced planning effort	up to **90%** Savings in overtime	up to **50%** Increased efficiency

1. Figures based on specific client case studies

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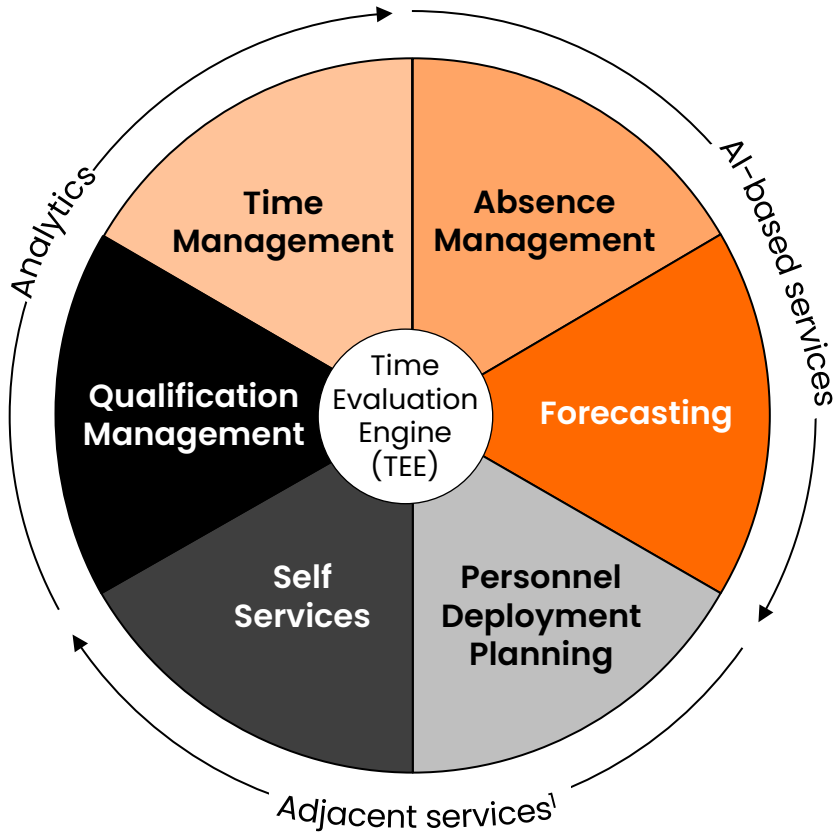
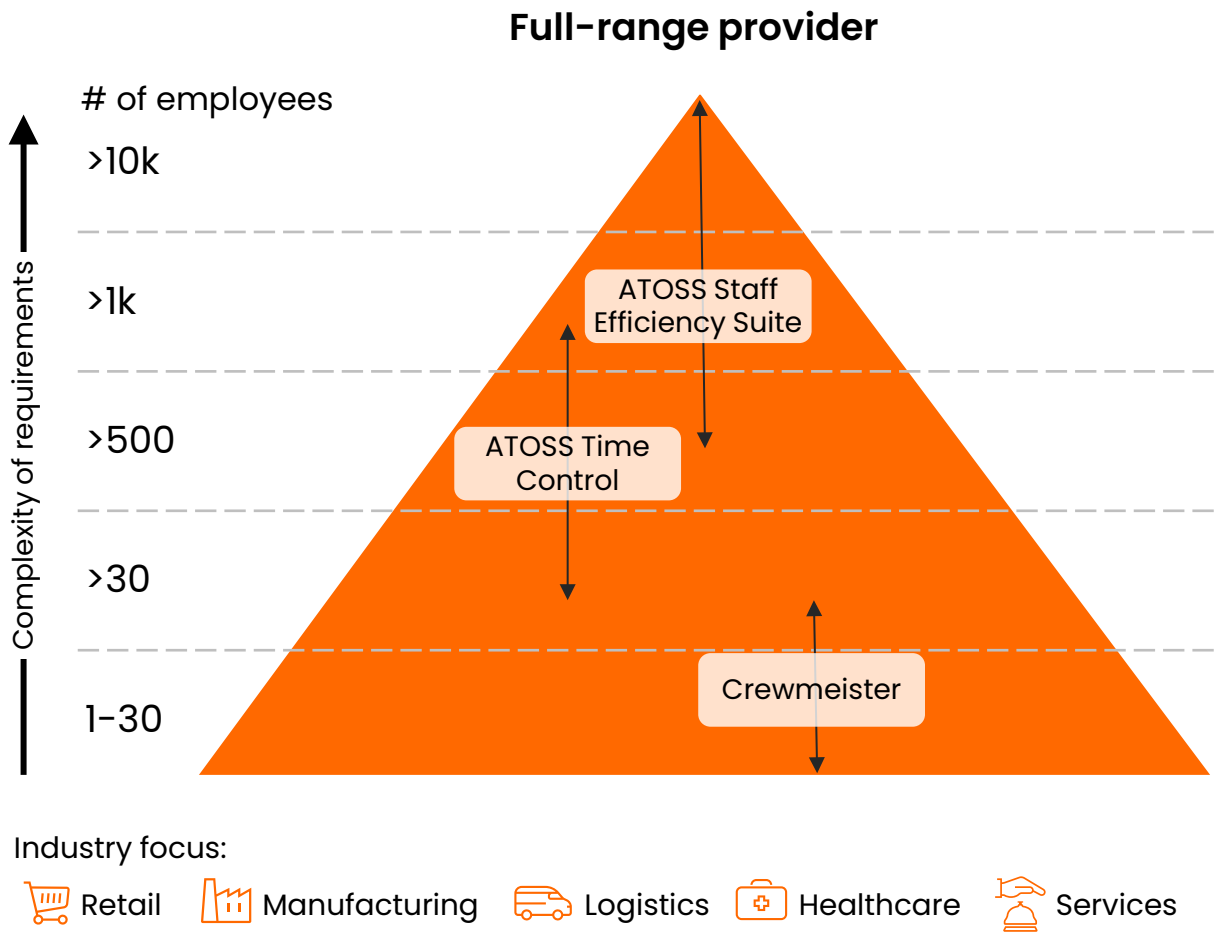
Workforce Management by ATOSS in a nutshell

Efficiency via highly flexible staff deployment



HCM vendor agnostic



1. Included in ATOSS product vision

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02 AI at ATOSS

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Why AI augments enterprise software instead of replacing it

A simple way to think about where value really comes from

Top 5 common investor concerns

Concern 1
Vibe coding replaces software

How about enterprise software?

- In enterprise software, **code is not the main source of value.**
- Where value really comes from:
  - ~20%: Writing and maintaining code → highly automatable by AI
  - **~80%: Domain expertise, regulatory logic, complex workflows, reliability, integration, support, accountability**

→ *AI changes how enterprise software is built, not why it is bought.*

Concern 2
AI destroys competitive moats

How about enterprise software?

- In enterprise software, the moat isn't the code. The moat is the **trust**, **workflows**, **integrations**, and **accountability** built around it.
- AI helps you write software but **doesn't assure to successfully run mission-critical enterprise outcomes.**

→ *AI disrupts simplicity, not complexity.*

→ *Software built on deep domain logic becomes stronger with AI, not obsolete.*

Concern 3
LLMs move up the stack

How about enterprise software?

- LLMs are **horizontal infrastructure**; enterprise software is **vertical, domain-specific and process-embedded**.
- AI expands what software can automate but **owning enterprise processes means owning risk, regulation, and accountability**. That keeps AI in an enabling role, not a replacing one.

→ *LLMs enhance enterprise software, but software remains the system of record and monetisation layer.*

Concern 4
Seats get cannibalized

How about enterprise software?

- Enterprise software **demand scales with complexity and regulation**, not headcount.
- **Solutions covering blue collar workers are significantly less affected by AI driven productivity gains** (hospitals, retail, logistics, manufacturing).
- **Pricing pressure drives new monetisation models** (hybrid pricing models) yet not revenue erosion.

→ *AI challenges mechanical seat-based pricing logic, but not the underlying willingness to pay for enterprise software and the value it creates.*

Concern 5
AI monetisation dilutes revenue quality

How about enterprise software?

- In enterprise software, **core functionality (system of record, compliance, workflows) remains subscription-based,** as enterprise customers expect predictable pricing for mission-critical services.
- AI is layered on top as incremental functionality, allowing **flexible monetisation without compromising contractual stability** or software quality.

→ *AI monetisation is additive, expanding value without harming predictability or quality.*

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Why the moat of ATOSS is exceptionally strong

WFM is one of the most complex and risk-critical enterprise processes

One company, many rulebooks

Large enterprises apply **dozens of collective agreements in parallel**.

Even the same union differs by region and entity (e.g., IG Metall Bavaria ≠ IG Metall NRW).

Rules change constantly

In Germany alone, **5,580 collective agreements were negotiated in 2025.**

Changes must be reflected **instantly, continuously and audit-safe.**

Hundreds of rules interact

Premiums and allowances involve **hundreds of rule combinations per enterprise company**.

Rules depend on time, role, qualification, location and contract — with many exceptions.

Labour law is part of daily operations

Core legal requirements (rest periods, max hours, night and Sunday work) are **continuously monitored and enforced automatically.**

Highly complex end-to-end processes with full compliance

Large enterprises require **precise forecasting (input criteria: employee skills & desires, volume, time, costs, etc.)** to enhance efficiency, service levels, as well as employee satisfaction.

So what?

WFM is one of the most complex and risk-critical enterprise processes.
Enterprises don't want to own this risk — LLMs can't either. ATOSS does.

ATOSS selected five critical moats

Deep Embeddedness

Deep embeddedness in **mission-critical** workforce systems

High Accuracy

Verified outcomes (payroll-grade) which are **not probabilistic**

Verifiable Governance

Audit trails, complete EU regulatory compliance, **checks and balances** (legally secure)

System-of-record for WFM

Clear ownership and **domain specific data repository** – to transition to system of intelligence

Trusted AI control*

Own trusted ATOSS AI Agents that are **fully controlled**
*AI-era moat extension

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Strong enterprise foundations unlock AI at scale

A deliberate, multi-year product strategy to move from system-of-record to system-of-intelligence

Phase 1* - Bring flexibility and agility

Cloud-first (2020 - 2023)

- Reduce time-to-market
- Move system architecture into a flexible cloud-native setup with enhanced governance, security and robust infrastructure
- Centralise data, rules and compliance logic, while leveraging hyperscaler and PaaS innovation
- Embrace an open ecosystem, enabling seamless integrations through APIs

AI only scales safely on dependable foundations

Phase 2* - Simplification

Mobile-first (2021 - 2024)

- Simplified and seamless user experience across various clients (mobile, browser, etc.)
- Support structured collaboration across the organisation's workforce (employees, managers, planners, etc.)
- Capture workforce decisions directly at the point of execution

AI delivers best outcomes when it works based on good information, not only assumptions

Phase 3* - System-of-intelligence

AI-/Agent-first (since 2024)

- Agentic AI to support end users for enhanced productivity
- Operationalize AI through role-specific agents embedded in core processes
- Agent first approach within development organisation to reap the benefits of AI at ATOSS
- Execute AI-driven decisions under full ATOSS governance and control

Only now does AI become safe, scalable and executable at scale

* Applies across all ATOSS product lines (ASES, ATC, and Crewmeister).

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ATOSS turns embedded enterprise complexity into AI advantage

Our AI product strategy is deliberately built on four core pillars

Conversational & automated execution

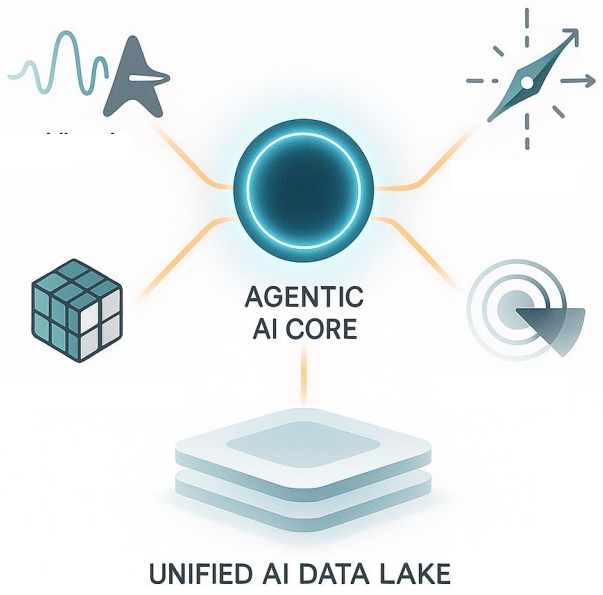
Natural, frictionless user interaction
by embedding AI copilots into role-based workflows and interfaces

= faster execution, higher adoption, and seamless user experience

AI recommendations & decision support

Smarter, context-aware operational choices
by analyzing real-time data, goals, and constraints to surface next-best actions

= precision, agility, and confident decision-making at every level



AI-driven configuration

Conversational automated configuration transitioning to self-adjusting compliance and planning systems by continuously tuning rules, models, and parameters from data patterns for domains

= faster scaling, reduced manual effort, and always-on compliance

Predictive insights & analytical AI

Foresight across workforce and operational planning
by using historical and live signals to forecast, detect anomalies, and simulate outcomes

= proactive control, risk mitigation, and future-ready strategies

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Systematically expanding AI value across the ATOSS platform

AI roadmap built on deep domain expertise and proprietary workforce data

2025

ASES Q2 2025 ☑
Demand driver forecasting
Multivariate models project workload and staffing from key demand drivers

ASES Q3 2025 ☑
Absence rate forecasting
AI based absence rate forecasting for illness & vacation

ASES Q4 2025 ☑
Workforce intelligence
Data-driven and AI supported insights on fluctuation, overtime and absences

2026

ATC Q2 2026
Agentic use
Chat-based AI assistant to speed up and automates routine planning tasks.

ATC Q4 2026
AI supported forecasting
AI based absence rate forecasting for illness & vacation

ASES Q4 2026
1. **Expert Agent V1** (Information Retrieval and Task Execution)
2. **Staff Center Agent** (Self-Service use-cases)

Crewmeister Q3 2026
AI-based crew administrator
Introduction of set-up guides, proactive AI, signals/alerts and recommendations

ATC Q3 2026
Business intelligence
AI based business analytics to improve planning process

2027/28

ASES 2027
1. **Expert Agent V2** (Retail)
2. **Master Data Mgmt. Agent V1**
3. **Wellbeing Insight Agent**
4. **Workforce Anomaly Agent**
5. **Configuration Agent V1** (Focus on Workforce Policy)

ATC 2027
Further roll-out of agents, forecast & BI
Integrate agent into conversation flow, expand agent to expert use cases, Add ad-hoc data visualisations, etc.

Crewmeister 2027
Advanced AI capabilities
General AI Assistant integration, smart clock-in reminders and smart scheduling suggestions

ASES 2028
1. **Expert Agent V3**
2. **Master Data Mgmt. Agent V2**
3. **Configuration Agent V2** (Configuration beyond Workforce Policy)
4. **Workforce Skill Intelligence Agent**
5. **Data Quality Agent**
6. **TeamFlow Agent**
7. **Schedule Scenario Agent** (Simulate different schedule scenarios to test the impact of a variety of decisions)

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.

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02 Financials & KPIs Q4-/ 12M-2025

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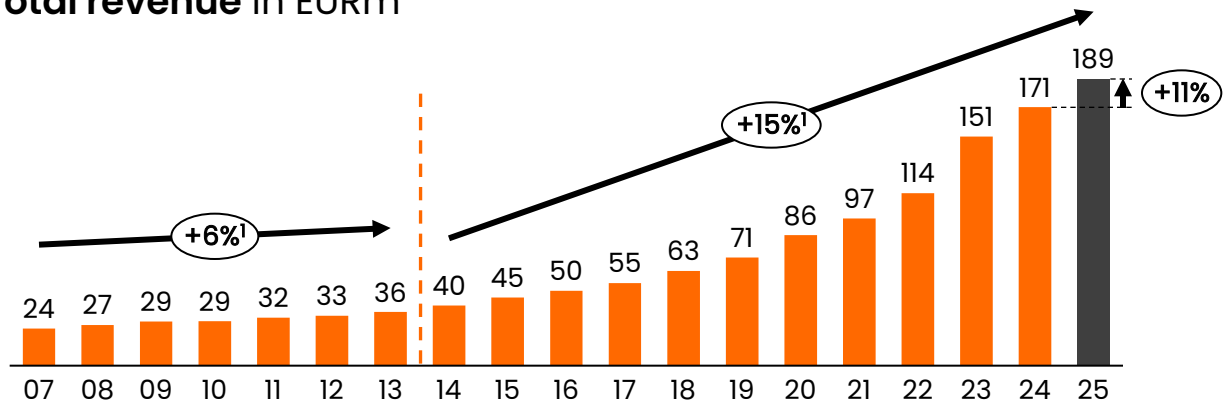
ATOSS – 20th record year achieved

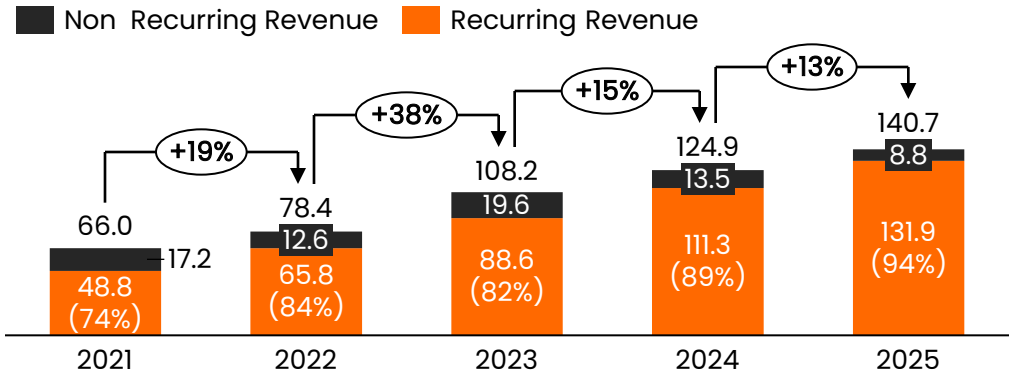
Running like clockwork

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

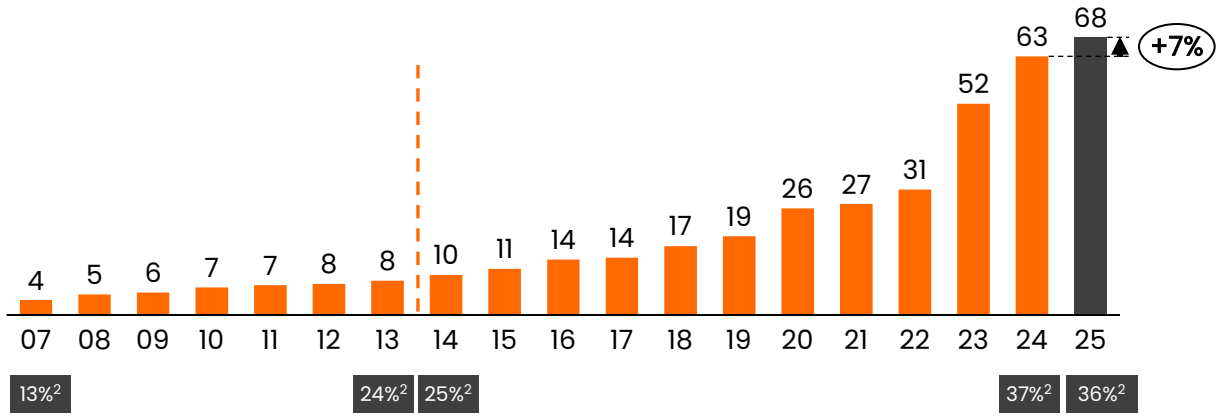
Total revenue in EURm



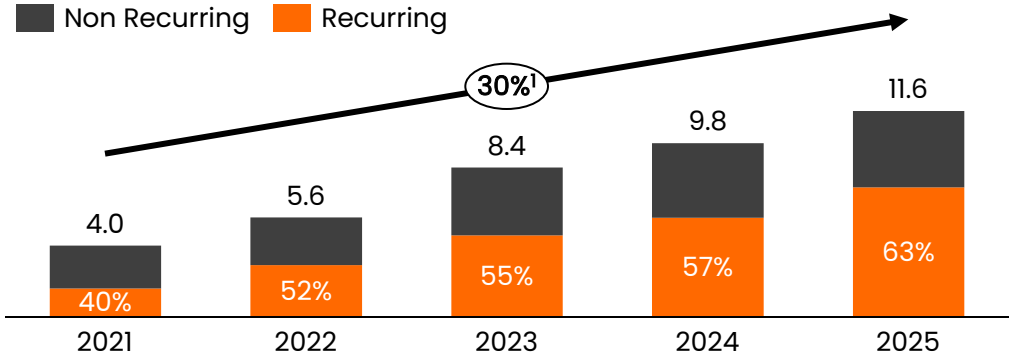
Software revenue in EURm



EBIT in EURm



NON-DACH revenue in EURm



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

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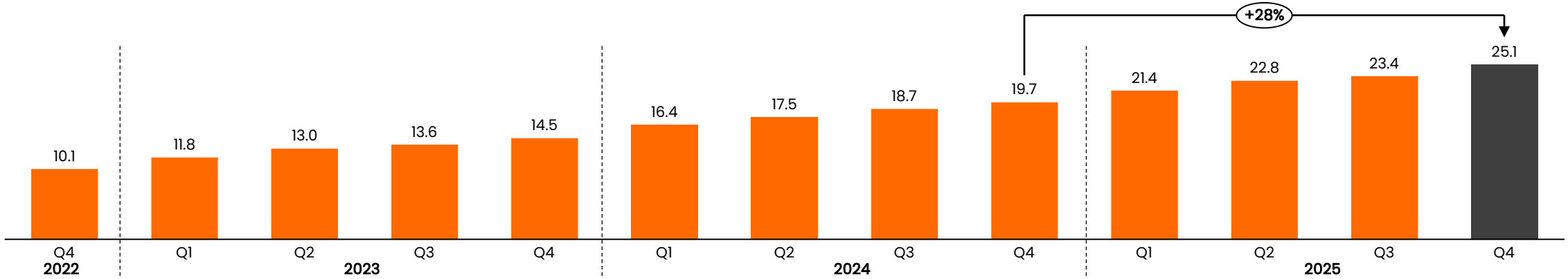
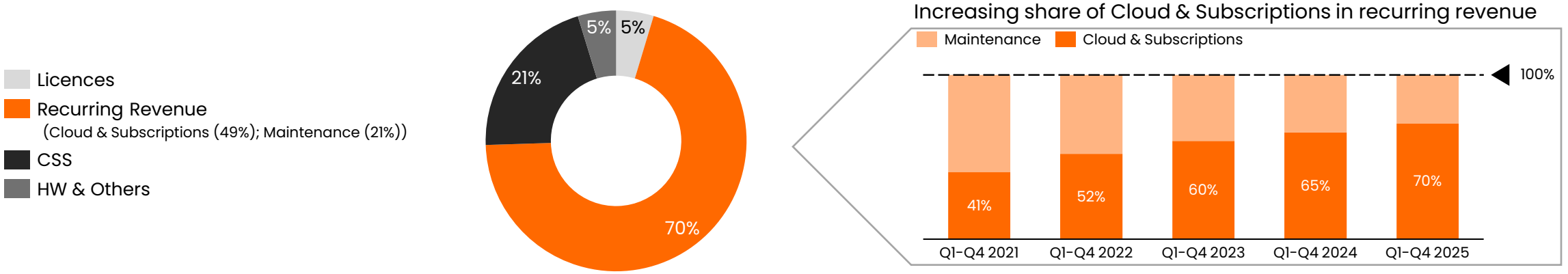
Cloud & Subscriptions MRR & ARR Total development

FY 2025

Cloud & Subscriptions revenue in EURm



Share of Cloud & Subscriptions in revenue in %



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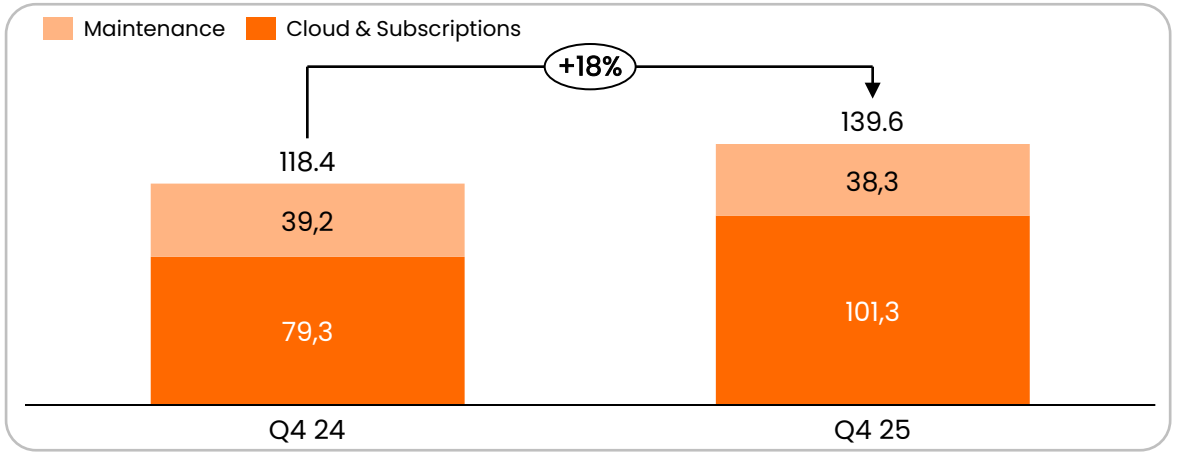
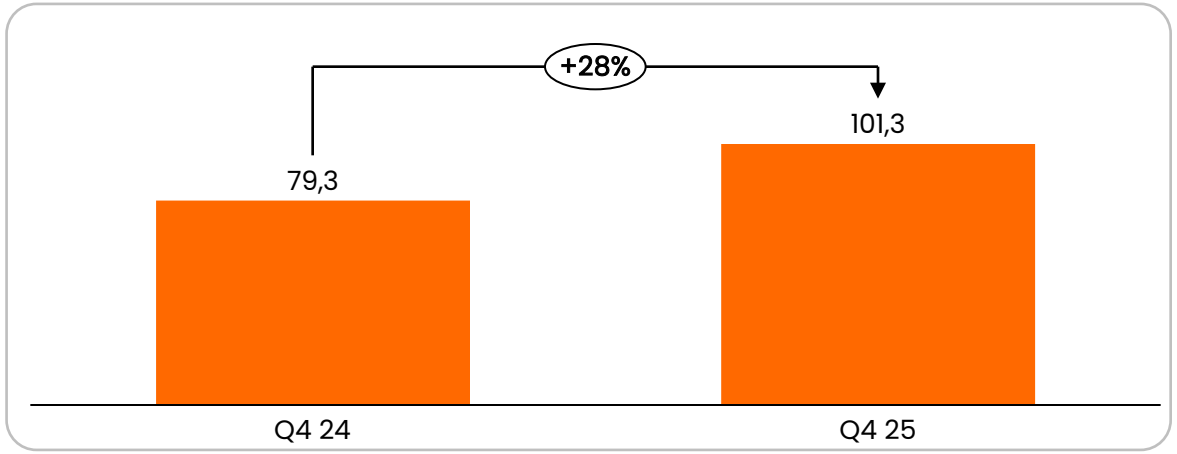
Strong development of recurring revenues driven by Cloud & Subscriptions

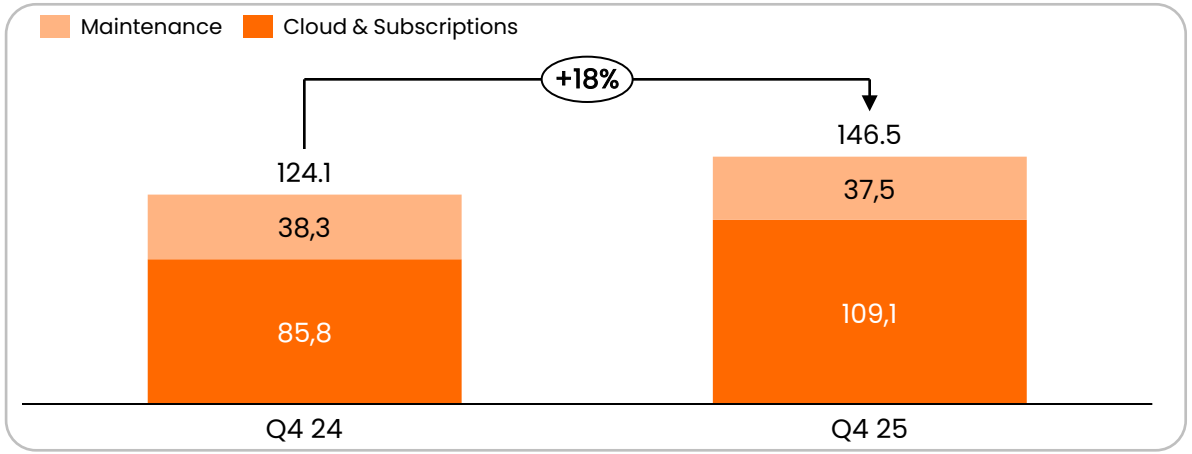
ARR Total (Cloud & Subscriptions + Maintenance) in EURm



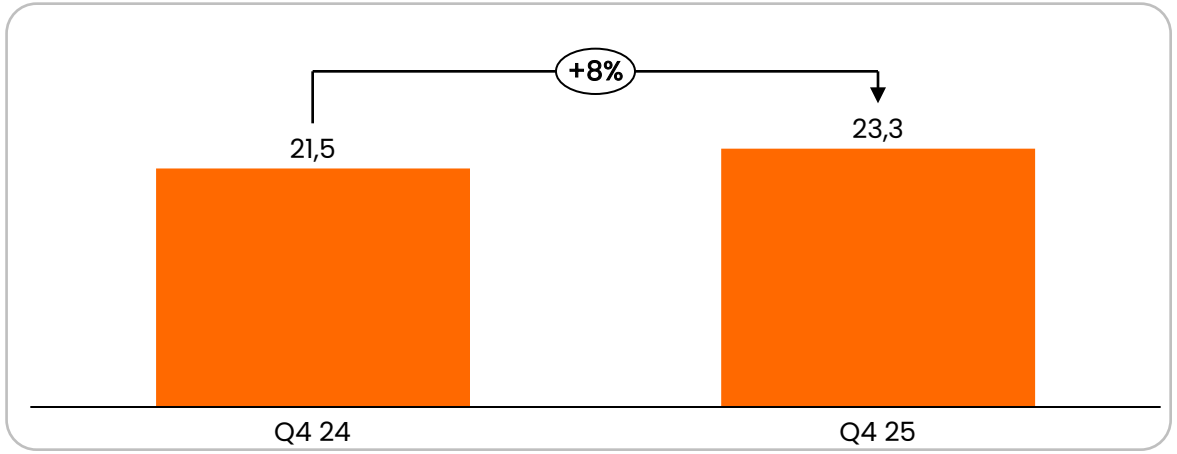
ARR Cloud & Subscriptions in EURm



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)

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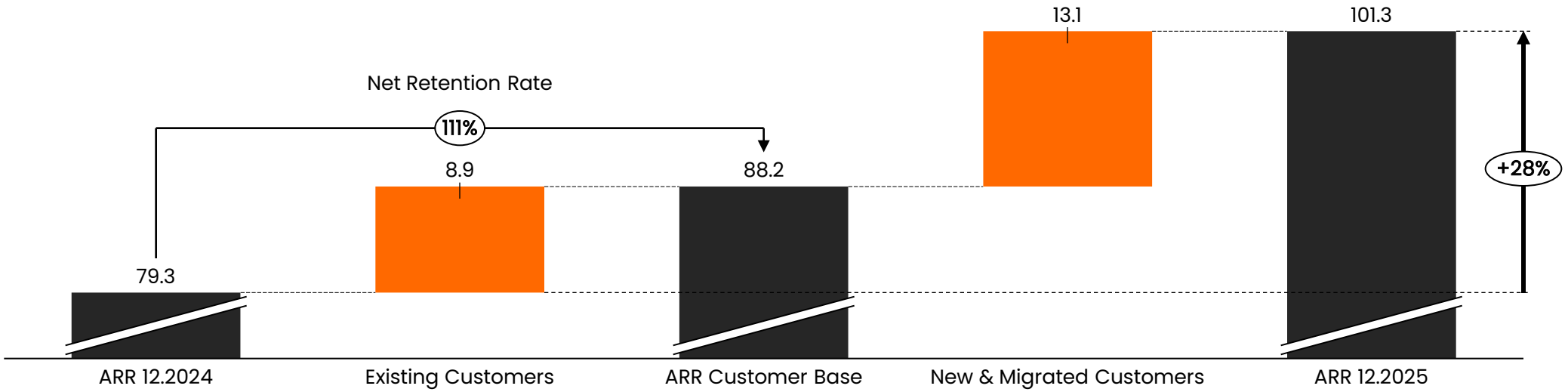
ATOSS Cloud & Subscriptions development by products

FY 2025

Cloud & Subscriptions ARR[1] 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 12months, excluding expansion and new customers
3. Net Retention Rate: Revenues generated from existing customers as of PY- taking into account expansion and churn (based on PY ARR)

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02 Financials & KPIs Q1-2026

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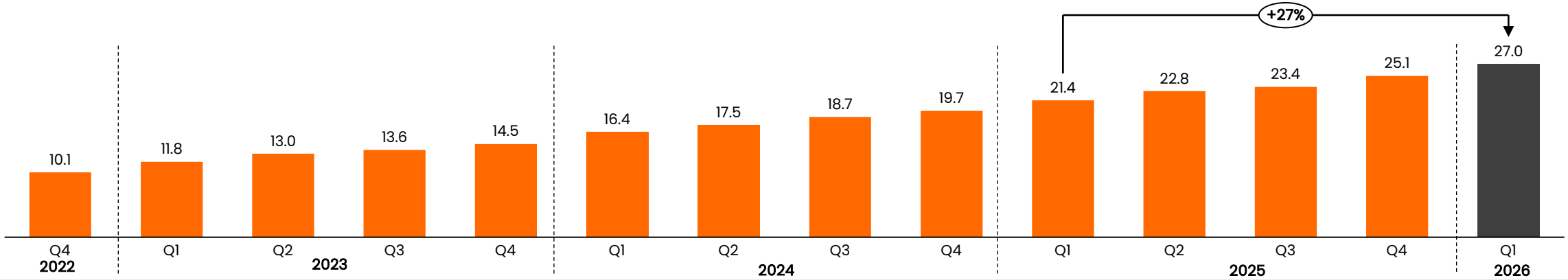
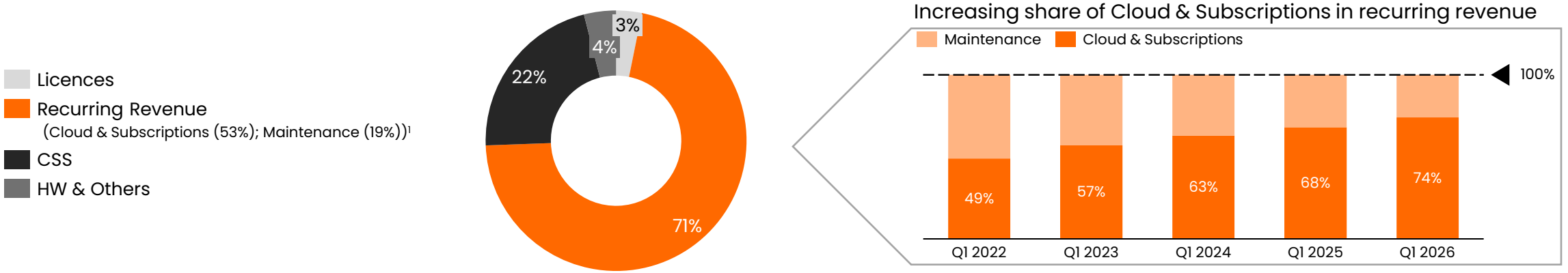
Cloud & Subscriptions MRR & ARR Total development

Q1 2026

Cloud & Subscriptions revenue in EURm



Share of Cloud & Subscriptions in revenue in %



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

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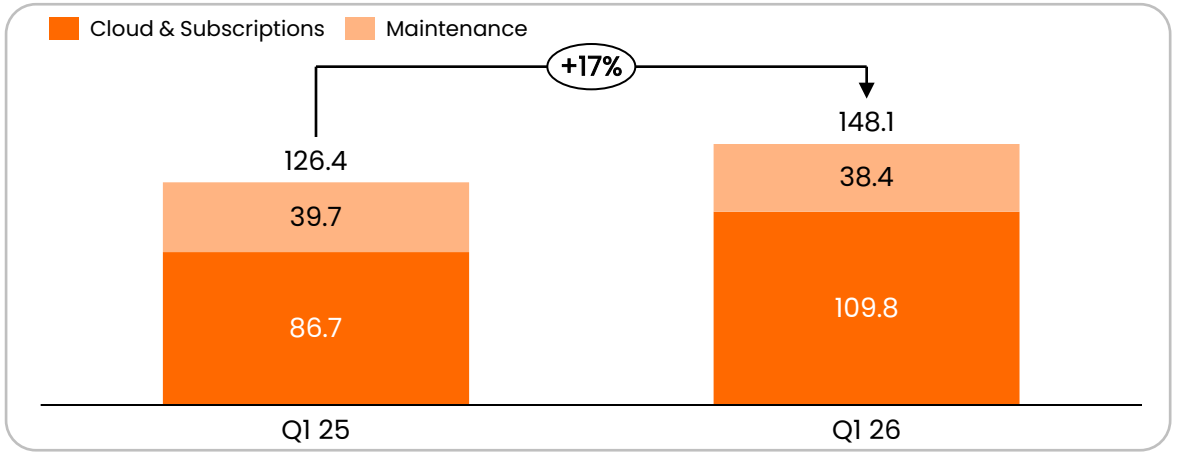
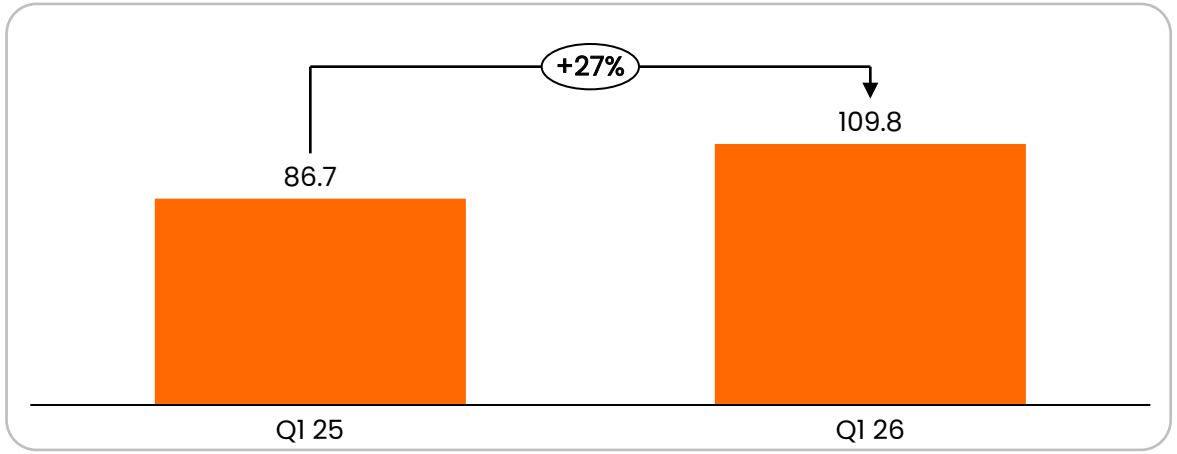
Strong development of recurring revenues driven by Cloud & Subscriptions

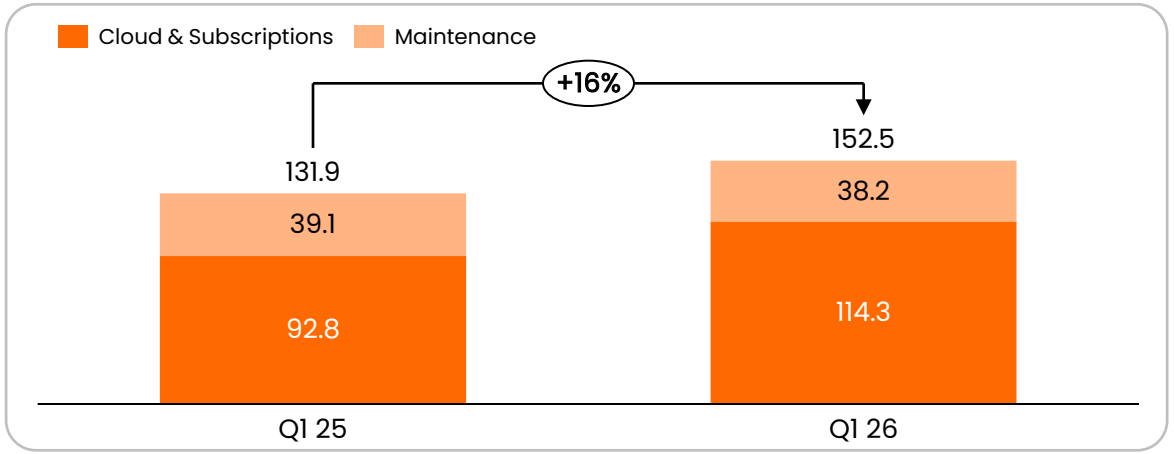
ARR Total (Cloud & Subscriptions + Maintenance) in EURm



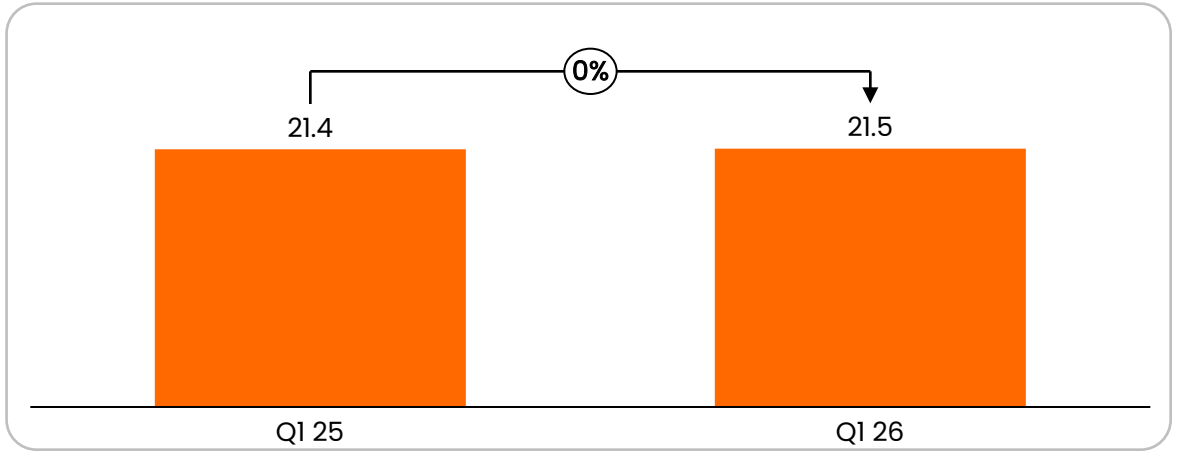
ARR Cloud & Subscriptions in EURm



ARR backlog Total (12 months)[1] in EURm



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



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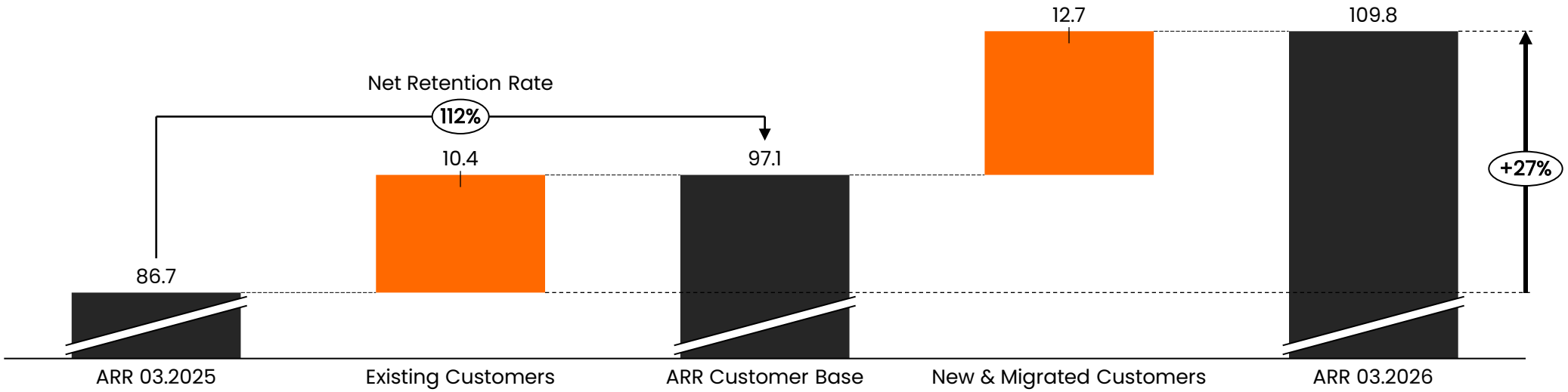
ATOSS Cloud & Subscriptions development by products

Q1 2026

Cloud & Subscriptions ARR[1] in EURm



		GRR[2]	NRR[3]				
ASES	63.7	95.4%	9.8	115.4%	73.5	7.3	80.9
ATC	15.4	94.2%	1.1	107.5%	16.5	2.4	19.0
Crewmeister	7.6	76.1%	*-0.6*	92.2%	7.0	2.9	9.9

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2. Gross Retention Rate: Percentage of existing customers or revenue retained over the last 12months, excluding expansion and new customers
3. Net Retention Rate: Revenues generated from existing customers as of PY- taking into account expansion and churn (based on PY ARR)

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04 Growth strategy

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Core pillars of ATOSS' growth strategy

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

Projections 2025–2027

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

2025-2027:
Total revenue growth CAGR
14%

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

Increase international revenue share outside the DACH region

- 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

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

EBIT margins
≥33%
(Target: Year end 2027)

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

Crewmeister outlook 2027

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

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

R&D investment
~16% of total revenue

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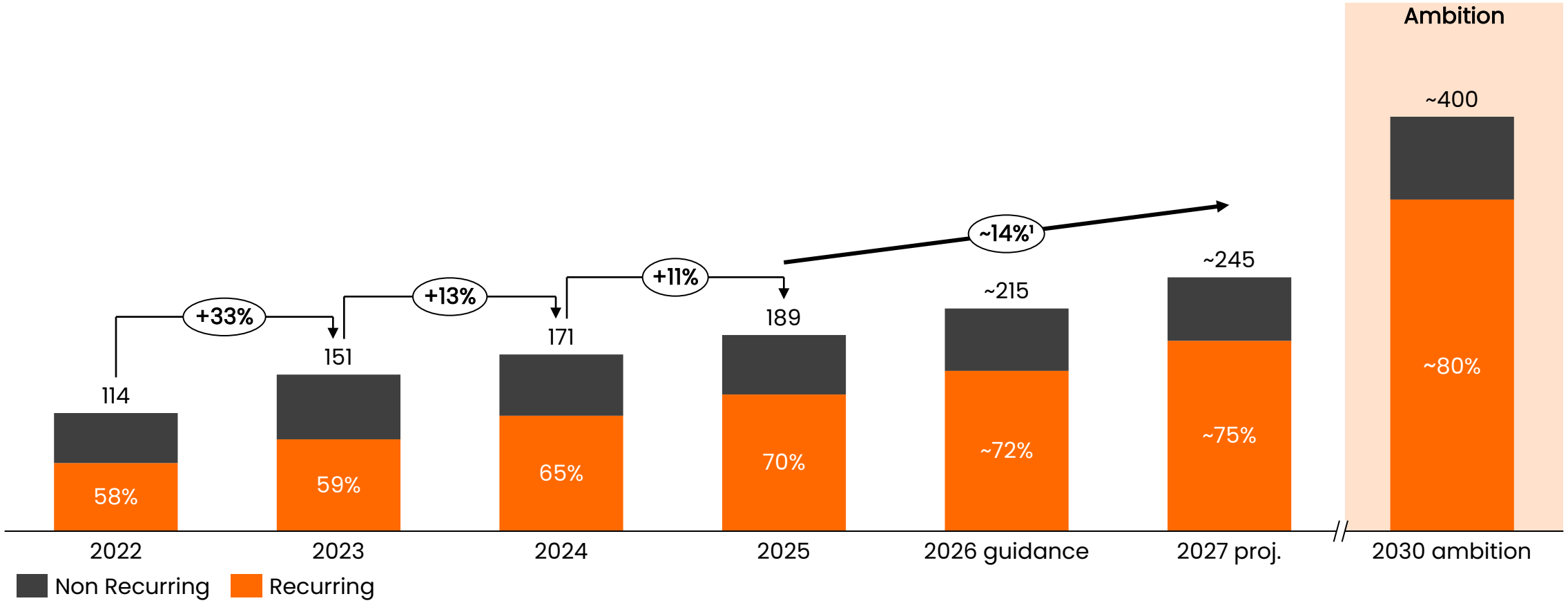
ATOSS Cloud transformation (1/2)

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

Revenue in EURm and growth in % (YOY)



1. Compound Annual Growth Rate

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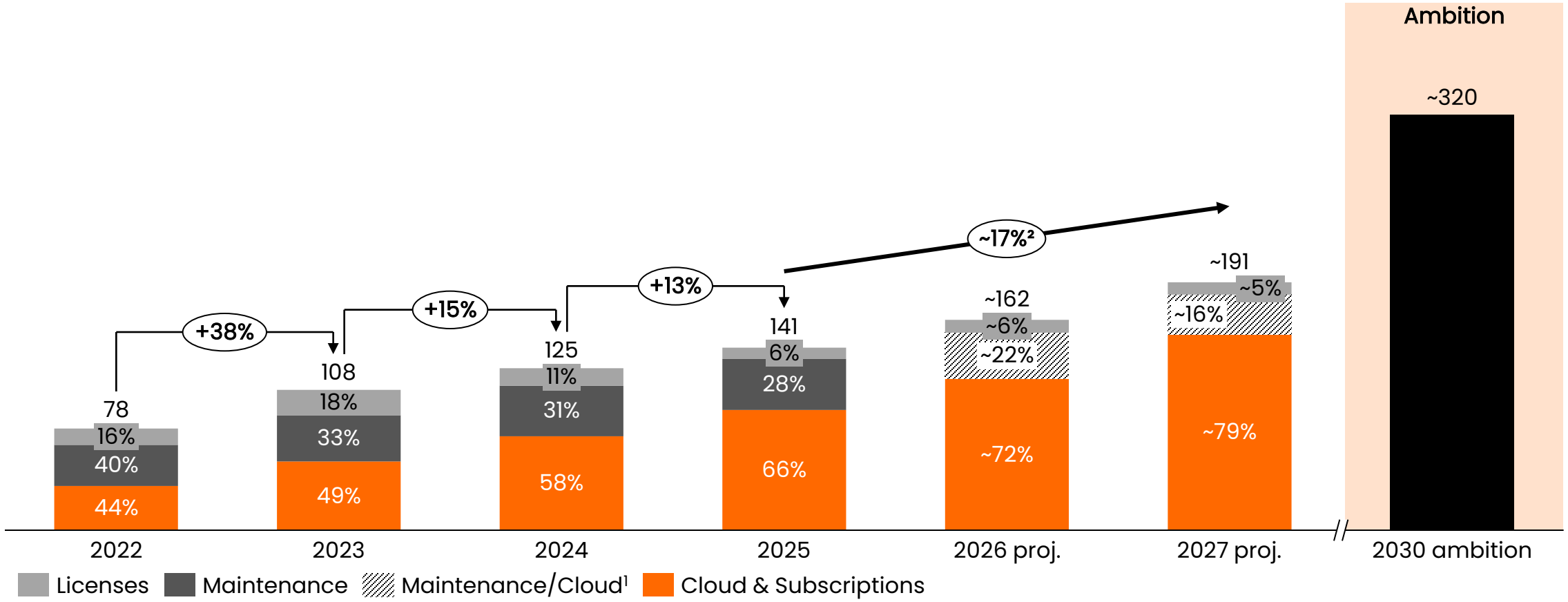
ATOSS Cloud transformation (2/2)

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

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ATOSS - Growth projections

Strong growth and margins while building recurring revenue

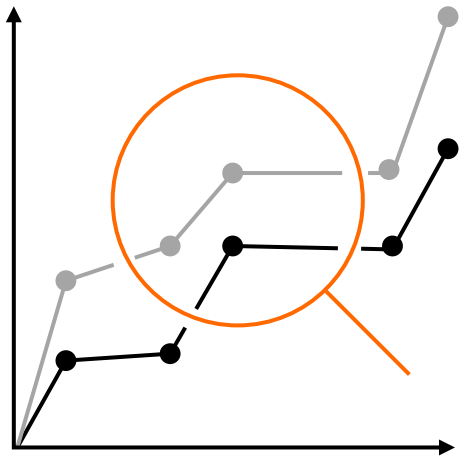
Guidance 2026

Total revenue

~215 EURm

EBIT margin

≥34%



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%

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Sustainability at ATOSS

> It’s our vision to create a working world, in which everyone benefits.

Christof Leiber
CFO, ATOSS

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Sustainability at ATOSS

Our sustainability pillars (1/2)

Customer and society

- Data protection and data security
- Customer satisfaction
- Social and cultural activities

Employees at ATOSS

- Recruitment and retention
- Continuous training and learning
- Health promotion and recreation
- Diversity

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Sustainability at ATOSS

Our sustainability pillars (2/2)

Integrity and compliance

- Prevention of discrimination, corruption, bribery, respect for human rights
- Compliance Management System – acting in accordance with all laws, social guidelines and values

Environmental protection

- Energy & CO_2 reduction
- Conservation of resources

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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

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Sustainability at ATOSS

Our goals (2/2)

Integrity and Compliance

Integrity and Compliance

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

Information security

- Recertification according to ISO/IEC 27001:2022

Environmental protection

CO_2 footprint

Goals by 2045:

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

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Employees at ATOSS

Working with Passion & Purpose

"The team is the key to sustainable success"

- Intensive and structured onboarding
- Detailed career model
- Working in diverse teams / short
- Decision-making paths
- Meaningful working environment

„We are top employer"

- Employee Engagement Index: 84%

top EMPLOYER Deutschland Germany 2026 FOR A BETTER WORLD OF WORK

"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

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

"Individuality in Working Life - Employee Well-being in Focus"

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

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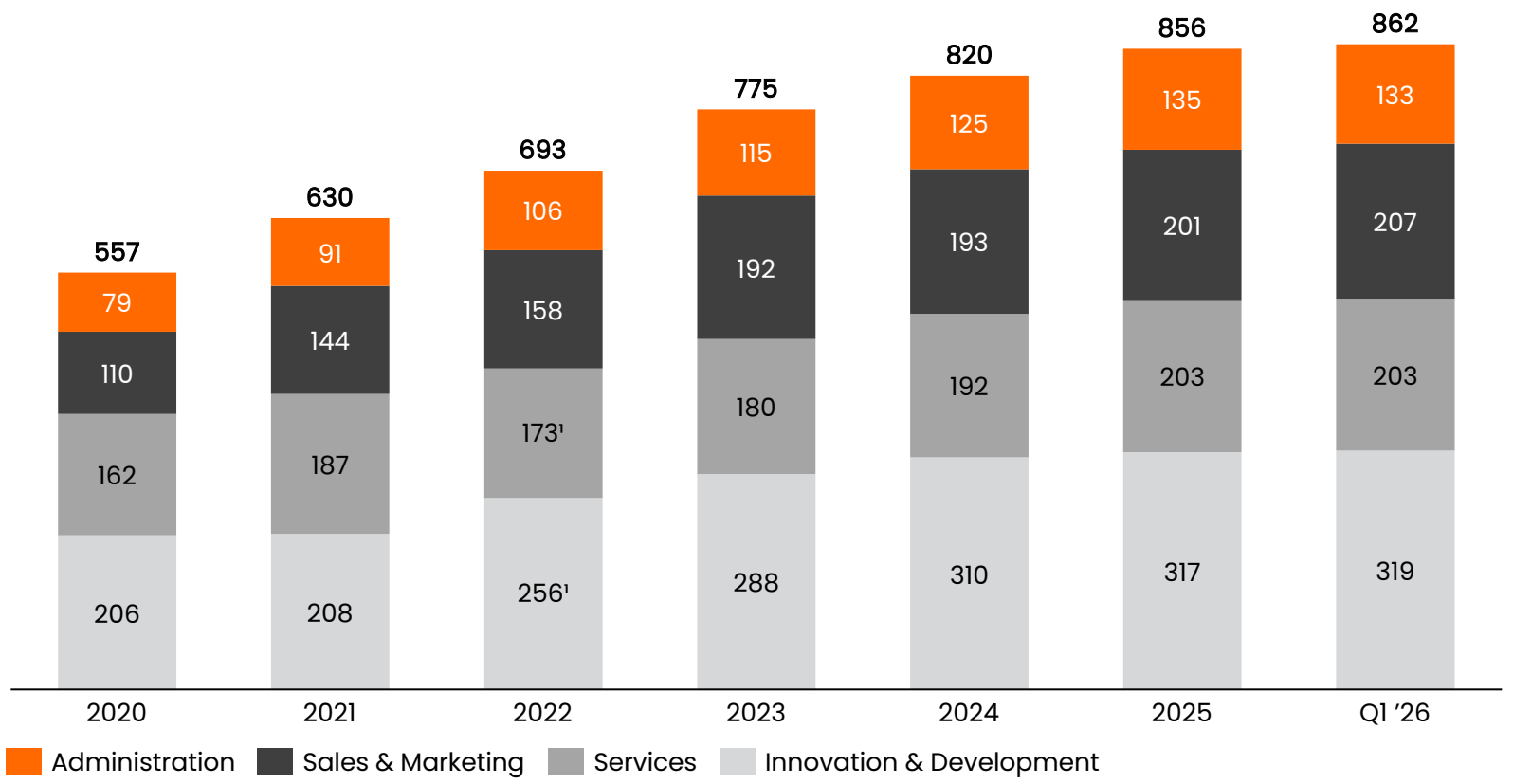
People & Organization update

Q1 2026

Personnel development (headcount)



Key updates:

Transformation of go-to-market organization is completed:

- S&M headcount per Q1 2026 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

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Additional attachments

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AI already embedded in ATOSS' core workflows

Demand driver forecasting

Ensure seamless operations

Balanced personnel levels enable employees to deliver higher-quality work with greater confidence, while minimizing service disruptions and revenue loss.

Improve employee satisfaction

Demand-driven personnel reduces employee stress by balancing workloads, impacting morale and employee turnover.

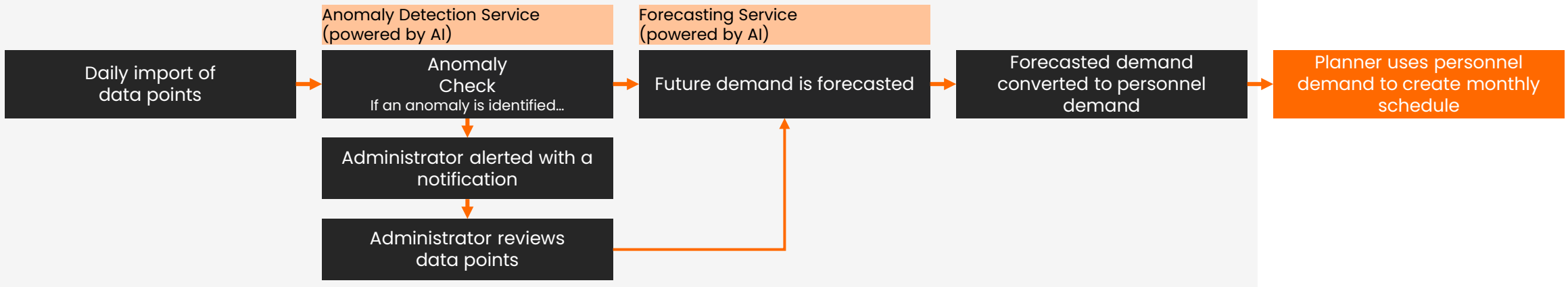
Optimise personnel costs

Forecast demand down to the minute to minimize overstaffing costs and ensure you have the right employees in the right place.

Boost competitiveness

Streamlined operations, cost savings, and improved service quality position your organization to outperform competitors.

How does it work?



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AI already embedded in ATOSS' core workflows

Workforce intelligence

Spot workforce risks before they disrupt

Identify critical metrics with the Executive Summary for quick decision-making

Compare KPIs side by side to track their performance

Flag key metrics with color-signals so issues stand out

Democratize workforce insights

Access prebuilt workforce analyses for immediate insights

Easily interpret charts with contextual descriptions and tooltips

Find what you're looking for by searching for metrics, analyses and business questions

Move from trends to root-causes

Explore metrics, trends or drivers with drag-and-drop ad hoc analysis

Customize charts with flexible filters, time frames, and drill-up/down controls

Build custom analysis pages and share them with your team

Align teams with real-time data

Automate reporting with automated report deliveries at set intervals

Trigger alerts when thresholds are breached to address issues early

Export charts and analyses as PowerPoint or PDF for easy collaboration

Client feedback[1]

Reduced **absenteeism rates** by

19%

Increased **retention rate** by

95%

Reduced **overtime costs** by

10%

1. Client feedback is based on sample customers using the embedded Visier HR Workforce AI Analytics solution. All referenced KPIs are sourced from Visier.

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Crewmeister

Crewmeister continues successful development

Highlights

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

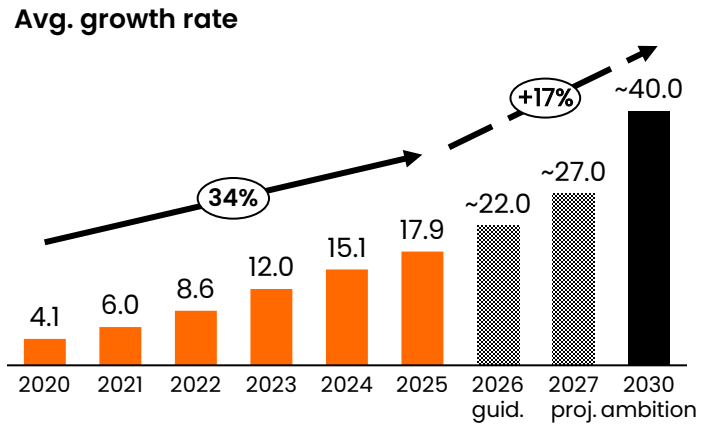
Key metrics

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

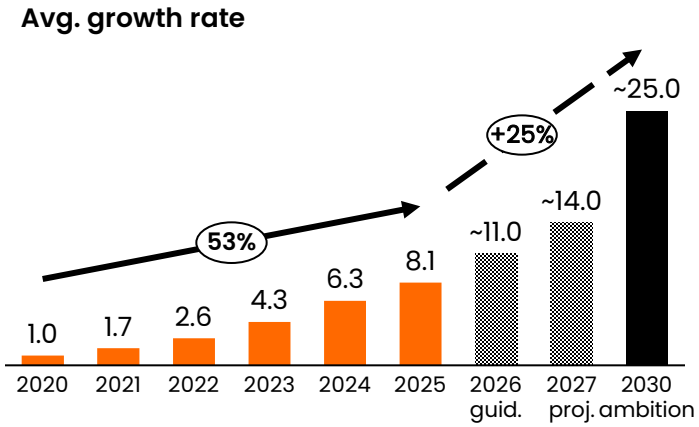
Outlook 2026

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

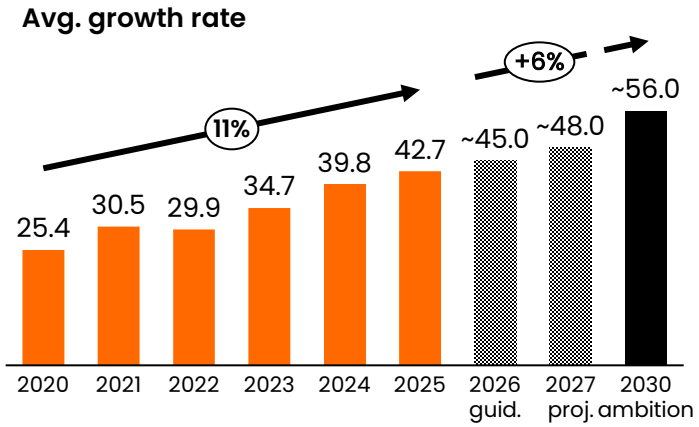
Customer development (k)



Sales development (EURm)



MRR/Customer ratio (EUR)[4]



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

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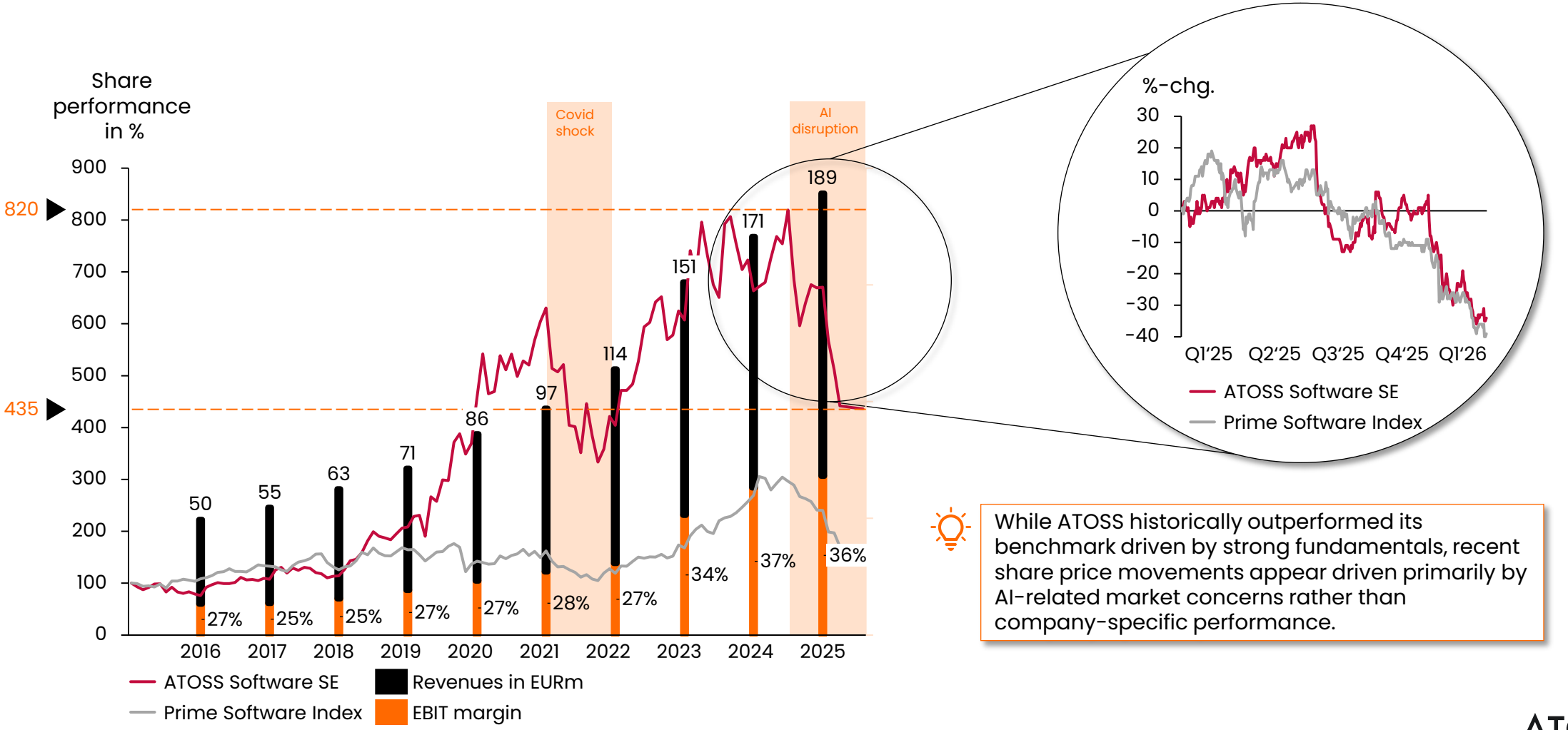
The ATOSS Share

Share price performance (2016 – 2026)



While ATOSS historically outperformed its benchmark driven by strong fundamentals, recent share price movements appear driven primarily by AI-related market concerns rather than company-specific performance.

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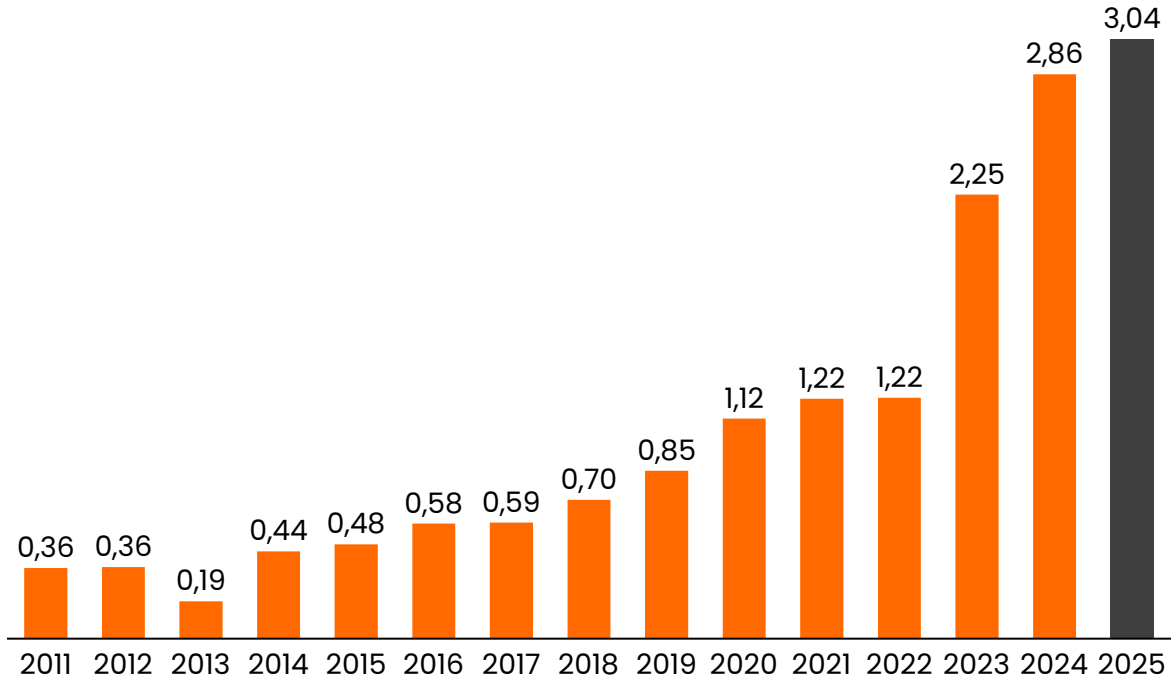
The ATOSS share

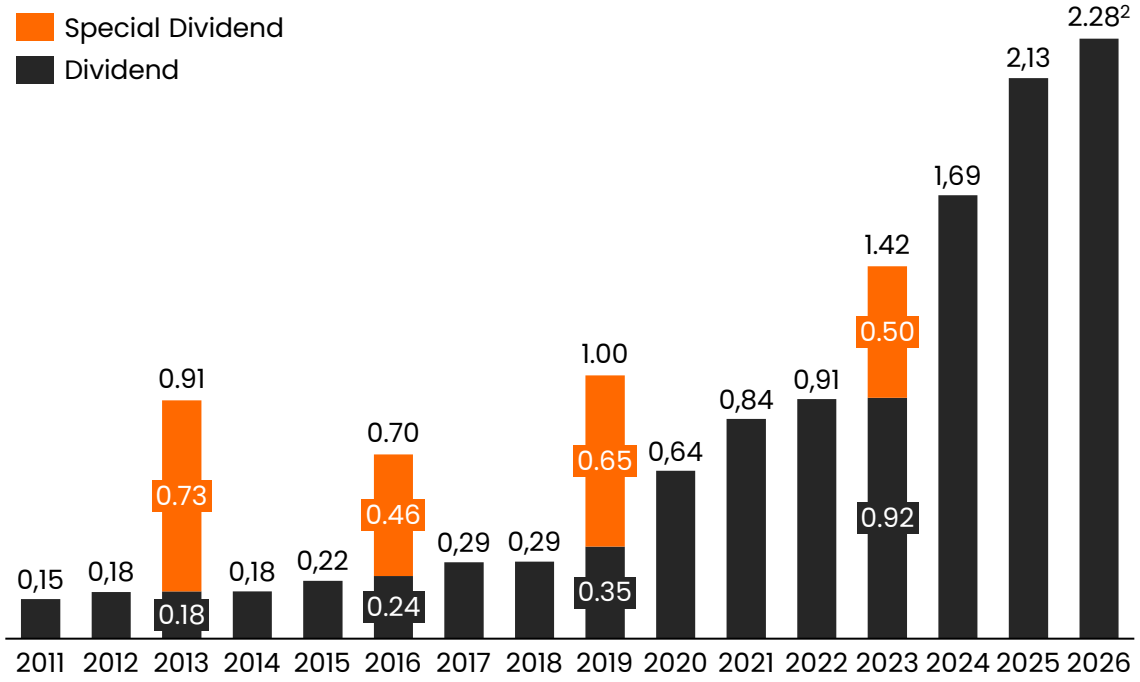
Dividend policy

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

EPS[1] per 31. December in EUR



Dividend[1] in EUR



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

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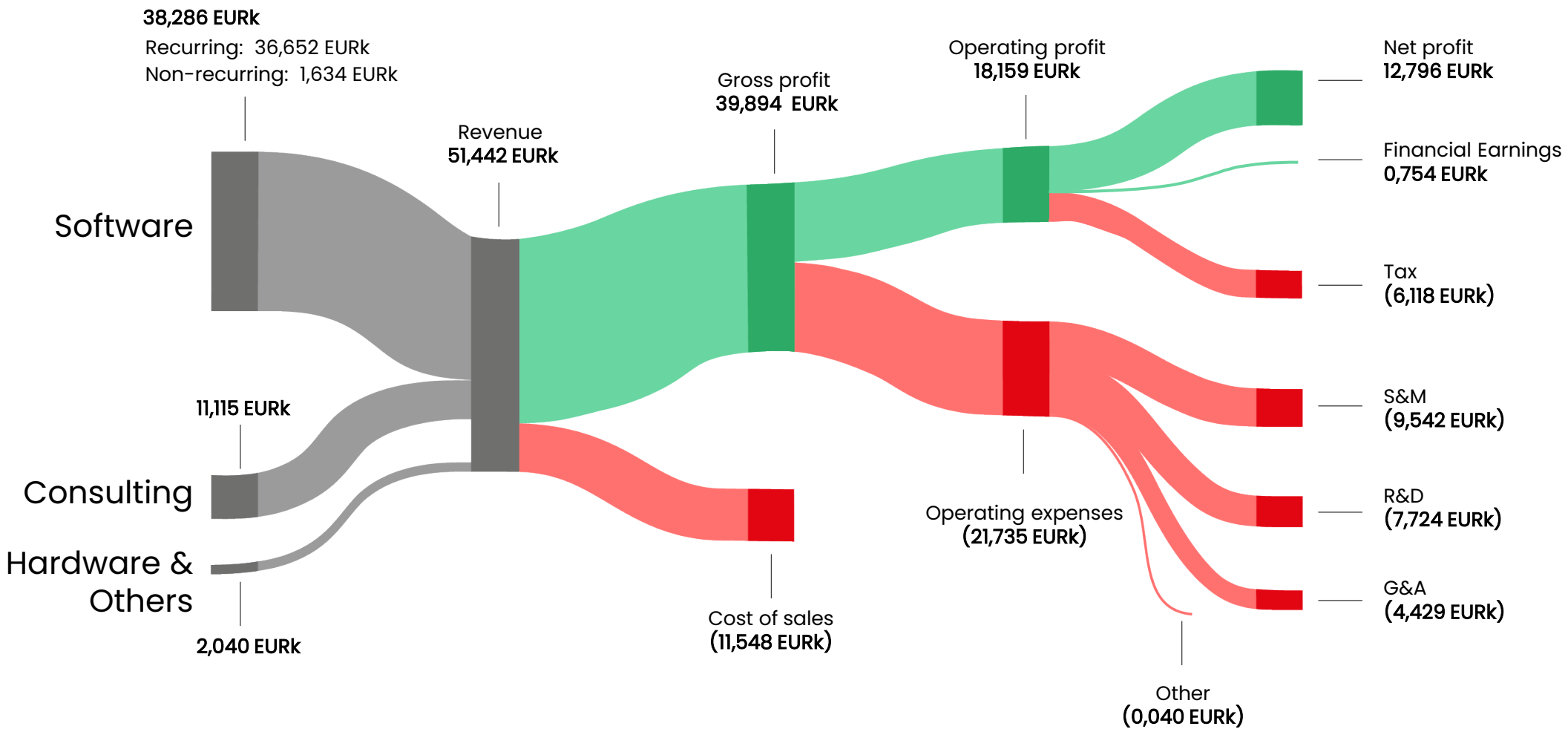
Income statement

Q1 2026



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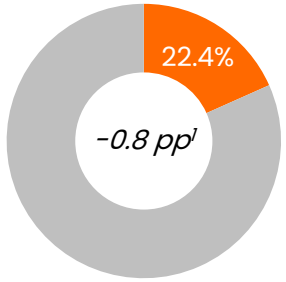
Cost ratios

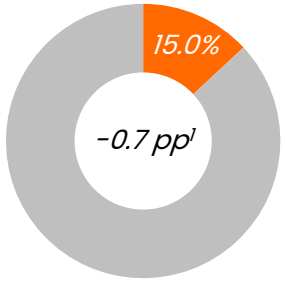
Actual vs. Plan 2026

Total revenue: EUR 51.4m

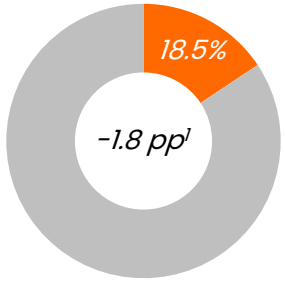
Actual cost ratios 2026 in %



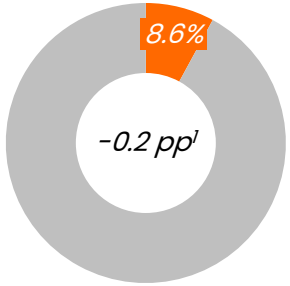
Cost of sales
as % of total revenue



R&D
as % of total revenue

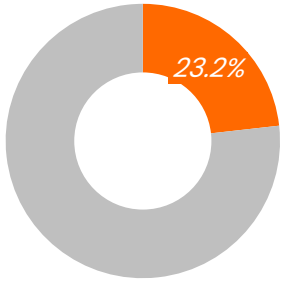


S&M
as % of total revenue

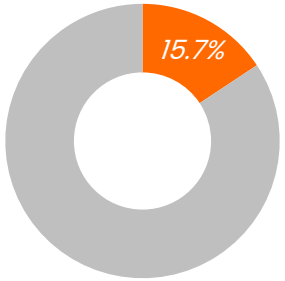


G&A
as % of total revenue

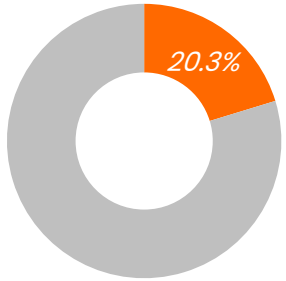
Planned cost ratiosFY 2026[2] in %



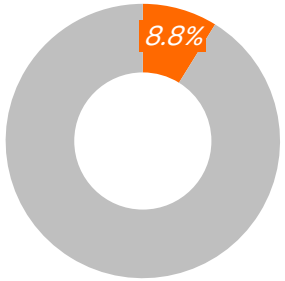
Cost of sales
as % of total revenue



R&D
as % of total revenue



S&M
as % of total revenue



G&A
as % of total revenue

1. Delta to Plan 2026
2. Excl. additional cost reserve of 1.5% for specific investments

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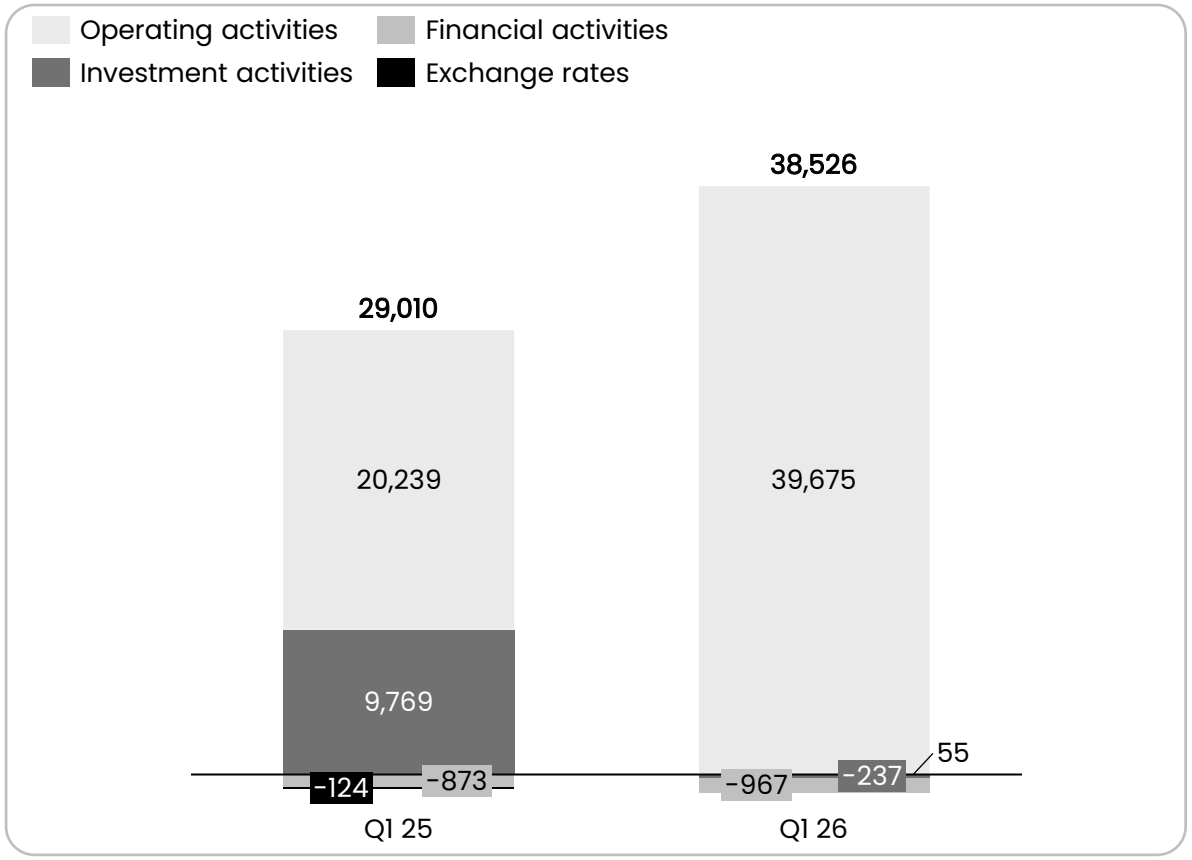
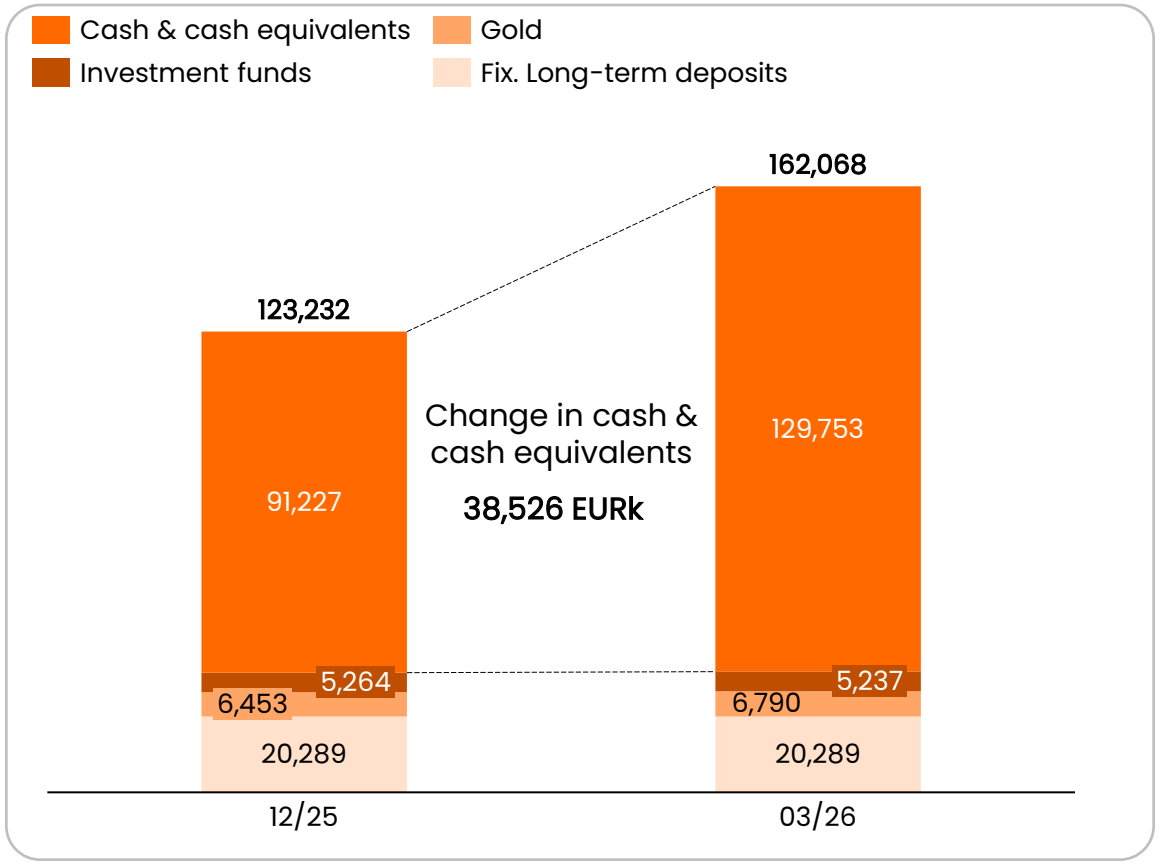
Financial development – impressive cash position

Q1 2026

Cash flow in EURk



Liquidity in EURk



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Income statement (IFRS)

Q1 2026 vs. Q1 2025

EURk[1]	Q1 2026	% of total revenue	Q1 2025	% of total revenue	QoQ %
Total revenues	**51,442**	**100%**	**46,251**	**100%**	**11%**
Software	**38,286**	**74%**	**34,029**	**74%**	**13%**
Licenses	1,634	3%	2,714	6%	-40%
Maintenance	9,621	19%	9,959	22%	-3%
Cloud & Subscriptions	27,031	53%	21,356	46%	27%
Consulting	11,115	22%	10,035	22%	11%
Hardware	868	2%	1,144	2%	-24%
Others	1,173	2%	1,043	2%	12%
EBITDA	19,359	38%	16,721	36%	16%
EBIT	**18,159**	**35%**	**15,581**	**34%**	17%
EBT	18,914	37%	16,689	36%	13%
Net profit	12,796	25%	11,314	24%	13%
EPS in euro	0.80		0.71		13%

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

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Cash Flow Statement (IFRS)

Operating activities

EURk[1]	Q1 2026	Q1 2025
Earnings before taxes	**18,914**	**16,689**
Depreciation	1,200	1,140
Financial income	-883	-1,297
Financial expenses	129	189
Non-cash personnel expenses	553	-
Change in net current assets		
Trade receivables	-7,324	-10,435
Other current non-financial assets	-1,933	-921
Capitalized contract costs	451	170
Other assets	-70	-28
Trade accounts payable	80	-433
Other current financial and non-financial liabilities	-4,109	-6,226
Other current and non-current provisions	-491	1,015
Other non-current financial liabilities	-538	2,289
Contractual liabilities	35,317	30,822
Interest received	329	693
Interest paid	-1	-
Income taxes received	120	-
Income taxes paid	-2,067	-13,427
Cash flow generated from operating activities (1)	**39,675**	**20,239**

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

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Cash Flow Statement (IFRS)

Investment and financing activities

EURk[1]	Q1 2026	Q1 2025
Cash flow from investment activities		
Expenditure for the purchase of tangible and intangible assets	-237	-231
Proceeds from the disposal of financial assets	-	10,000
Cash flow generated from investment activities (2)	**-237**	**9,769**
Cash flow from financing activities		
Redemption element leasing liabilities IFRS 16	-932	-847
Interest element leasing liabilities IFRS 16	-35	-25
Cash flow generated from financing activities (3)	**-967**	**-873**
Changes in cash and cash equivalents - total (1) - (3)	38,471	29,134
Cash and cash equivalents at the beginning of the period	91,227	82,667
Effects of exchange rate changes on cash and cash equivalents	55	-124
Cash and cash equivalents at the end of the period	**129,753**	**111,677**

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

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Balance Sheet (IFRS)

Assets

EURk[1]	March 31, 2026	December 31, 2025
Non-current assets		
Intangible assets	100	114
Property, plant and equipment	3,830	3,898
Rights of use	5,978	6,377
Capitalized contract costs	10,998	11,449
Other non-current financial assets and precious metals	2,358	2,231
Total non-current assets	**23,264**	**24,069**
Current assets		
Trade receivables	18,284	10,960
Other current financial assets and precious metals	30,529	30,302
Other current non-financial assets	5,554	3,594
Cash and cash equivalents	129,753	91,227
Total current assets	**184,120**	**136,083**
Total assets	**207,384**	**160,152**

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

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Balance Sheet (IFRS)

Equity and Liabilities

EURk[1]	March 31, 2026	December 31, 2025
Equity		
Subscribed capital	15,906	15,906
Capital reserve	2,601	2,048
Equity deriving from unrealized profits/losses	1,286	1,286
Unappropriated net income	90,708	77,912
Equity attributable to the equity holders of the parent company	**110,501**	**97,153**
Non-controlling interests	-109	-109
Total Equity	**110,392**	**97,044**
Non-current liabilities		
Pension provisions	1,002	993
Other non-current provisions	669	670
Other non-current financial liabilities	3,825	4,363
Non-current lease liabilities	3,125	3,676
Deferred tax liabilities	3,420	3,907
Total non-current liabilities	**12,042**	**13,608**
Current liabilities		
Trade accounts payable	2,665	2,586
Contractual liabilities	38,617	3,300
Current lease liabilities	3,216	3,159
Other current financial liabilities	5,734	6,105
Other current non-financial liabilities	14,084	17,795
Tax liabilities	18,169	13,601
Other provisions	2,464	2,954
Total current liabilities	**84,949**	**49,501**
Total equity and liabilities	**207,384**	**160,152**

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

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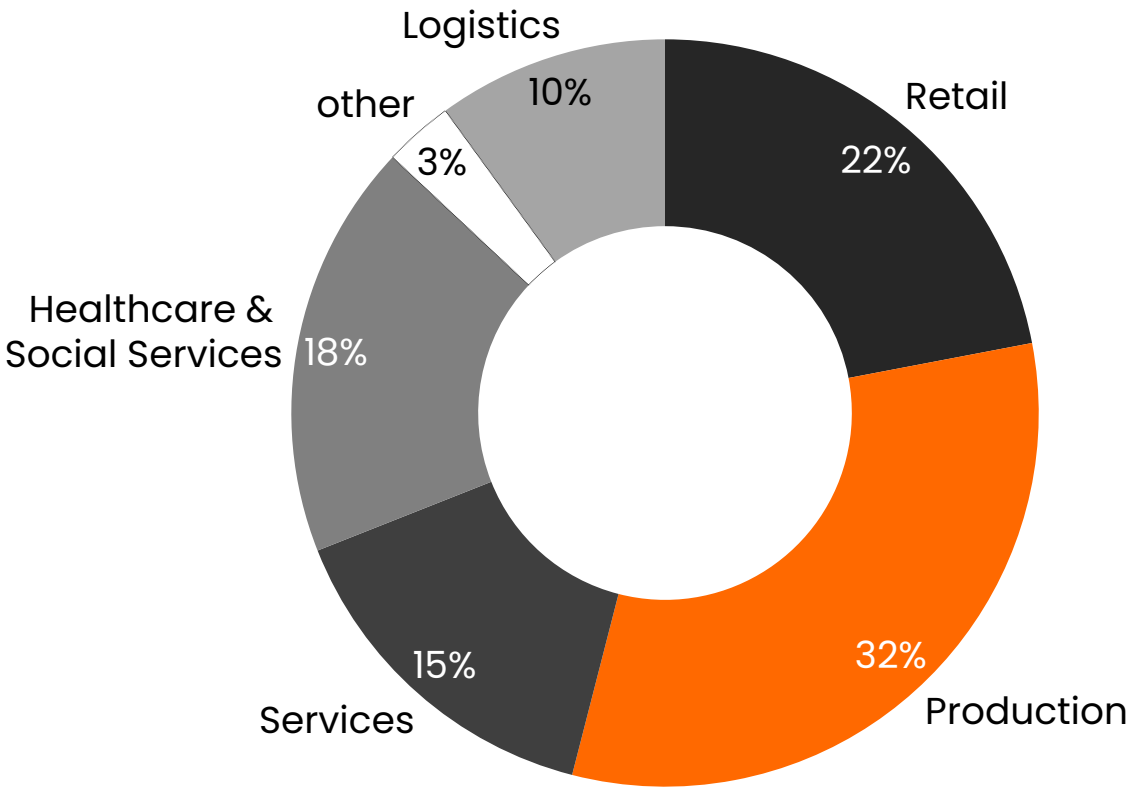
ATOSS sales by segment[1]

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



1. FY 2025/revenue

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