

Excellence in Workforce Management

ATOSS Software SE



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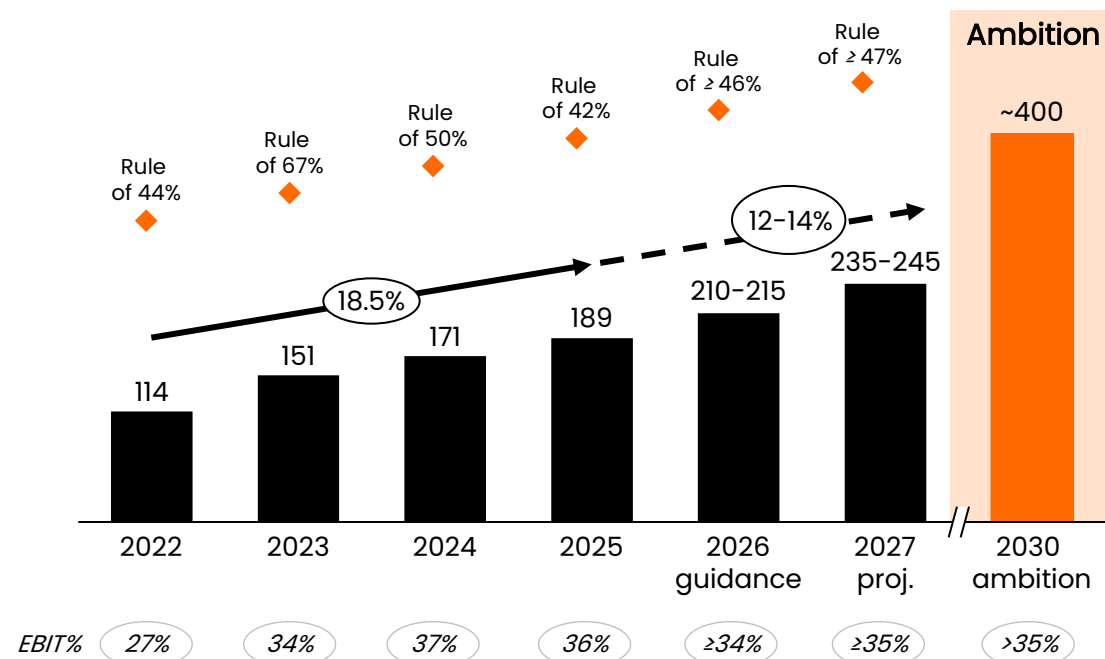
ATOSS Software SE 2026

ATOSS – Leading in the field of Workforce Management

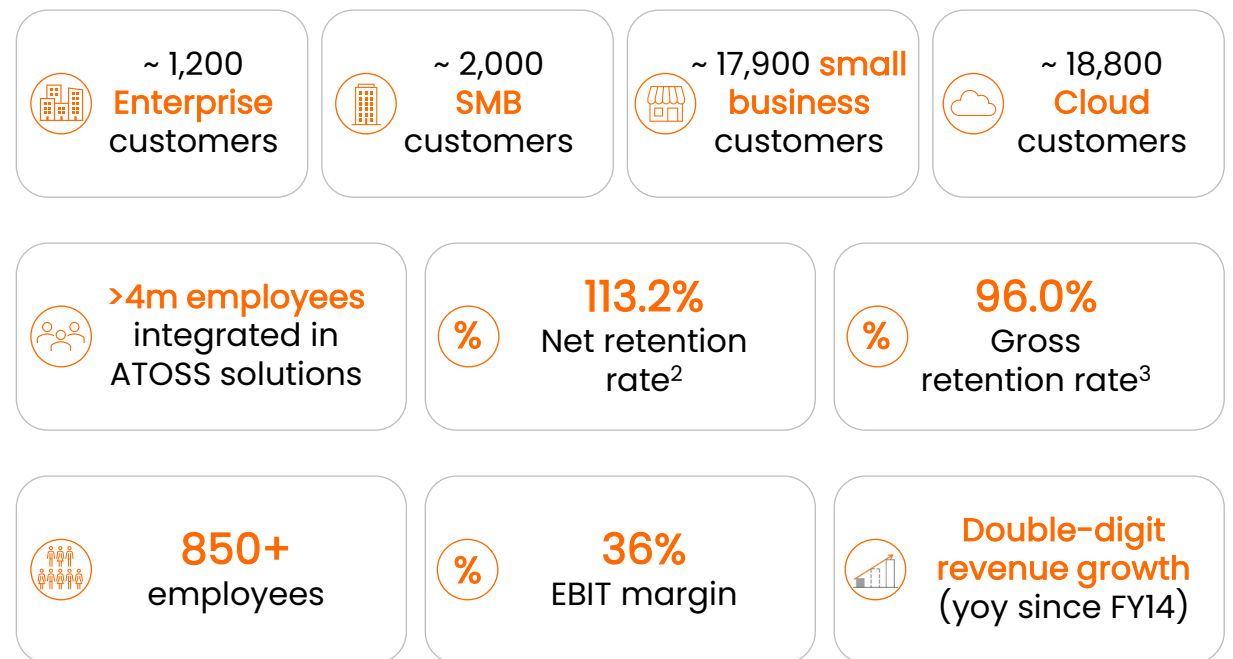
Strong position in growing WFM market fueling Ambition 2030

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

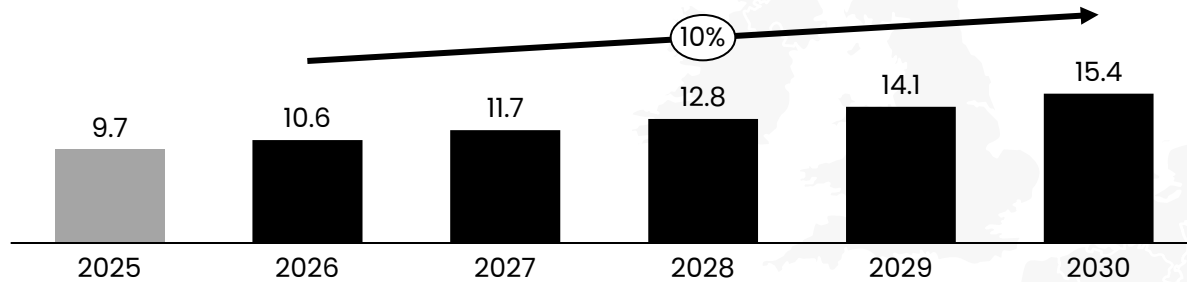


1. As of 12/31/2025 ; 2. Cloud w/o Crewmeister; 3. ARR churn in Cloud w/o Crewmeister

01 Market for Workforce Management, business model and product update

Workforce Management landscape continues to grow and evolve

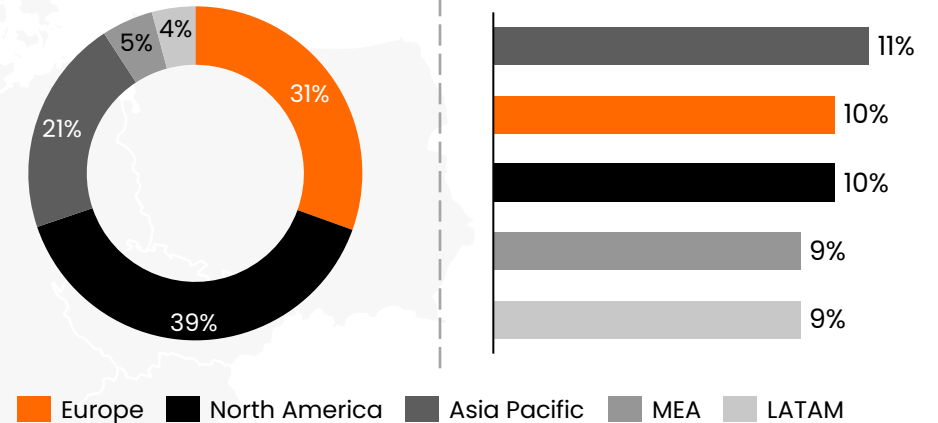
WFM market size development (\$bn)¹



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*

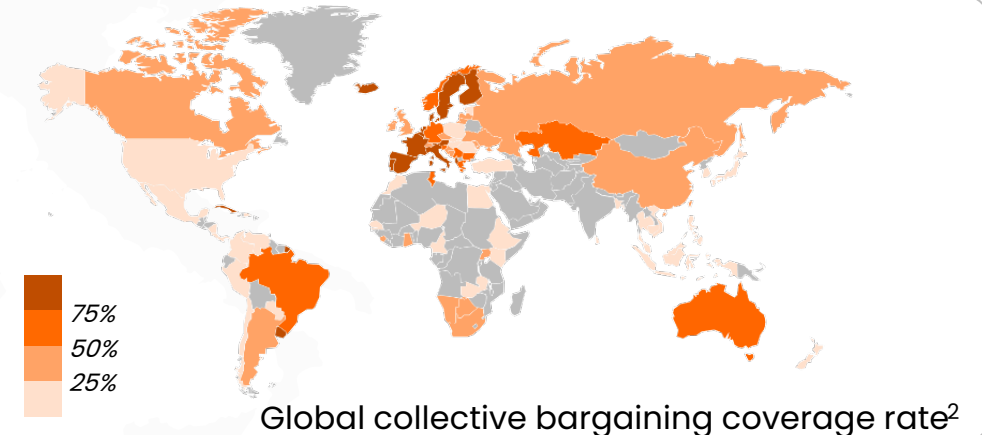
Market size by geo (2025)¹ CAGR by geo (2025-2030)¹



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



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

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

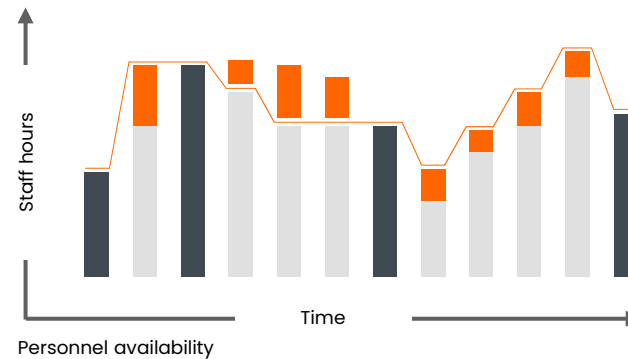
...with optimal employee experience

Current situation

Fluctuation in demand

Little flexibility and long response times

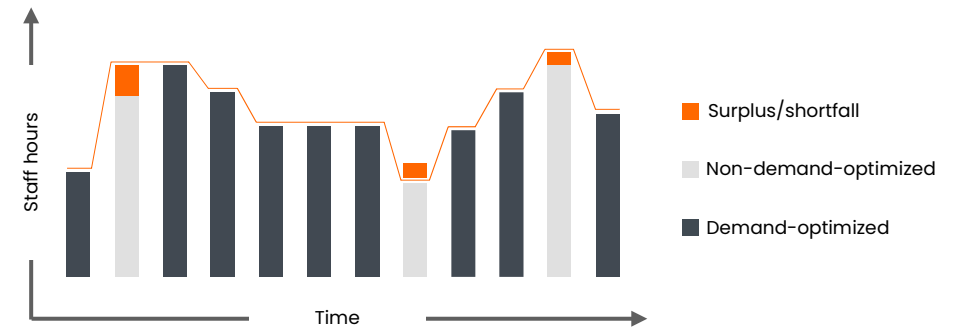
OPTIMIZATION POTENTIAL



Goal

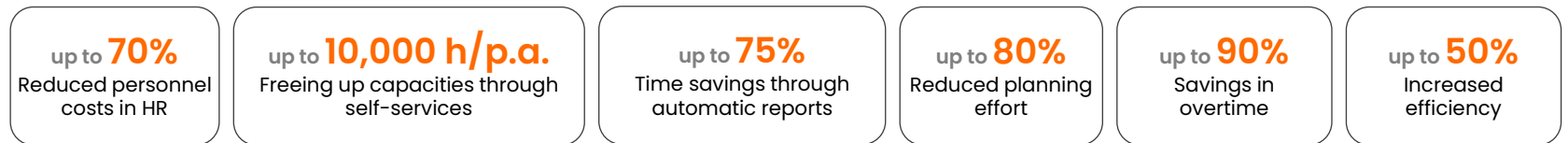
Demand and cost-optimized synchronization of working time and order volume

AFTER OPTIMIZATION



Exemplary:

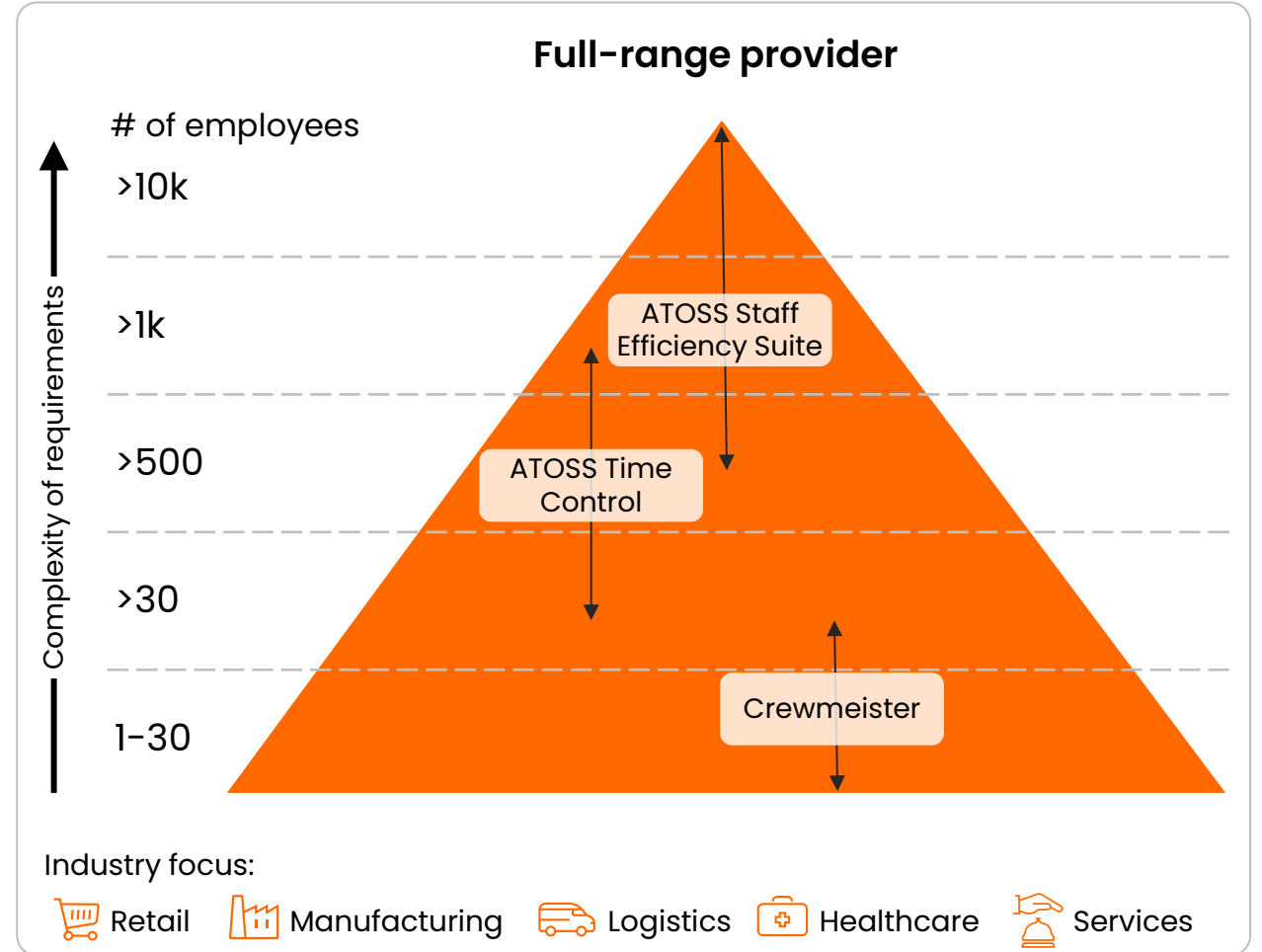
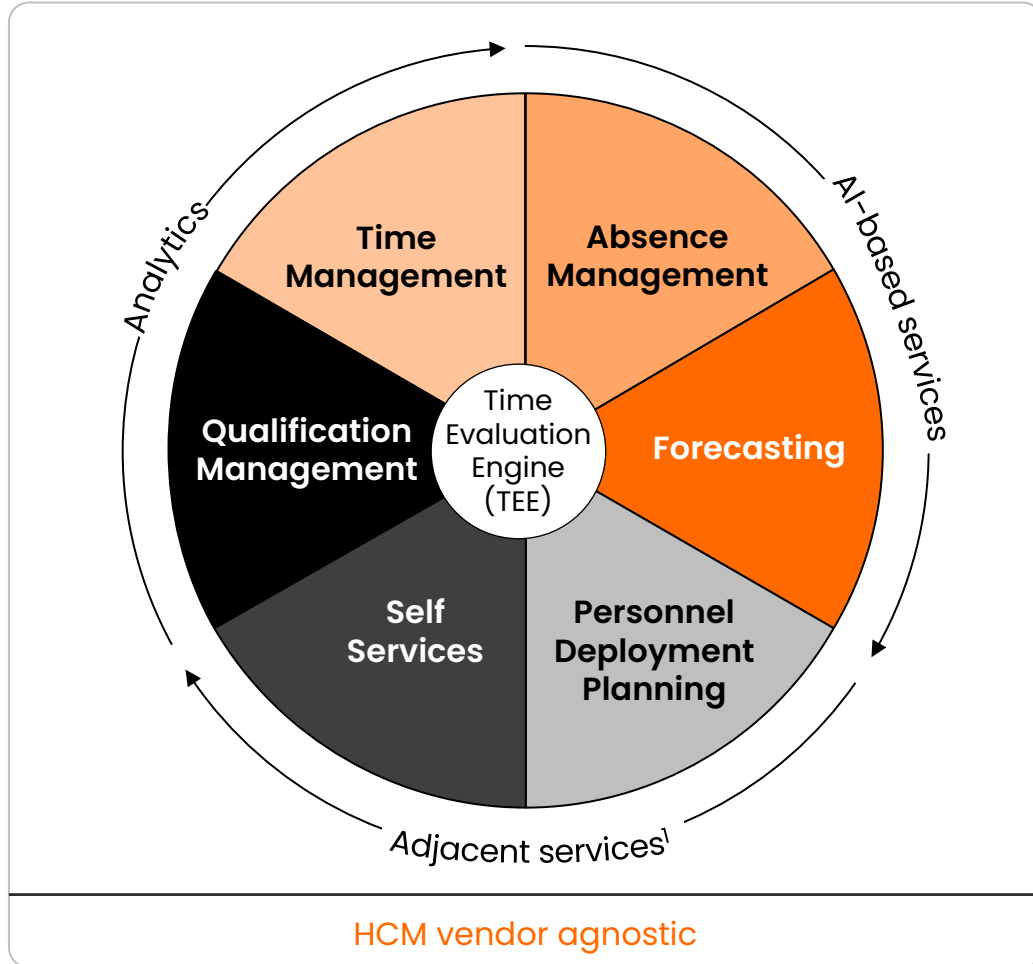
Effects generated from ATOSS projects – Cross-industry (figures per year)¹



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

02 Financials & KPIs H1-2026



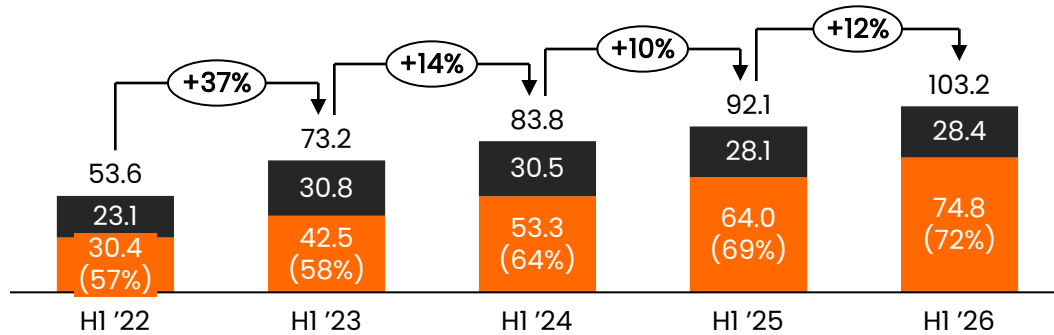
ATOSS – 21st record year anticipated

Running like clockwork

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

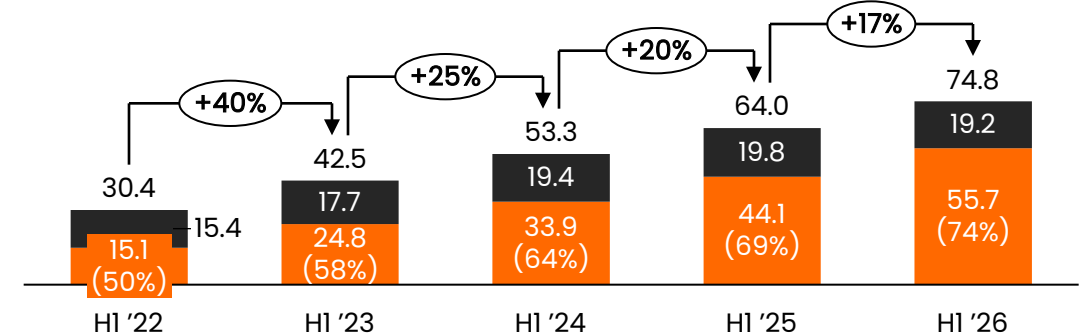
Total revenue in EURm

Recurring revenue Non-recurring revenue

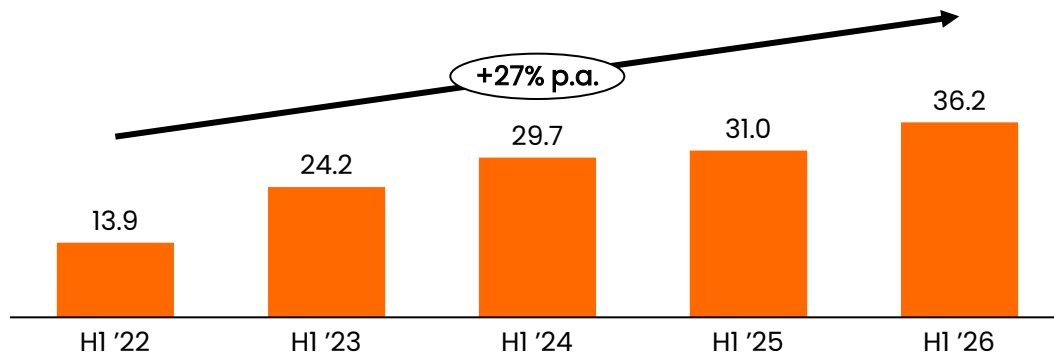


Recurring revenue in EURm

Cloud and subscriptions Maintenance

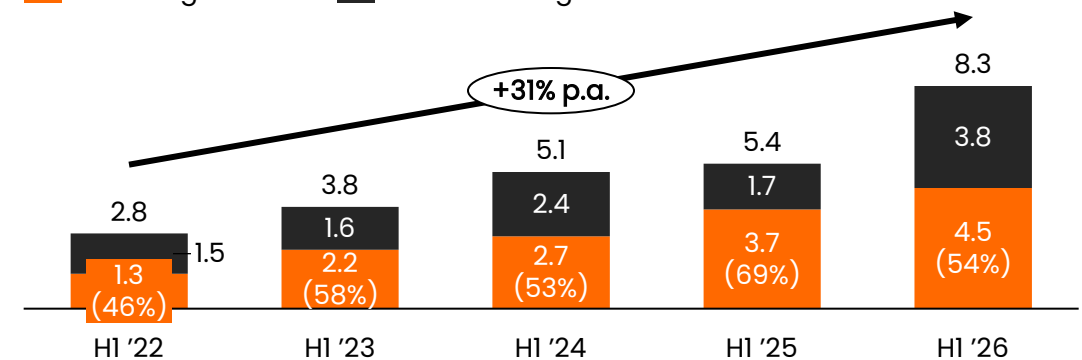


EBIT in EURm



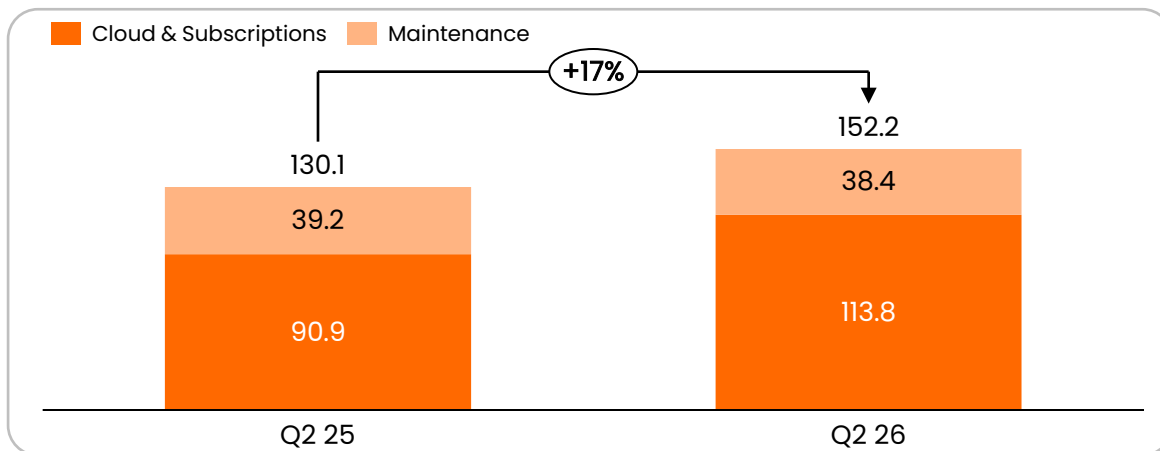
NON-DACH revenue in EURm

Recurring revenue Non-recurring revenue

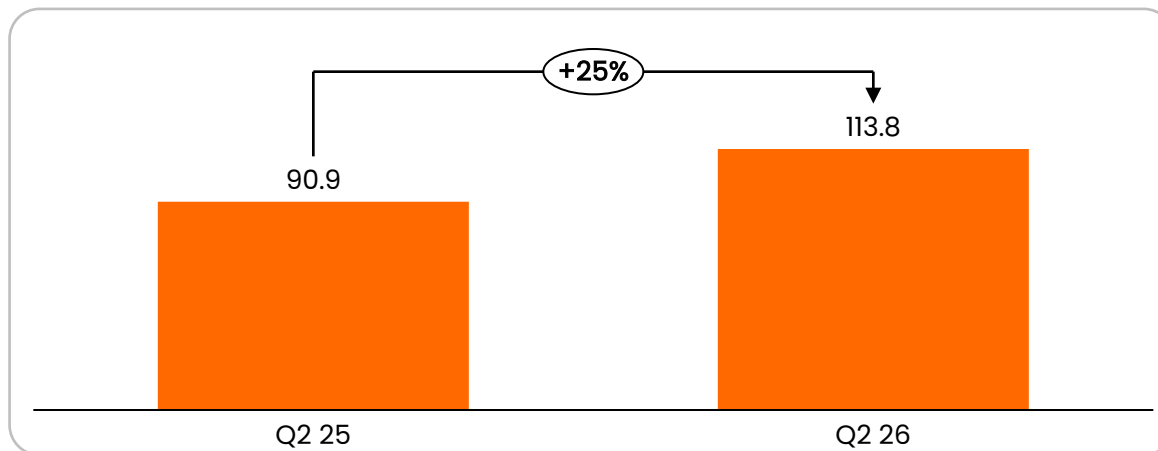


Strong development of recurring revenue driven by Cloud & Subscriptions

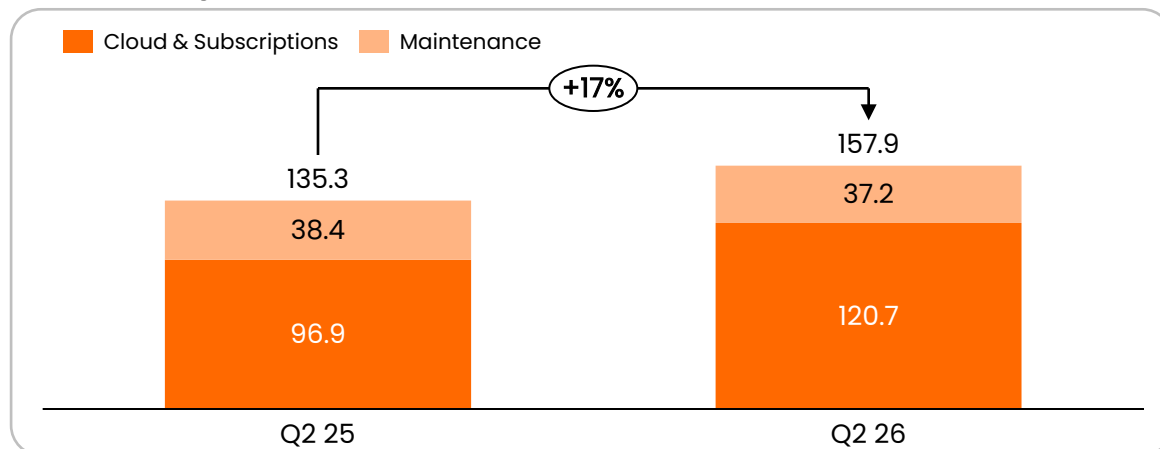
ARR Total (Cloud & Subscriptions + Maintenance) in EURm



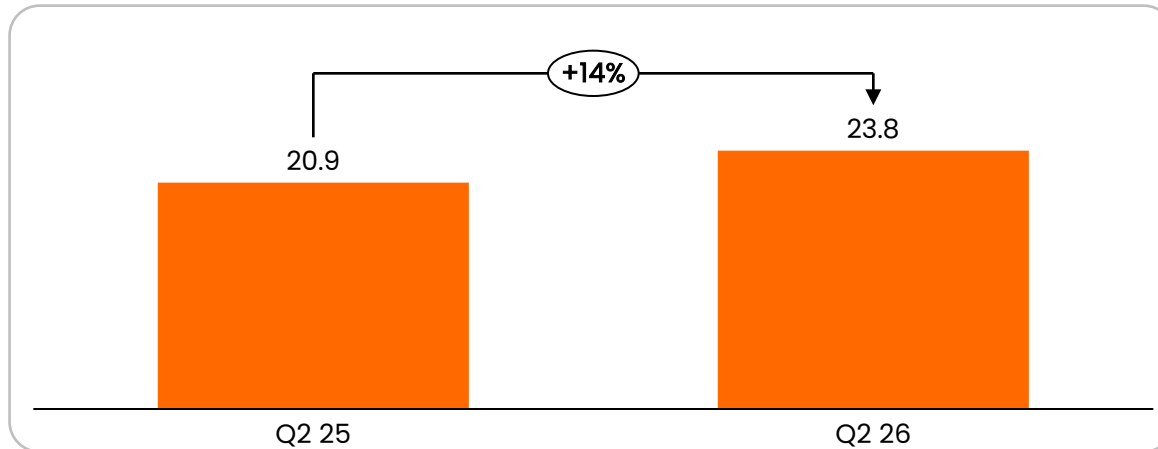
ARR Cloud & Subscriptions in EURm



ARR backlog Total (12 months)¹ in EURm



Cloud & Subscription backlog growth (YoY)² in EURm



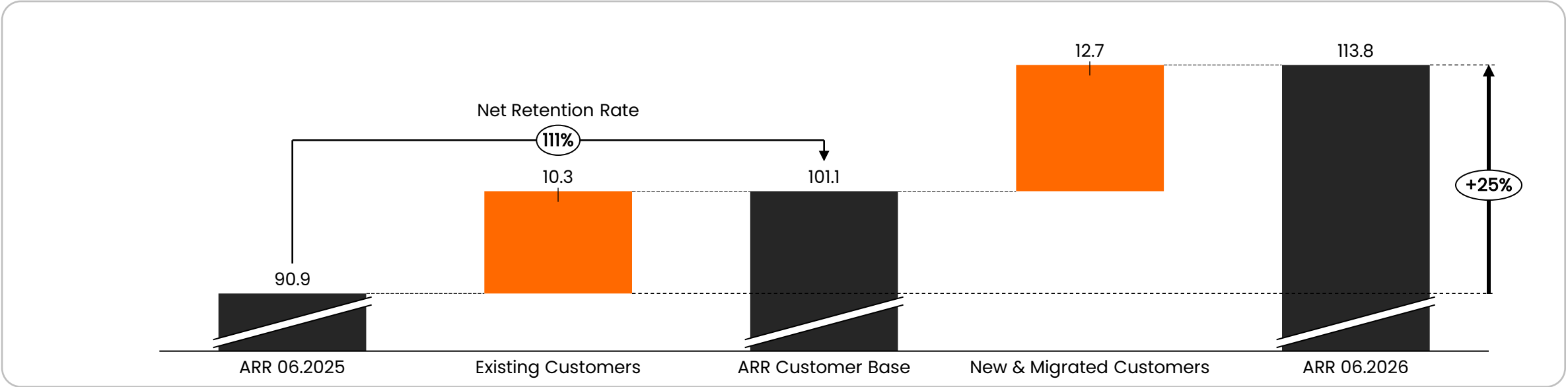
1. ARR backlog Total (12 months) = Total ARR + contractually committed additions, expansions and churn for the next 12 months

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

H1 2026

Cloud & Subscriptions ARR¹ in EURm



		GRR ²	NRR ³				
ASES	66.6	94.7%	9.7	114.6%	76.3	7.6	83.9
ATC	16.3	94.9%	1.1	106.5%	17.4	2.3	19.7
Crewmeister	7.9	77.6%	-0.5	93.4%	7.4	2.8	10.2

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)

03 AI at ATOSS

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

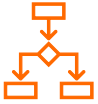
How about enterprise software?

- 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.*

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

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).

ATOSS turns embedded enterprise complexity into AI advantage

Our AI product strategy is deliberately built on four core pillars

Conversational & automated execution

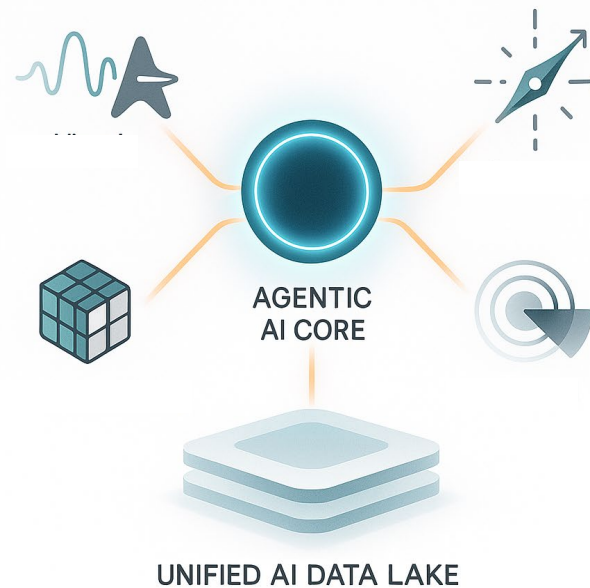
Natural, frictionless user interaction by embedding AI copilots into role-based workflows and interfaces

= faster execution, higher adoption, and seamless user experience

AI-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



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

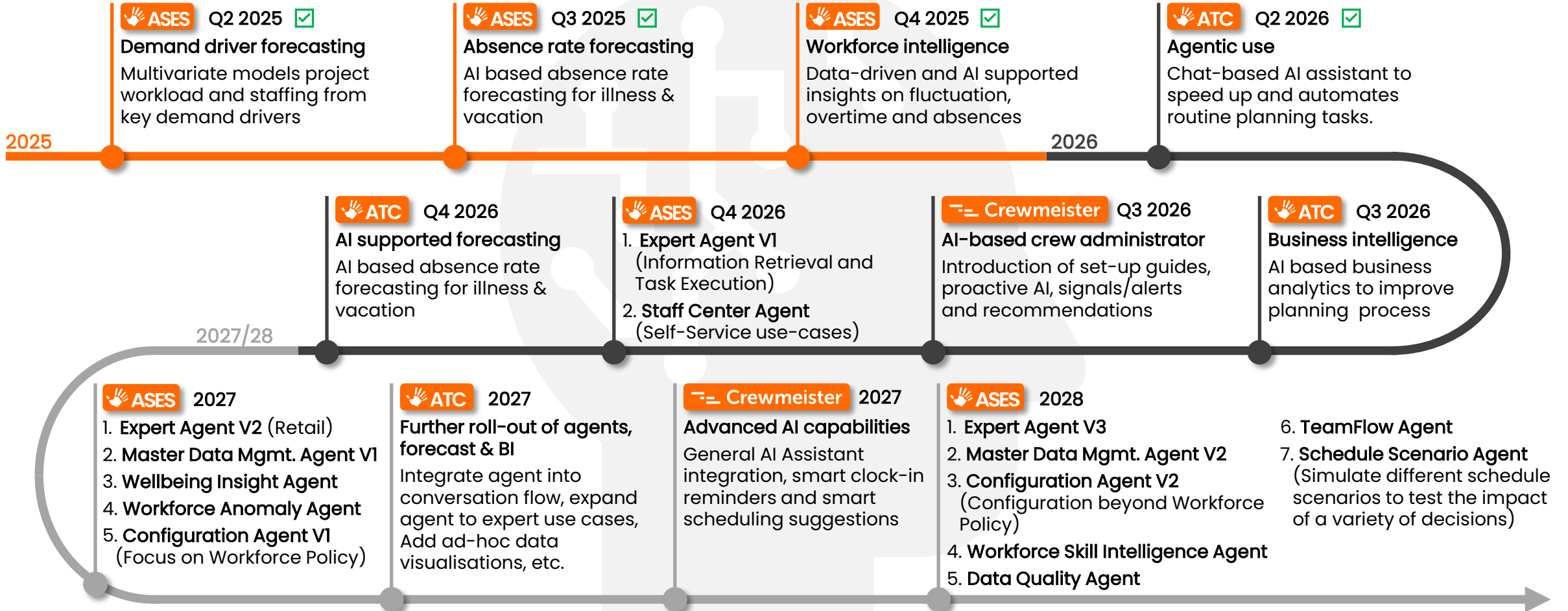
Predictive insights & analytical AI

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

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.

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

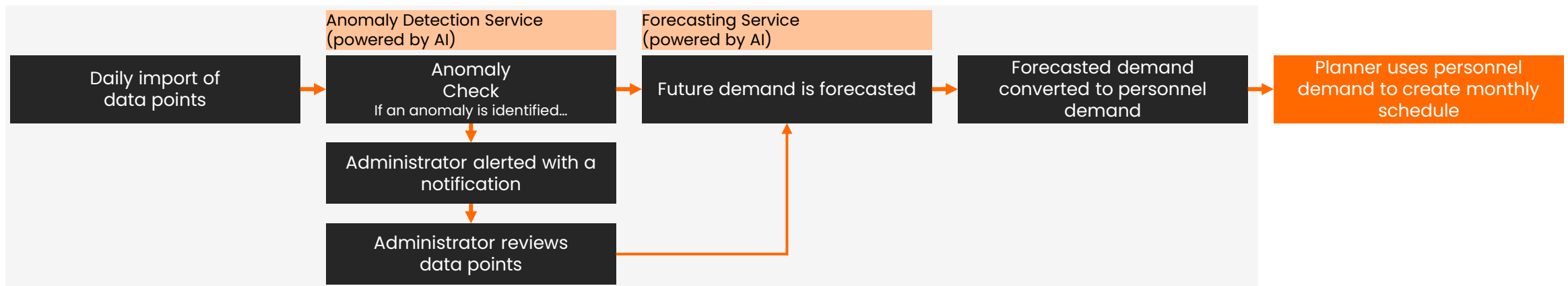
Forecast demand down to the minute to minimize overstaffing costs and ensure you have the right employees in the right place.



Boost competitiveness

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

How does it work?



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
12-14%

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
≥35%
(Target: Year end 2027)

Crewmeister outlook 2027

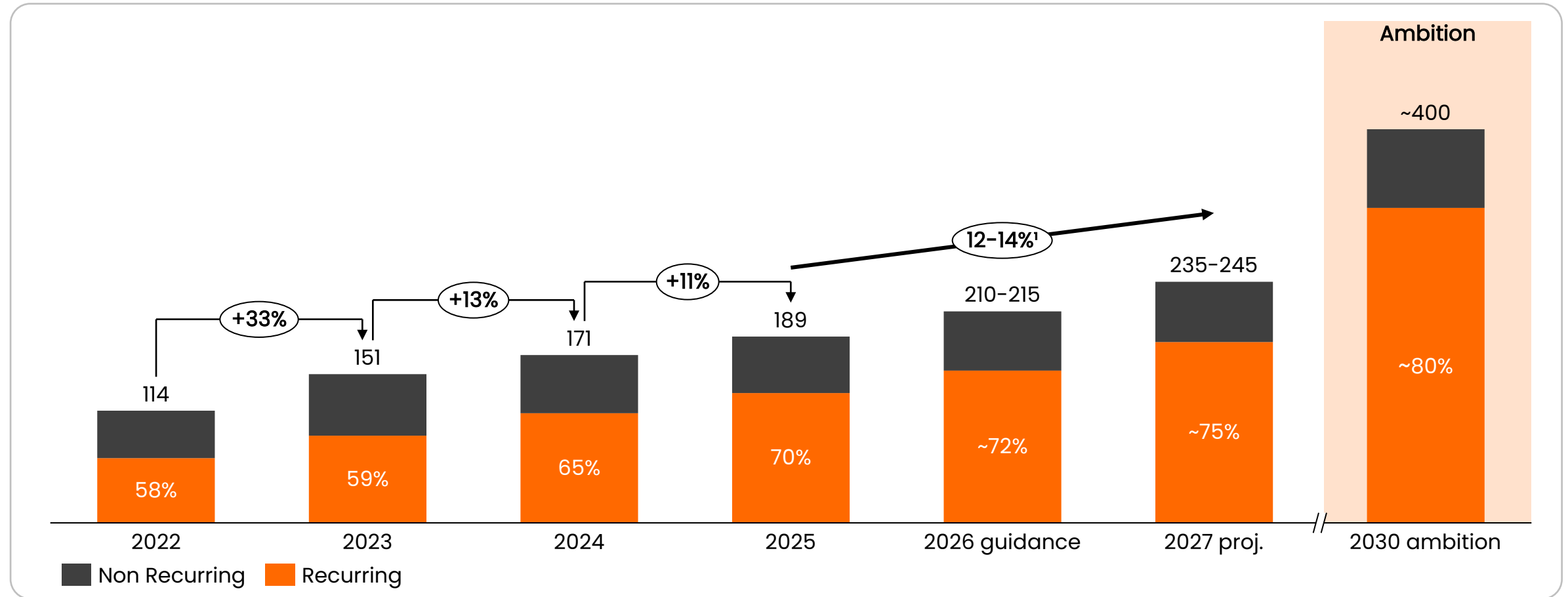
- ~27.000 customers
- ARR of ~15m EUR
- Reach profitability

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)

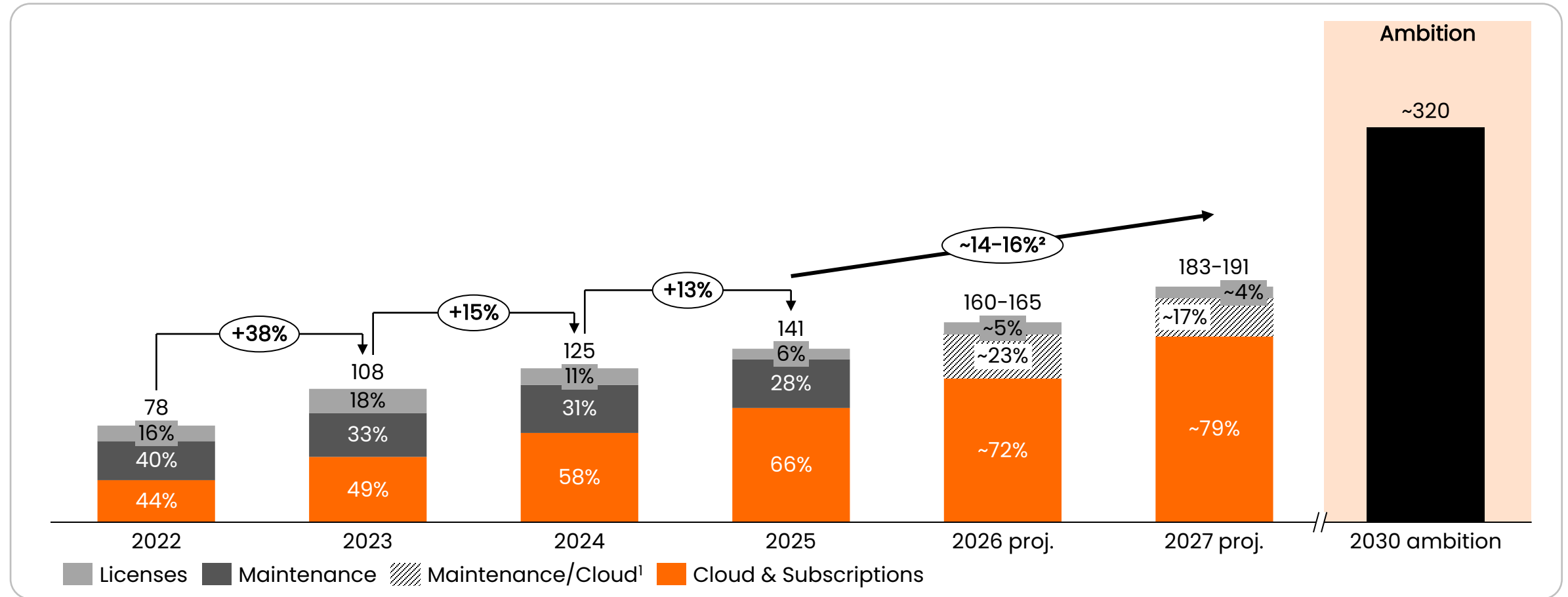


1. Compound Annual Growth Rate

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

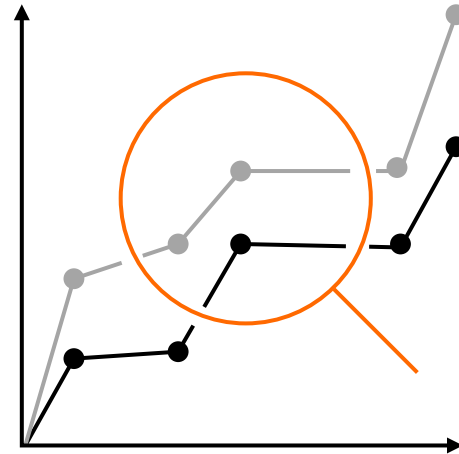
Guidance 2026

Total revenue

210–215 EURm

EBIT margin

≥34%



Projections 2026 – 2027

Total revenue growth
(Base: Year end 2025)

CAGR **12–14%**

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

~75%

Software revenue
growth
(Base: Year end 2025)

CAGR **14–16%**

EBIT margin
(Target: Year end 2027)

≥35%



Additional attachments

Table of Attachments

Additional attachments

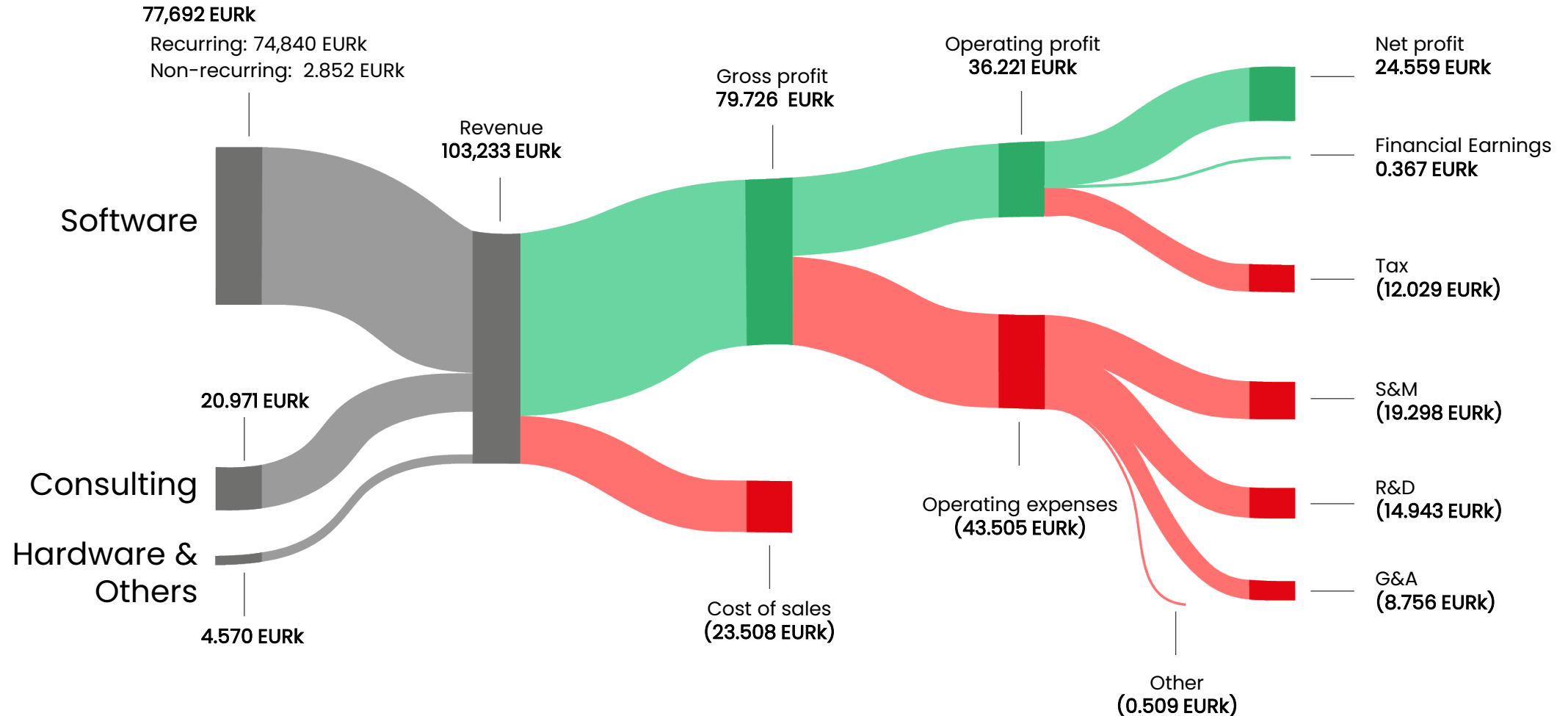
- 01 Group Level: Detailed Financials H1 2026
- 02 Group Level: Financials & KPIs until 2025
- 03 Crewmeister: Financials & Outlook
- 04 The ATOSS Share
- 05 People at ATOSS
- 06 Sustainability at ATOSS



01 Group Level Detailed Financials H1 2026

Income statement

H1 2026

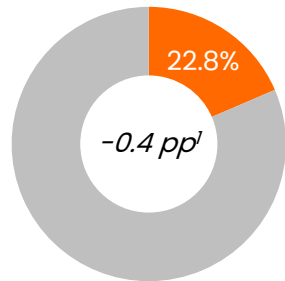


Cost ratios

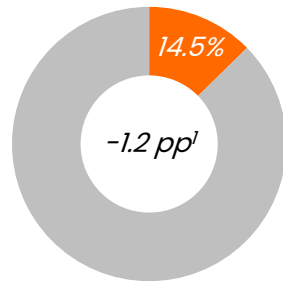
Actual vs. Plan 2026

Total revenue: EUR 103.2m

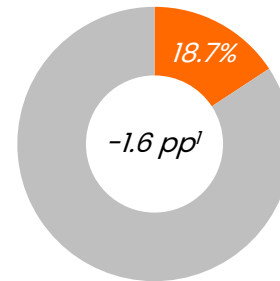
Actual cost ratios 2026 in %



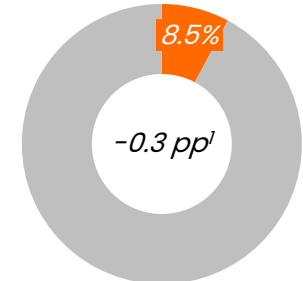
Cost of sales
as % of total revenue



R&D
as % of total revenue

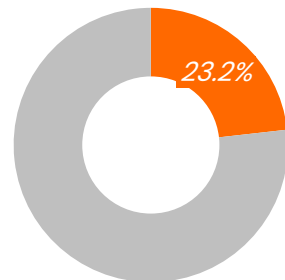


S&M
as % of total revenue

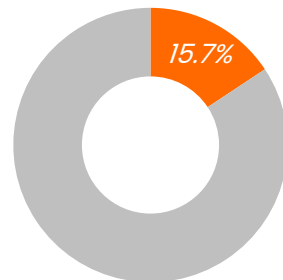


G&A
as % of total revenue

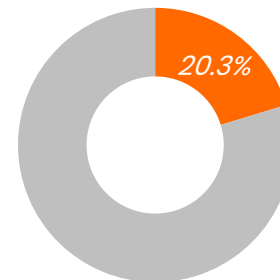
Planned cost ratios FY 2026² in %



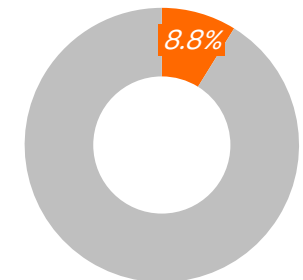
Cost of sales
as % of total revenue



R&D
as % of total revenue



S&M
as % of total revenue



G&A
as % of total revenue

1. Delta to Plan 2026

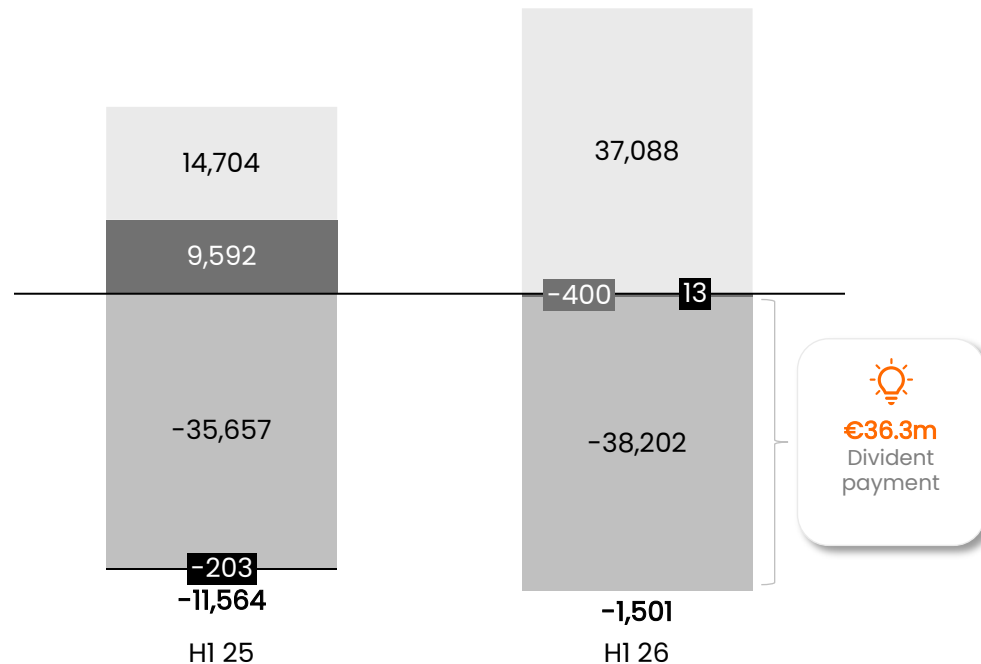
2. Excl. additional cost reserve of 1.5% for specific investments

Financial development – impressive cash position

H1 2026

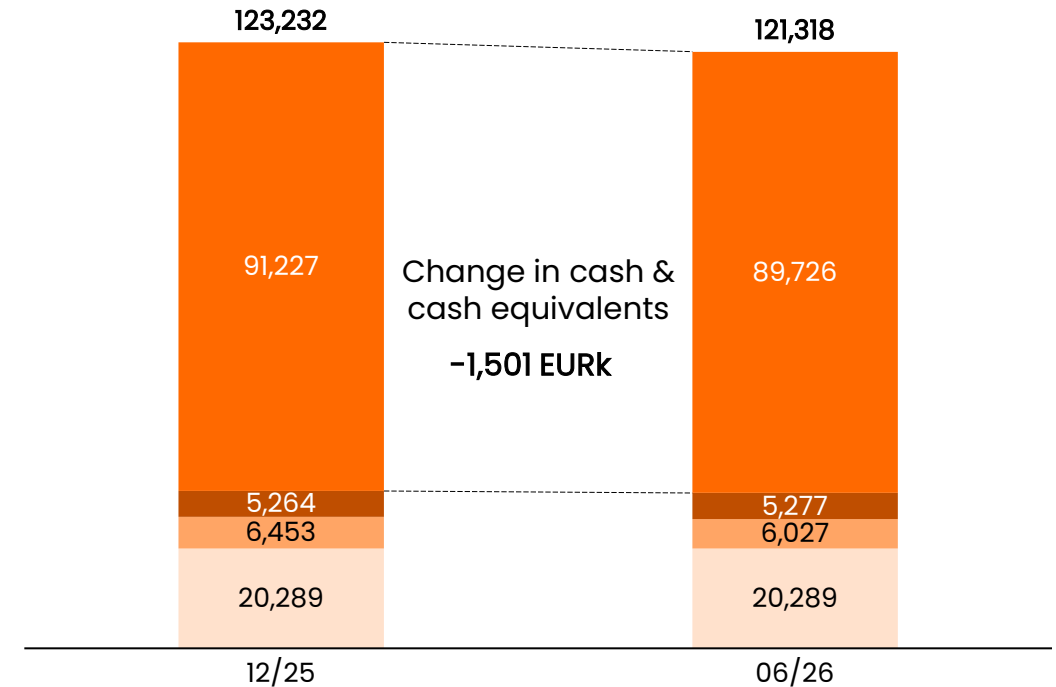
Cash flow in EURk

Operating activities
 Financial activities
 Investment activities
 Exchange rates



Liquidity in EURk

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



Income statement (IFRS)

H1 2026 vs. H1 2025

EURK ¹	H1 2026	% of total revenue	H1 2025	% of total revenue	YoY %
Total revenue	103,233	100%	92,087	100%	12%
Software	77,692	75%	68,240	74%	14%
Licenses	2,852	3%	4,273	5%	-33%
Maintenance	19,154	19%	19,850	22%	-4%
Cloud & Subscriptions	55,686	54%	44,117	48%	26%
Consulting	20,971	20%	19,449	21%	8%
Hardware	2,147	2%	1,978	2%	9%
Others	2,423	2%	2,420	3%	0%
EBITDA	38,643	37%	33,293	36%	16%
EBIT	36,221	35%	30,985	34%	17%
EBT	36,587	35%	32,244	35%	13%
Net profit	24,559	24%	21,720	24%	13%
EPS in euro	1.54		1.37		13%

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

Income statement (IFRS)

Q2 2026 – Q2 2025

EURK ¹	Q2 2026	Q1 2026	Q4 2025	Q3 2025	Q2 2025
Total revenue	51,791	51,442	49,931	47,240	45,836
Software	39,406	38,286	37,502	34,938	34,211
Licenses	1,218	1,634	2,739	1,773	1,559
Maintenance	9,533	9,621	9,631	9,730	9,891
Cloud & Subscriptions	28,655	27,031	25,132	23,435	22,761
Consulting	9,856	11,115	10,052	10,127	9,414
Hardware	1,279	868	846	855	834
Others	1,250	1,173	1,530	1,321	1,377
EBITDA	19,284	19,359	21,200	18,390	16,572
EBIT	18,062	18,159	19,961	17,182	15,404
EBT	17,673	18,914	21,443	18,254	15,555
Net profit	11,763	12,796	14,311	12,336	10,406
EPS in euro	0.74	0.80	0.90	0.77	0.66

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

Cash Flow Statement (IFRS)

Operating activities

EURK ¹	H1 2026	H1 2025
Earnings before taxes	36,587	32,244
Depreciation	2,423	2,307
Financial income	-982	-1,674
Financial expenses	615	416
Non-cash personnel expenses	2,606	0
Payouts from share-based remuneration	-750	0
Change in net current assets		
Trade receivables	-536	-1,604
Other current non-financial assets	-1,606	-328
Capitalized contract costs	-611	-1,538
Other assets	-125	-67
Trade accounts payable	-781	-273
Other current financial and non-financial liabilities ²	-2,609	-1,512
Other current and non-current provisions	-318	1,223
Other non-current financial liabilities ²	-505	957
Contractual liabilities	7,432	6,801
Interest received	723	1,084
Interest paid	-1	0
Income taxes received	120	0
Income taxes paid	-4,595	-23,331
Cash flow generated from operating activities (1)	37,088	14,704

1. Figures may not sum exactly due to rounding differences; 2. Adjustment/Reclassification of previous year's figures with respect to maturities

Cash Flow Statement (IFRS)

Investment and financing activities

EURk ¹	H1 2026	H1 2025
Cash flow from investment activities		
Expenditure for the purchase of tangible and intangible assets	-400	-408
Proceeds from the disposal of financial assets	-	10,000
Cash flow generated from investment activities (2)	-400	9,592
Cash flow from financing activities		
Redemption element leasing liabilities IFRS 16	-1,868	-1,715
Interest element leasing liabilities IFRS 16	-68	-63
Dividends paid	-36,266	-33,880
Cash flow generated from financing activities (3)	-38,202	-35,657
Changes in cash and cash equivalents - total (1) - (3)	-1,514	-11,361
Cash and cash equivalents at the beginning of the period	91,227	82,667
Effects of exchange rate changes on cash and cash equivalents	13	-203
Cash and cash equivalents at the end of the period	89,726	71,103

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

Balance Sheet (IFRS)

Assets

EURk ¹	June 30, 2026	December 31, 2025
Non-current assets		
Intangible assets	84	114
Property, plant and equipment	3,696	3,898
Rights of use	5,174	6,377
Capitalized contract costs	12,060	11,449
Other non-current financial assets and precious metals	2,161	2,231
Total non-current assets	23,175	24,069
Current assets		
Trade receivables	11,496	10,960
Other current financial assets and precious metals	30,003	30,302
Other current non-financial assets	5,254	3,594
Cash and cash equivalents	89,726	91,227
Total current assets	136,478	136,083
Total assets	159,653	160,152

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

Balance Sheet (IFRS)

Equity and Liabilities

EURk ¹	June 30, 2026	December 31, 2025
Equity		
Subscribed capital	15,906	15,906
Capital reserve	3,904	2,048
Equity deriving from unrealized profits/losses	1,286	1,286
Unappropriated net income	66,205	77,912
Equity attributable to the equity holders of the parent company	87,301	97,153
Non-controlling interests	-109	-109
Total Equity	87,192	97,044
Non-current liabilities		
Pension provisions	1,012	993
Other non-current provisions	1,155	670
Other non-current financial liabilities	3,858	4,363
Non-current lease liabilities	2,501	3,676
Deferred tax liabilities	3,571	3,907
Total non-current liabilities	12,097	13,608
Current liabilities		
Trade accounts payable	1,804	2,586
Contractual liabilities	10,732	3,300
Current lease liabilities	3,046	3,159
Other current financial liabilities	6,555	6,105
Other current non-financial liabilities	14,728	17,795
Tax liabilities	21,348	13,601
Other provisions	2,151	2,954
Total current liabilities	60,365	49,501
Total equity and liabilities	159,653	160,152

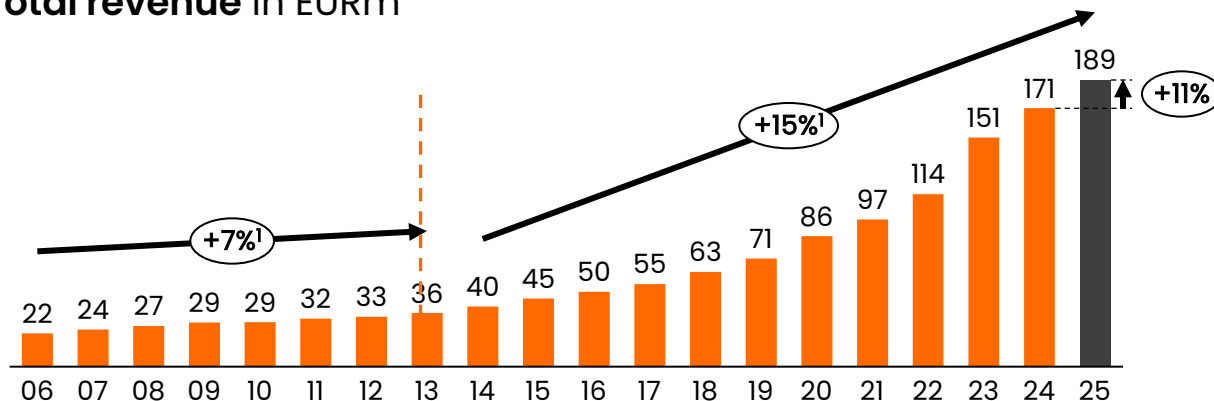
02 Group Level Financials & KPIs until 2025

ATOSS – 20th record year achieved

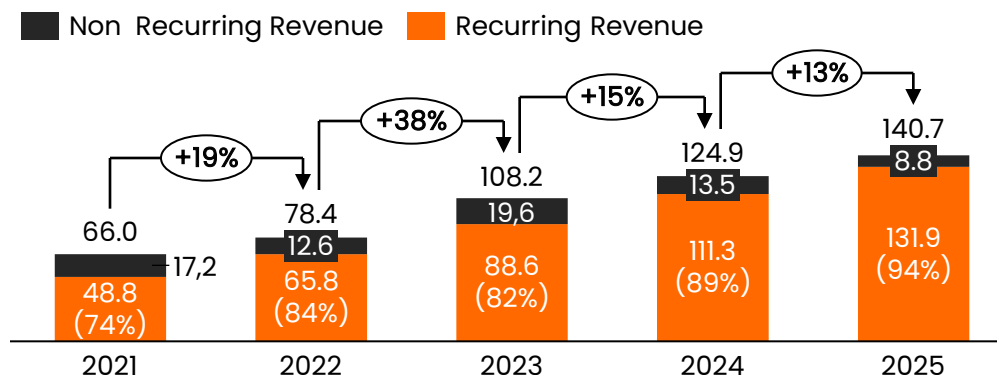
Running like clockwork

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

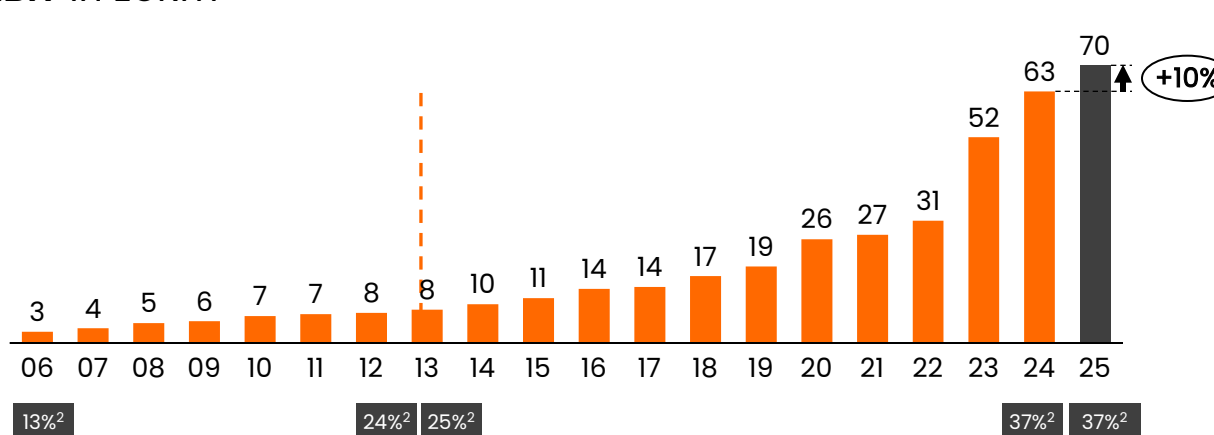
Total revenue in EURm



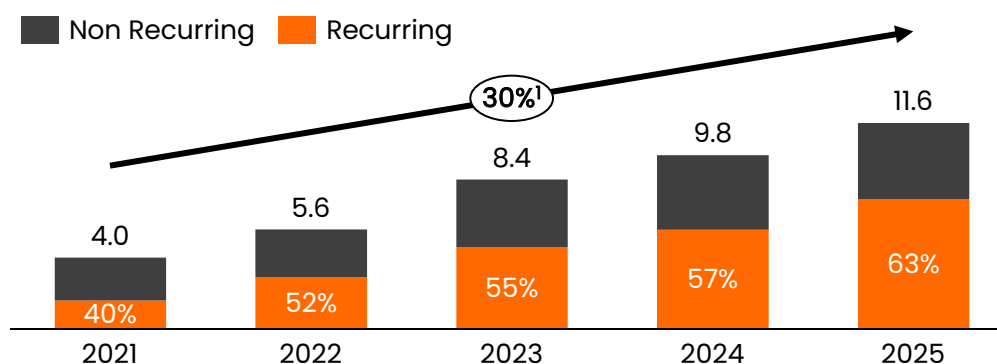
Software revenue in EURm



EBIT in EURm



NON-DACH revenue in EURm

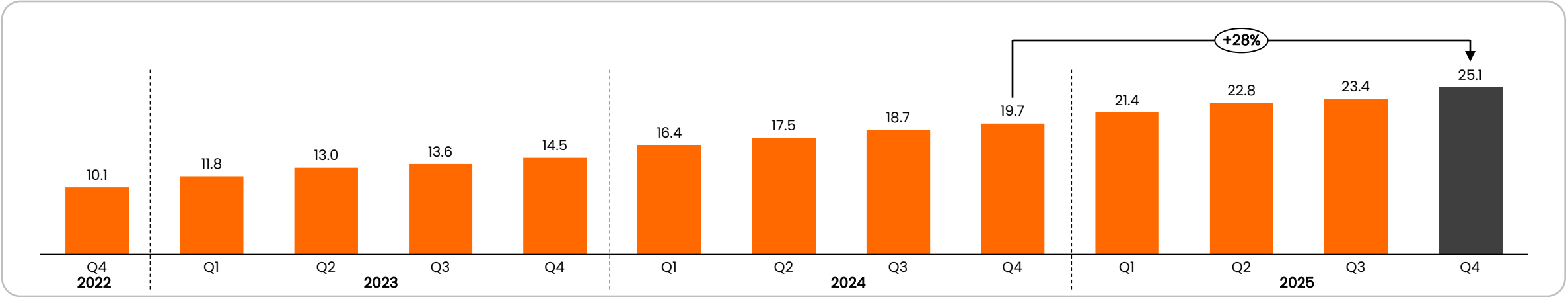


1. Average growth rate; 2. EBIT as % of total revenue

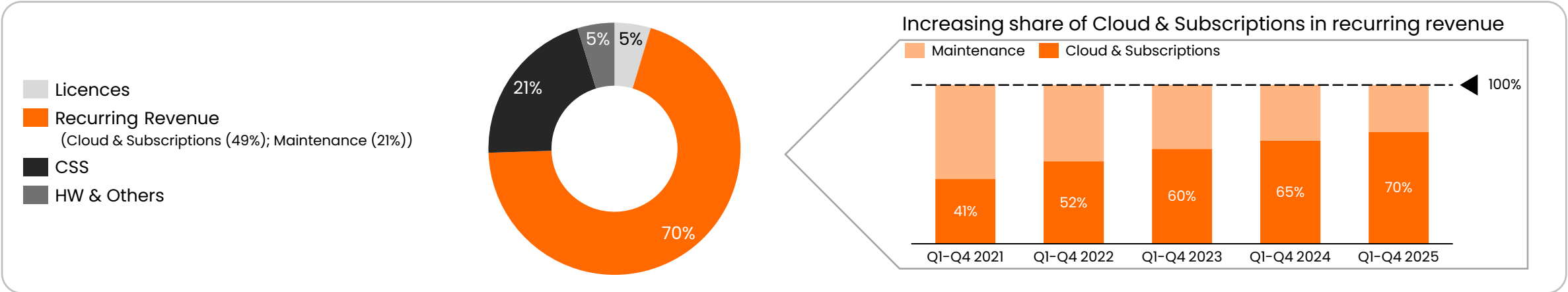
Cloud & Subscriptions MRR & ARR Total development

FY 2025

Cloud & Subscriptions revenue in EURm

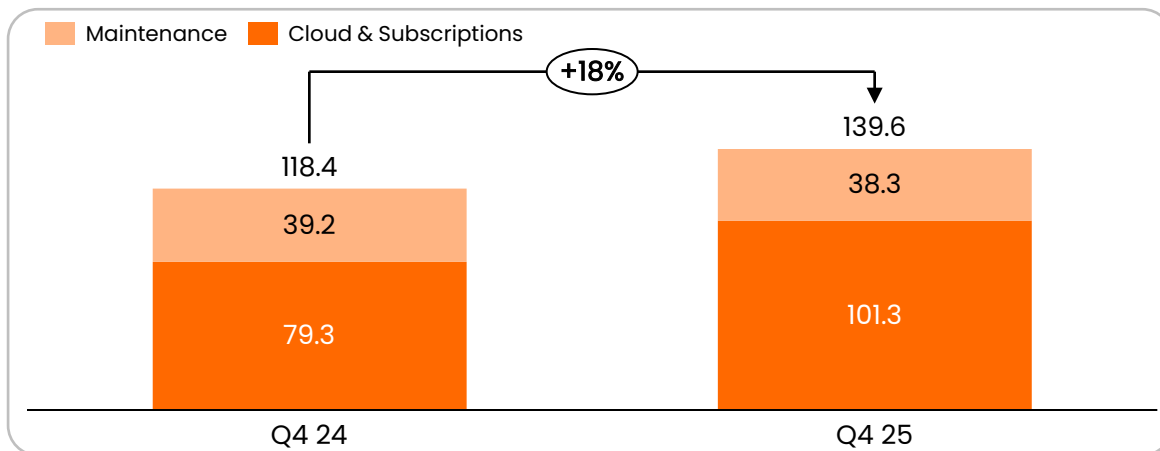


Share of Cloud & Subscriptions in revenue in %

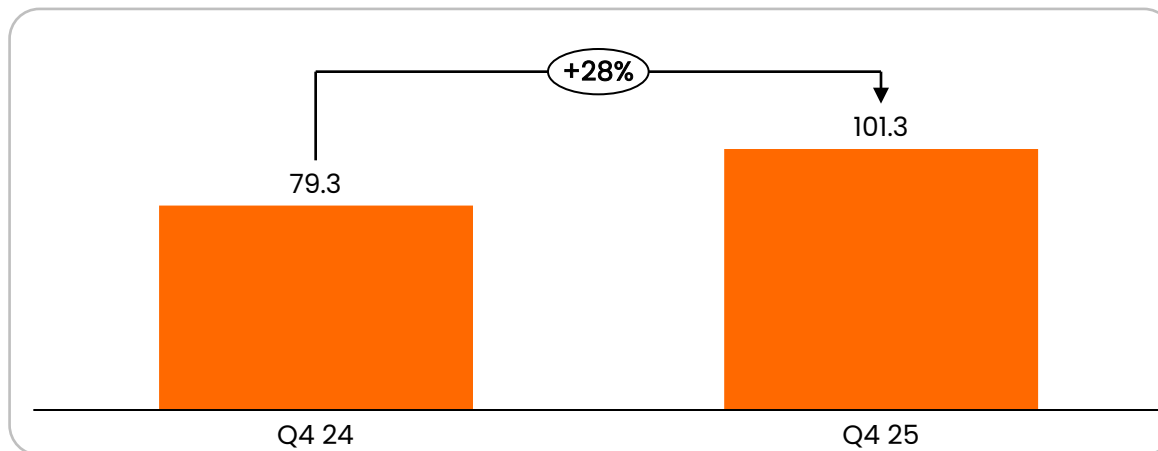


Strong development of recurring revenue driven by Cloud & Subscriptions

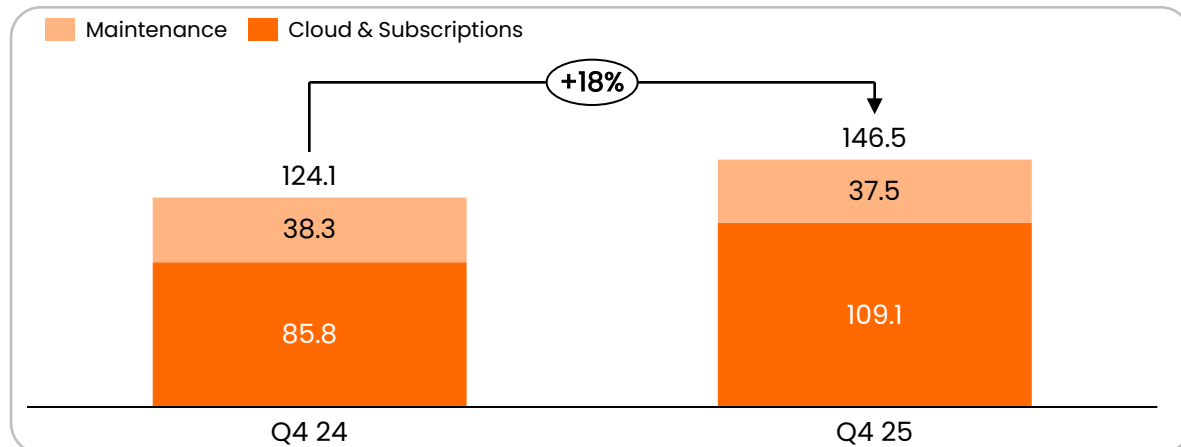
ARR Total (Cloud & Subscriptions + Maintenance) in EURm



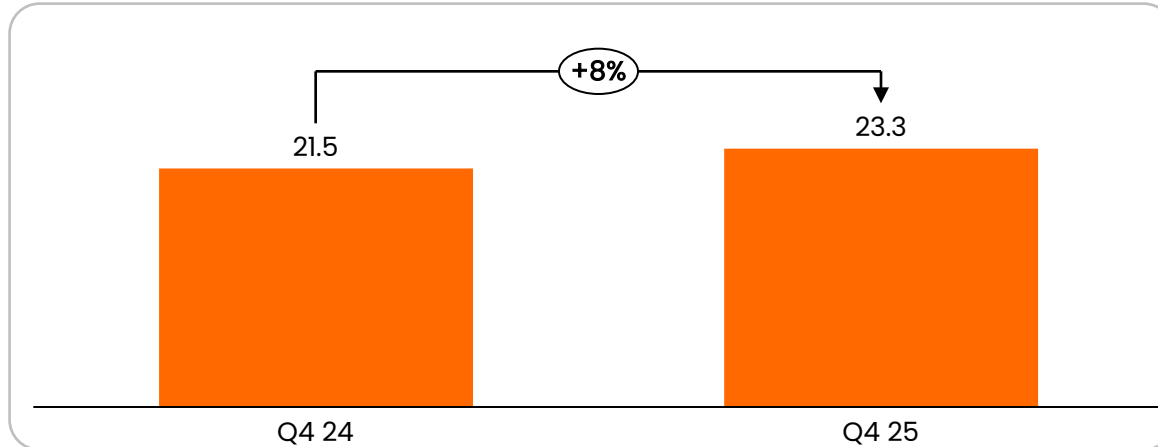
ARR Cloud & Subscriptions in EURm



ARR backlog Total (12 months)¹ in EURm



Cloud & Subscription backlog growth (YoY)² in EURm



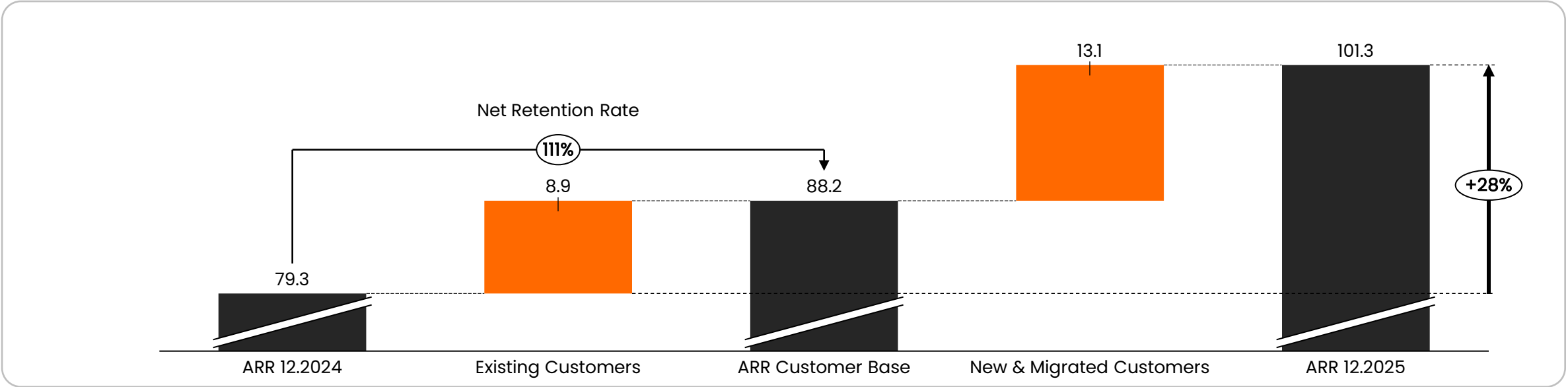
1. ARR backlog Total (12 months) = Total ARR + contractually committed additions, expansions and churn for the next 12 months

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

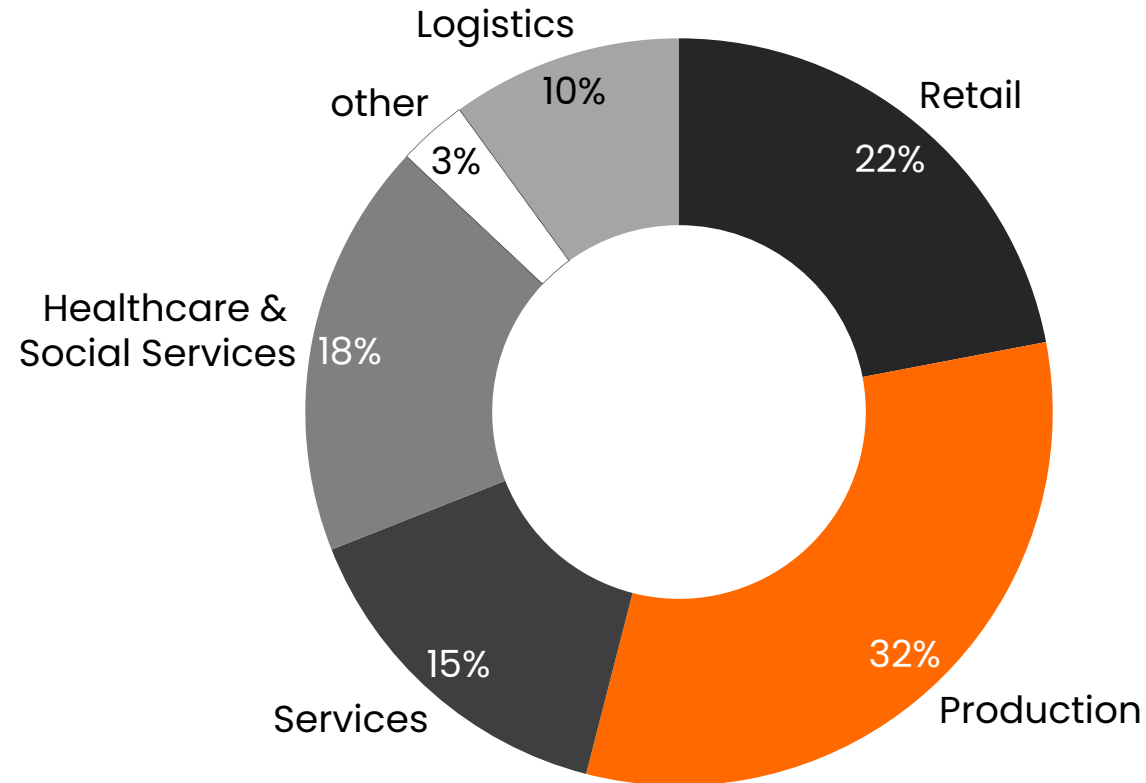


		GRR ²	NRR ³				
ASES	58.1	96.3%	8.5	114.7%	66.7	7.9	74.6
ATC	14.1	94.8%	1.0	106.9%	15.1	2.4	17.5
Crewmeister	7.0	77.4%	-0.6	91.7%	6.4	2.7	9.2

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)

ATOSS sales by segment¹

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



03 Crewmeister Financials & Outlook

Crewmeister

Crewmeister continues successful development

Highlights

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

Key metrics

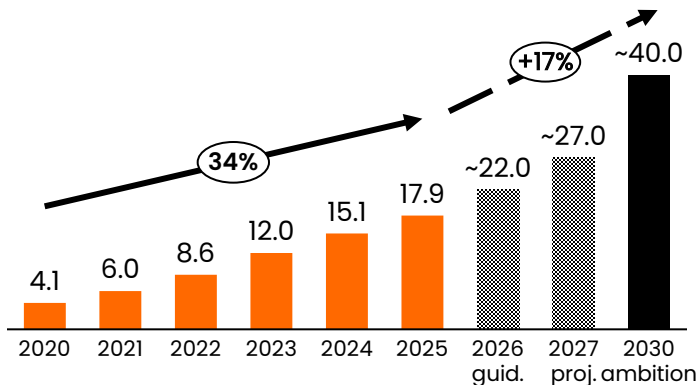
- Avg. Customer Acquisition Costs¹: 697 EUR
- Avg. Customer Lifetime Value²: 2,243 EUR
- CLTV/CAC-Ratio: 3.2
- Avg. monthly churn rate³: 1.57 %
- Cloud gross margin: +85%

Outlook 2026

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

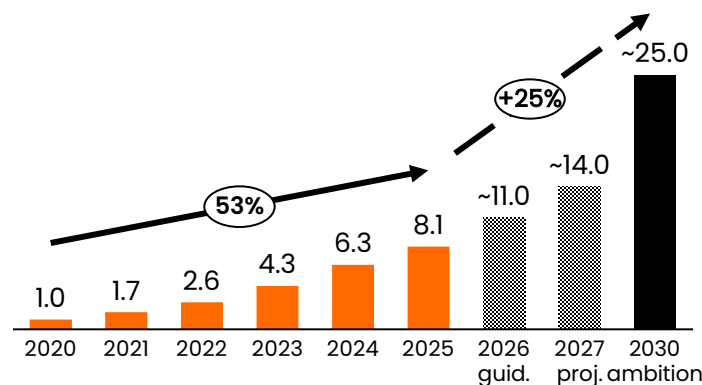
Customer development (k)

Avg. growth rate



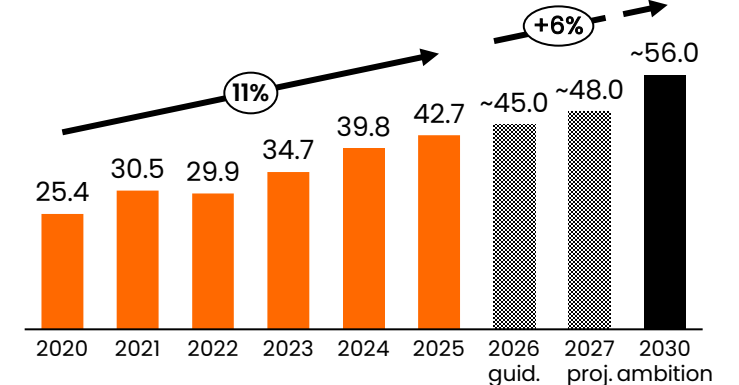
Sales development (EURm)

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

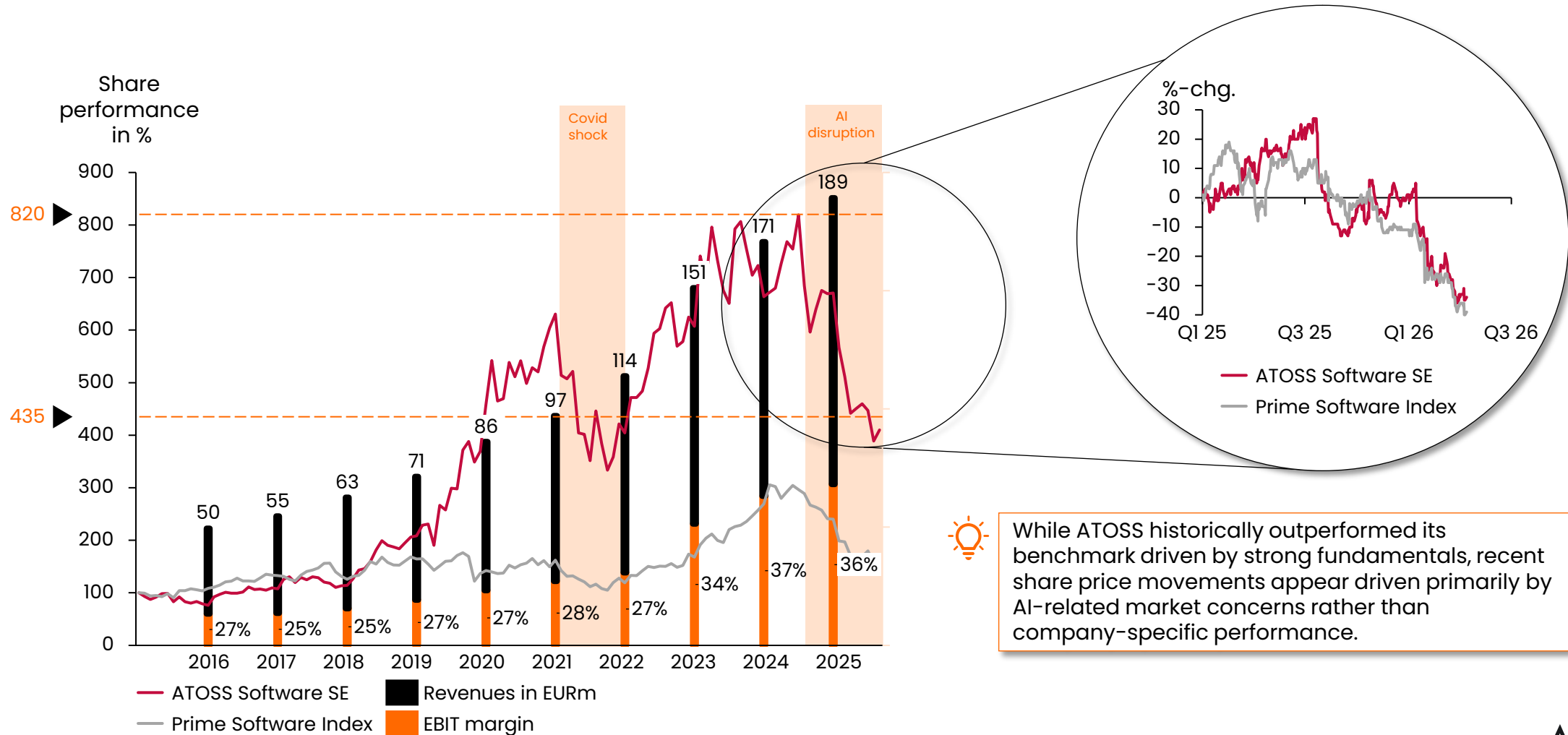
4. MRR/Customer Ratio shows the monthly recurring revenue per customer calculated on the MRR and Customers as of the 31st of December each year

04 The ATOSS Share



The ATOSS Share

Share price performance (2016 – 2026)

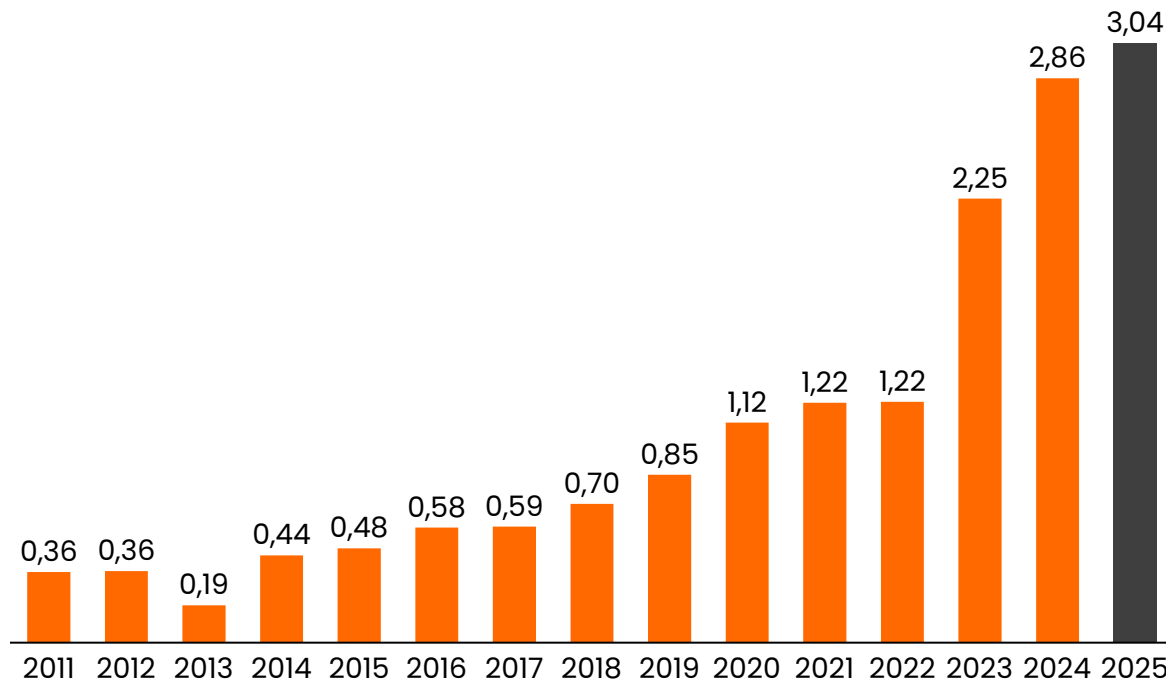


The ATOSS share

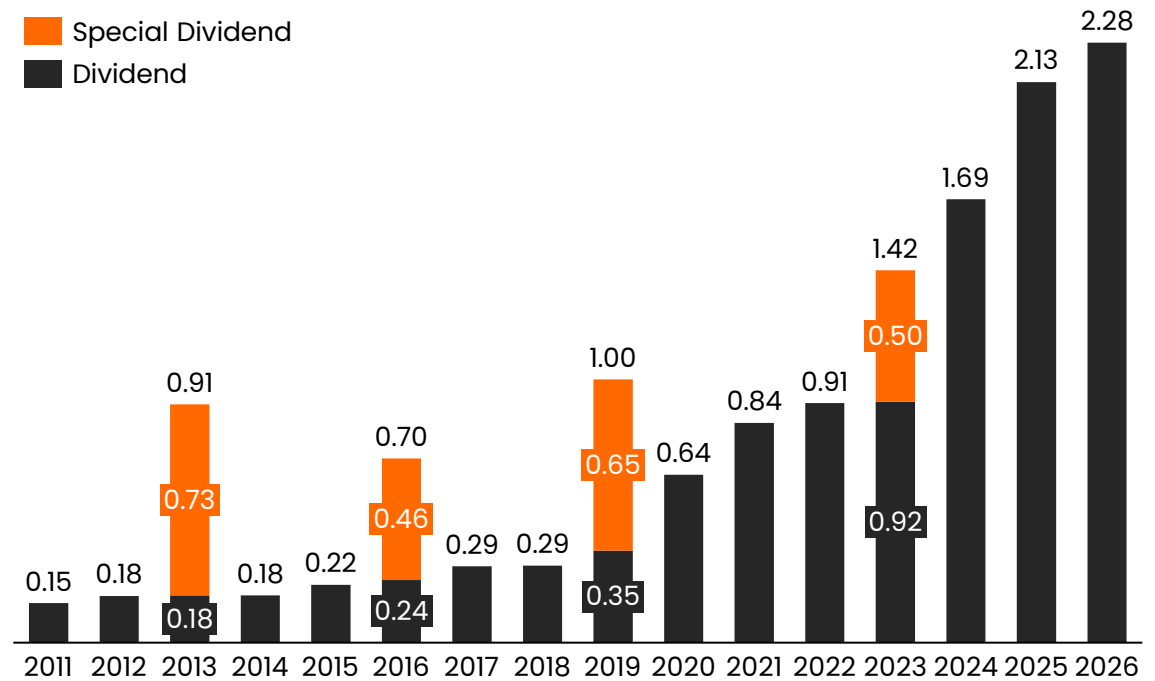
Dividend policy

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

05 Sustainability at 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

06 People at ATOSS

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



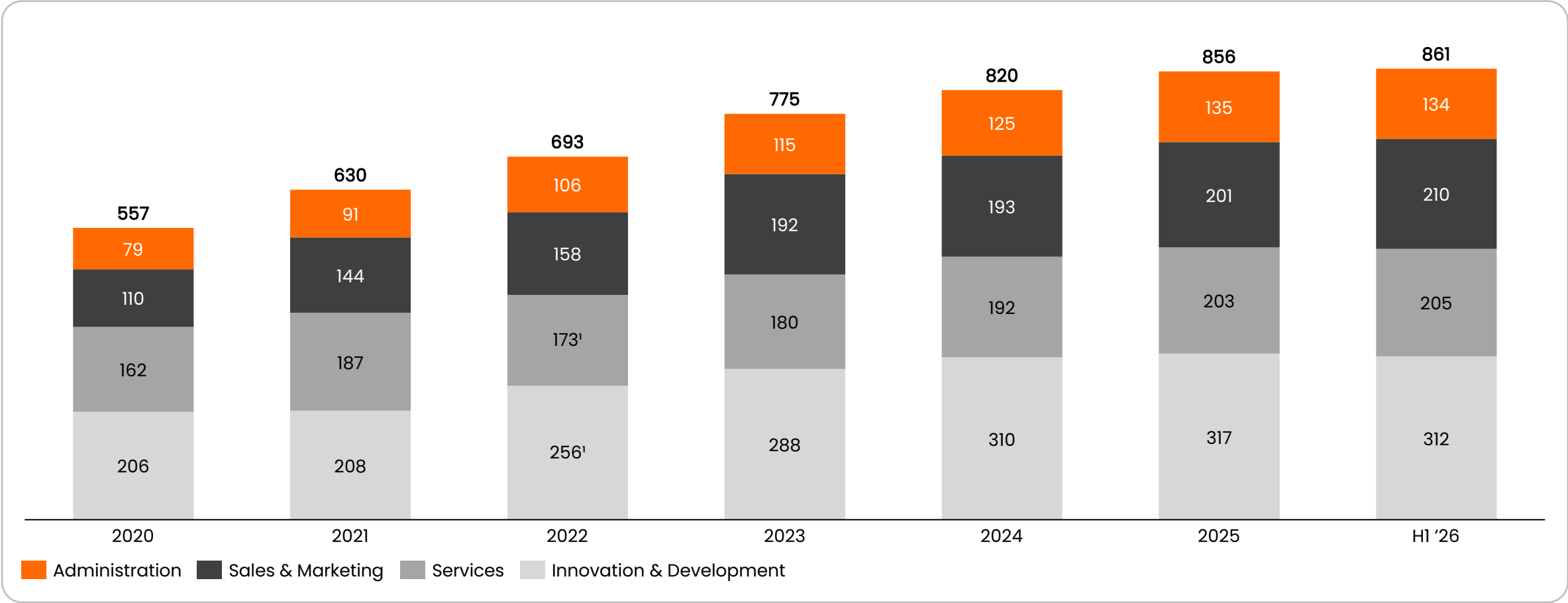
“Individuality in Working Life – Employee Well-being in Focus”

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

People & Organization update

H1 2026

Personnel development (headcount)



1. In FY 2022 shift of Cloud Services Team from Services Department to Innovation & Development Department