Excellence in Workforce Management

ATOSS Software SE



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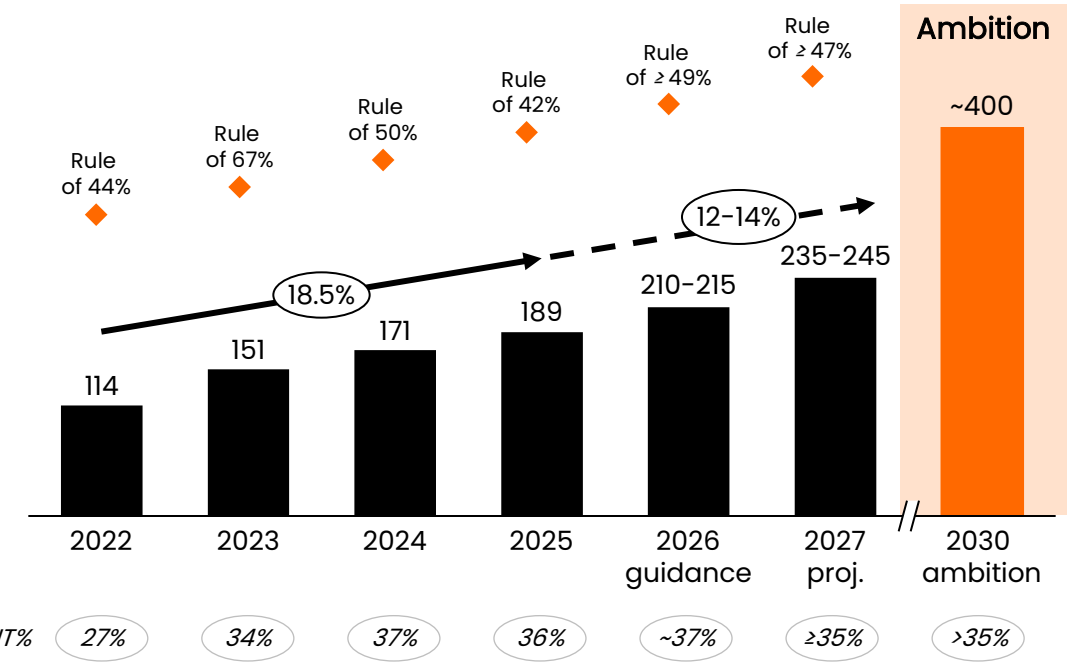
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ATOSS – Leading in the field of Workforce Management

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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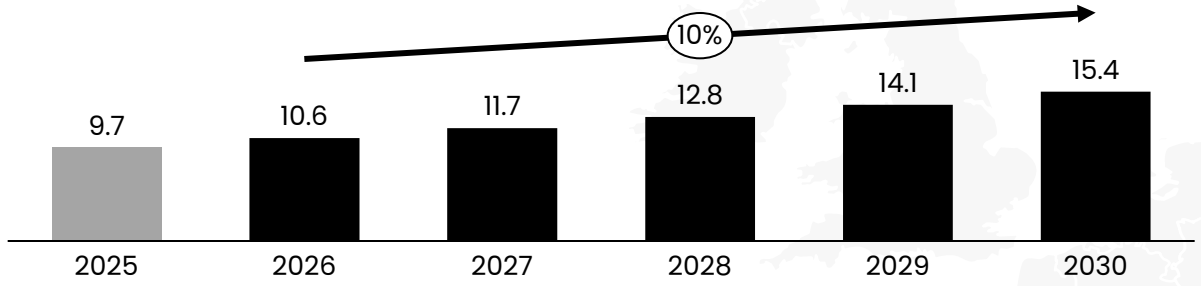


01 Market for Workforce Management, business model and product update

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Workforce Management landscape continues to grow and evolve

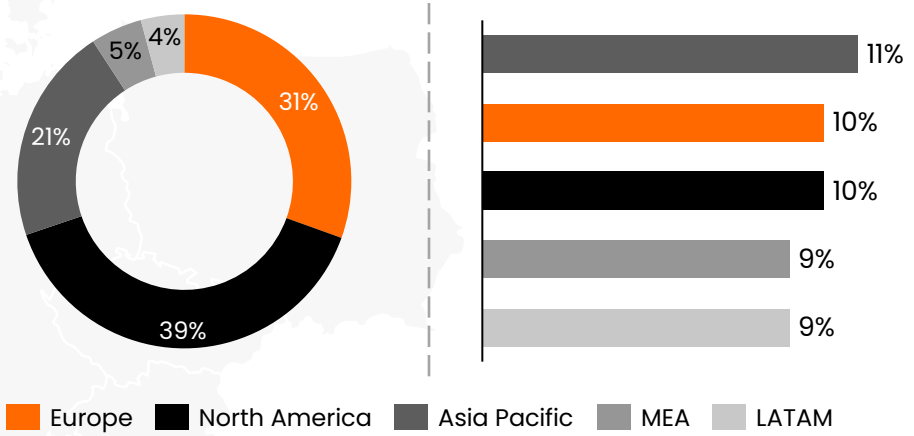
WFM market size development ($bn)[1]



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

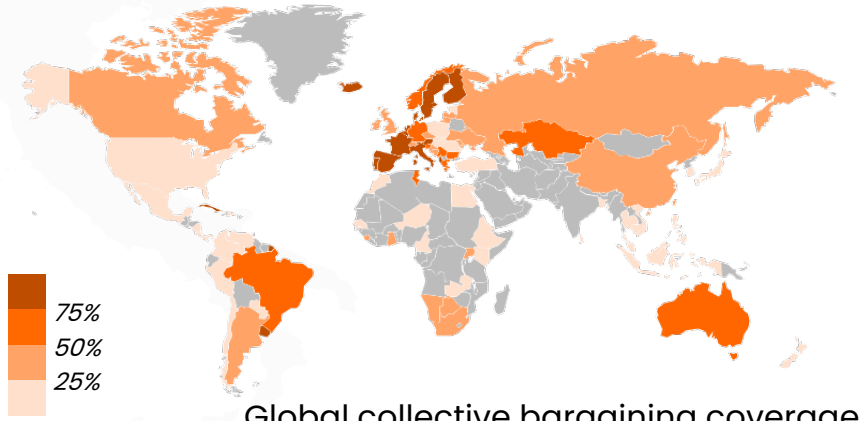
AI impact: AI fundamentally reshapes tasks, skills and roles across functions, accelerating change beyond traditional workforce models

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]

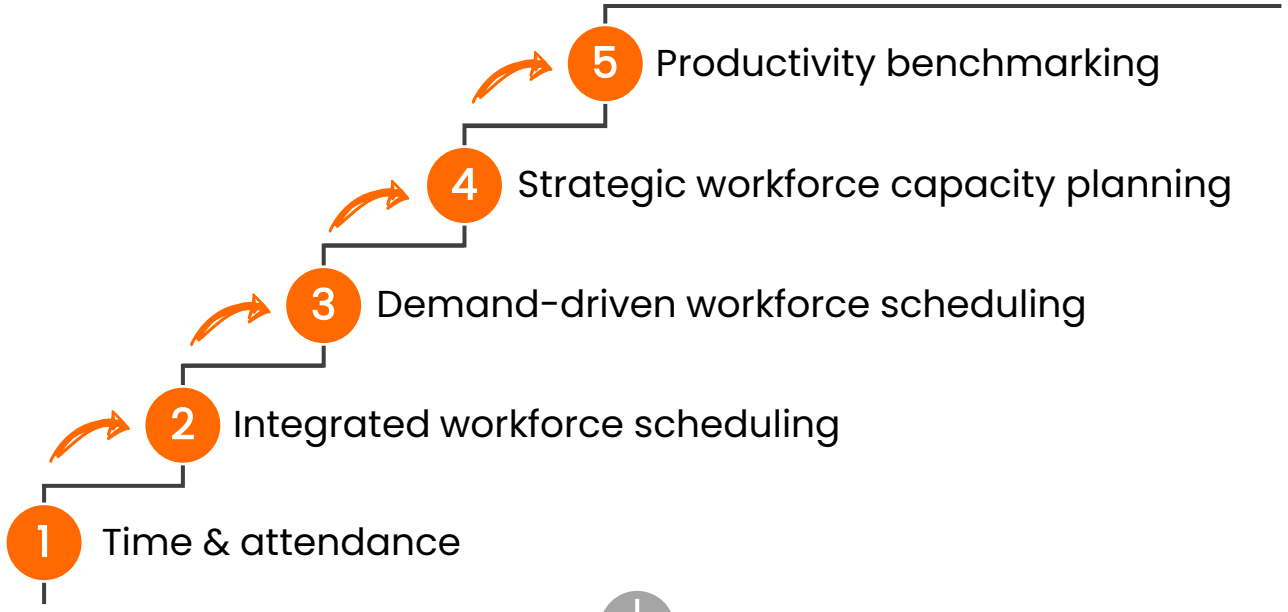
1. ATOSS estimates and third-party data as of April 2026; 2. ILOSTAT

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Workforce Management as a driver of operational performance

Optimizing workforce capacity, productivity and compliance

Workforce Management as a strategic capability



Business impact of Workforce Management

- Aligns **workforce demand** with available capacity
- Improves **productivity** and operational efficiency
- Ensures **compliance** with working-time regulations
- Enables data-driven operational and **strategic decisions**
- Advances **workforce optimization**

Workforce Management within the HCM landscape

Human Capital Management

- Employee lifecycle management
- Recruiting & onboarding
- Payroll & compensation
- Learning & development
- Talent management

≠

Workforce Management

- Demand forecasting
- Capacity planning
- Workforce scheduling
- Time & attendance
- Workforce analytics & optimization

While **HCM** focuses on **managing employees** throughout their **lifecycle**, **Workforce Management** focuses on **aligning** workforce **capacity** with operational **demand**.

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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



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

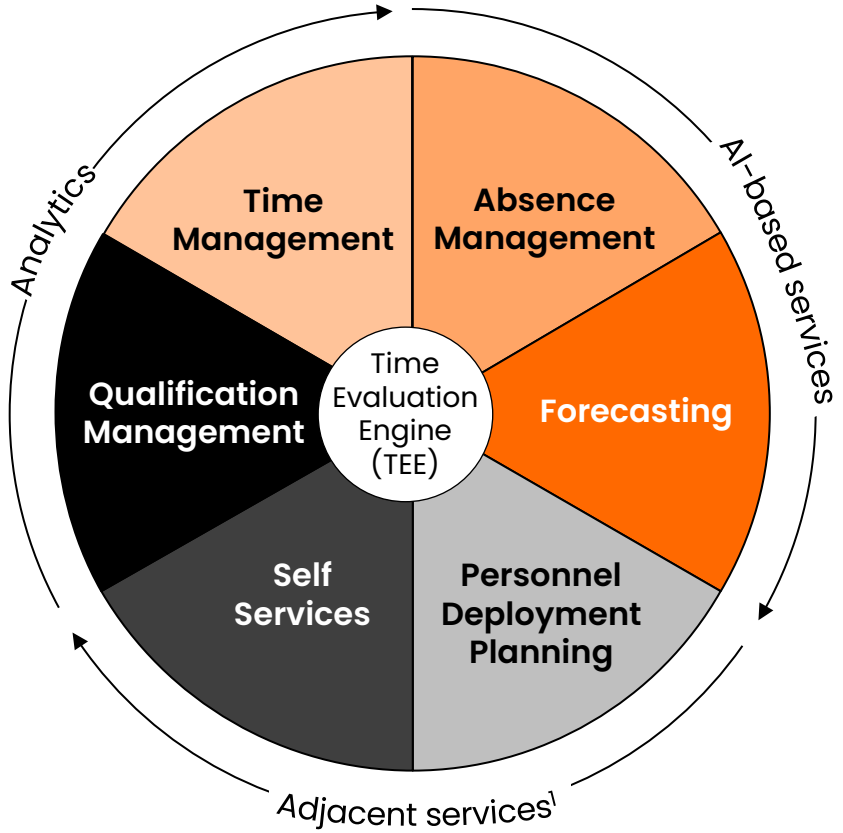
up to **70%** Reduced personnel costs in HR	up to **10,000 h/p.a.** Freeing up capacities through self-services	up to **75%** Time savings through automatic reports	up to **80%** Reduced planning effort	up to **90%** Savings in overtime	up to **50%** Increased efficiency

1. Figures based on specific client case studies

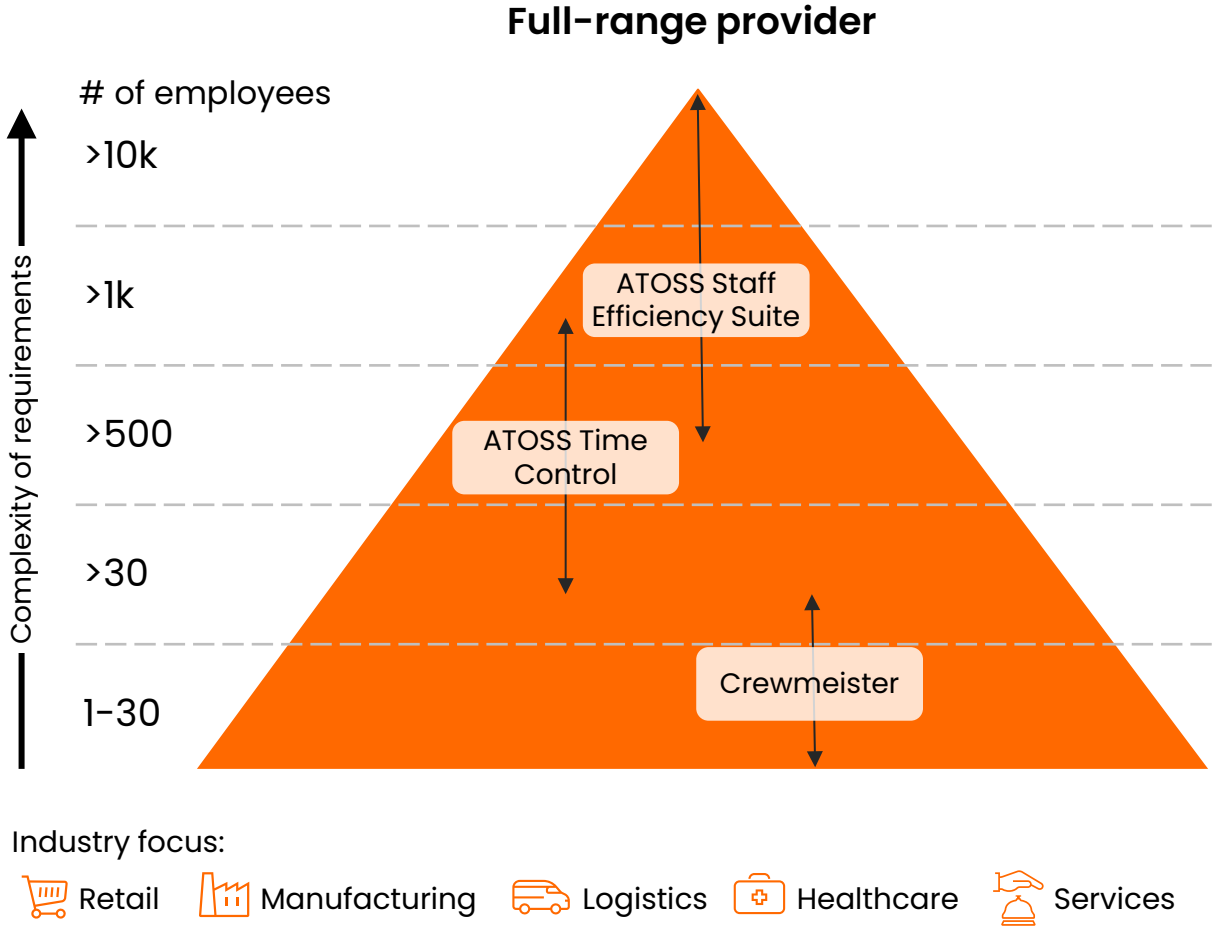
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Workforce Management by ATOSS in a nutshell

Efficiency via highly flexible staff deployment



HCM vendor agnostic



1. Included in ATOSS product vision

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02 Financials & KPIs Q3-2026

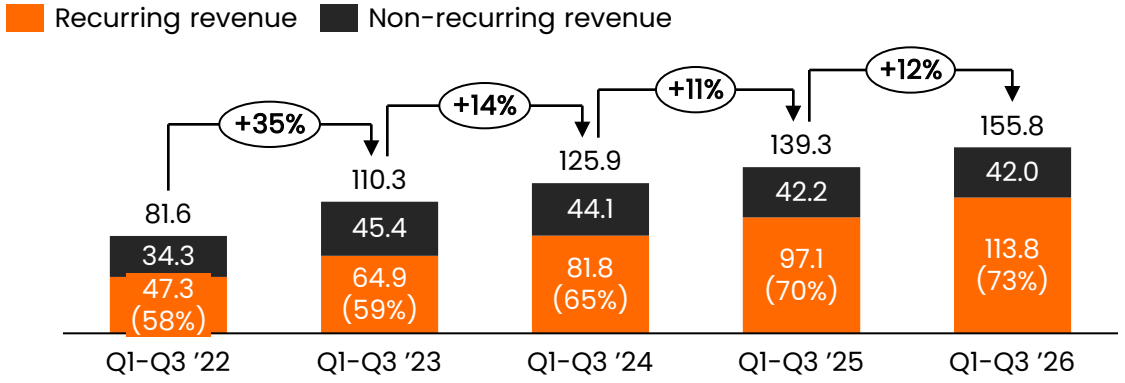
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ATOSS – 21st record year anticipated

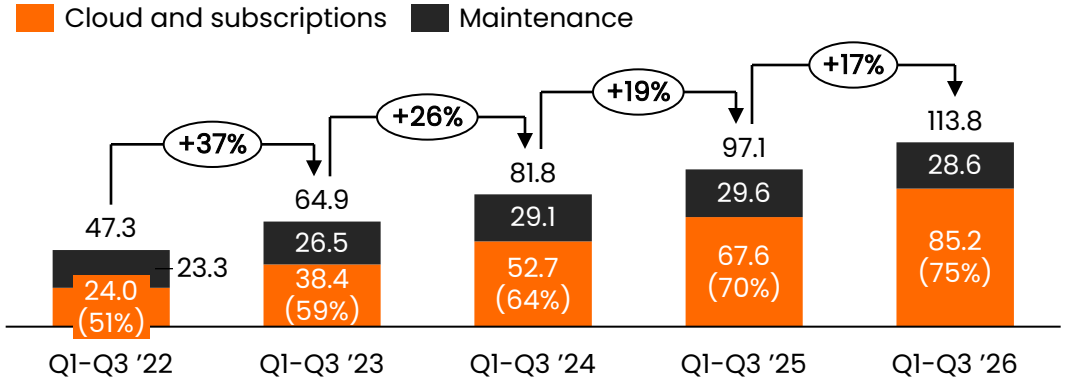
Running like clockwork

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

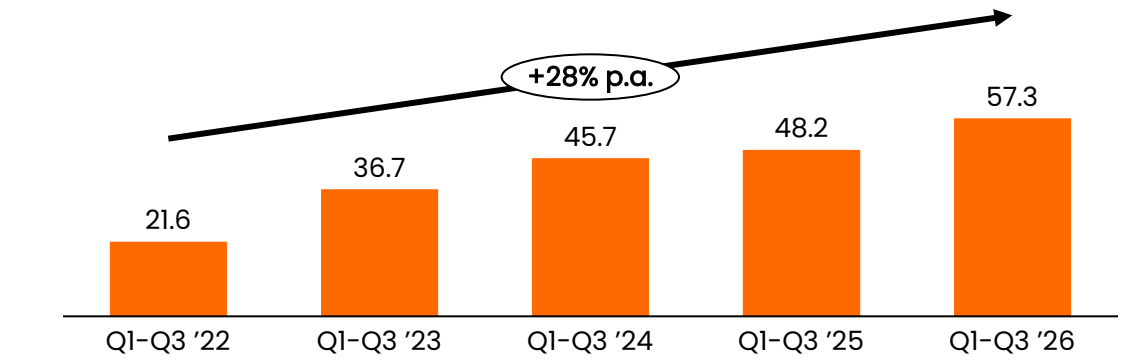
Total revenue in EURm



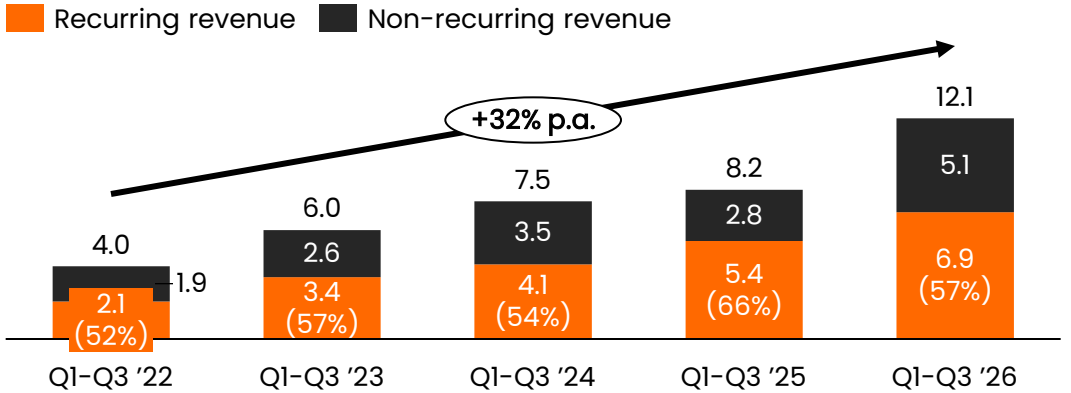
Recurring revenue in EURm



EBIT in EURm



NON-DACH revenue in EURm

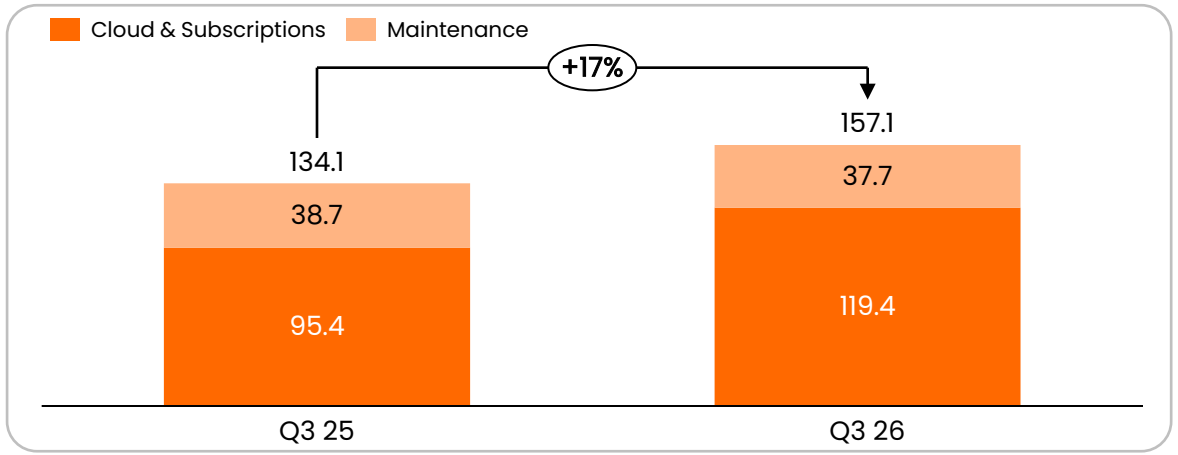


1. Average growth rate; 2. EBIT as % of total revenue

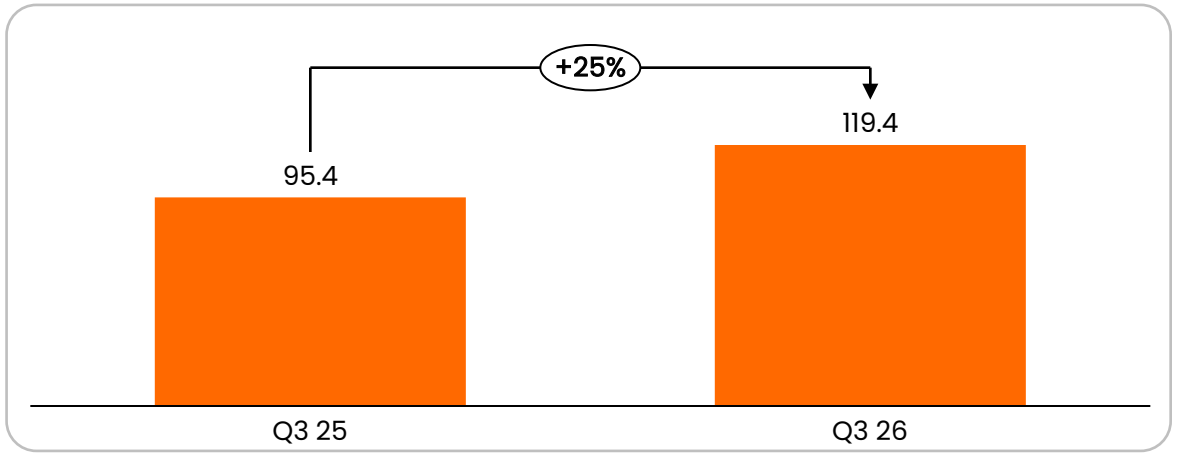
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Strong development of recurring revenue driven by Cloud & Subscriptions

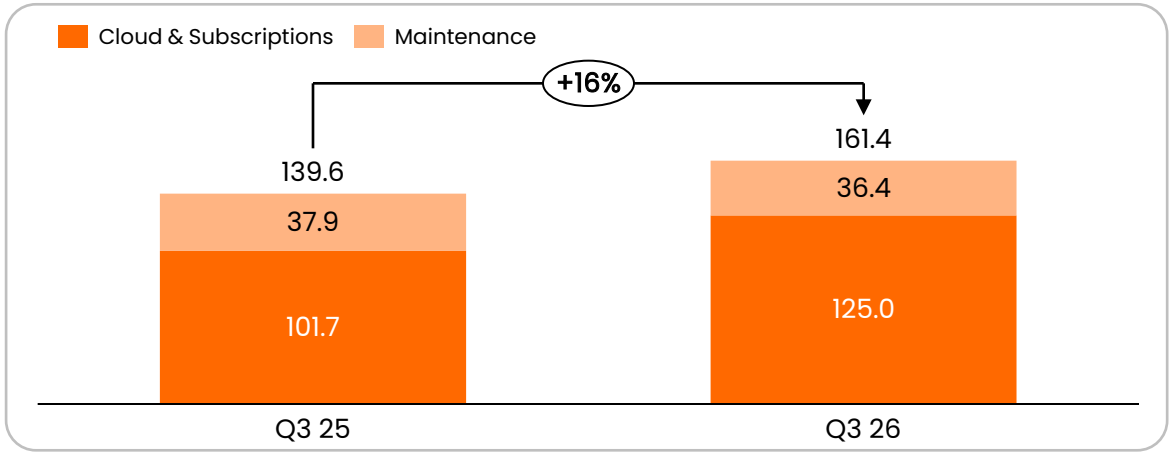
ARR Total (Cloud & Subscriptions + Maintenance) in EURm



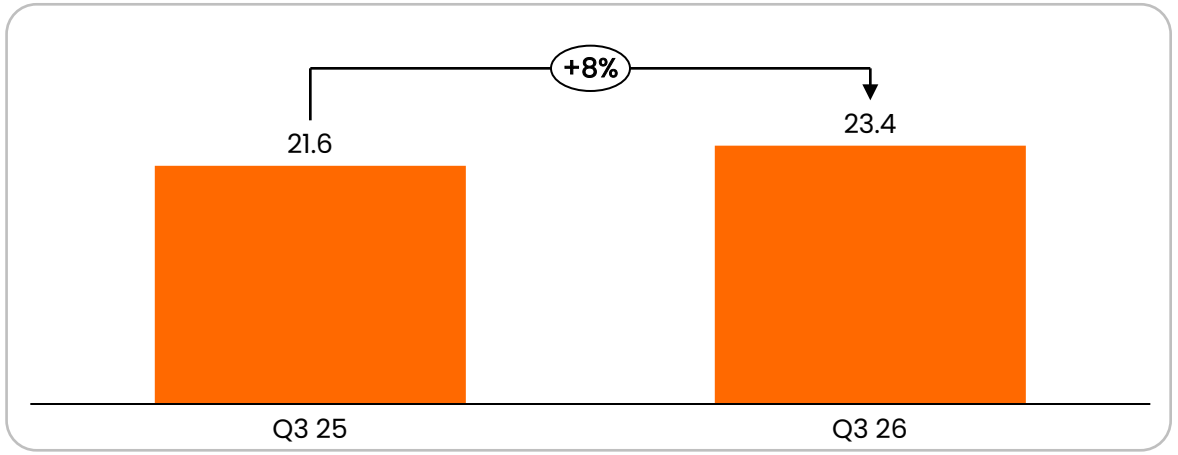
ARR Cloud & Subscriptions in EURm



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



Cloud & Subscription backlog growth (YoY)[2] in EURm



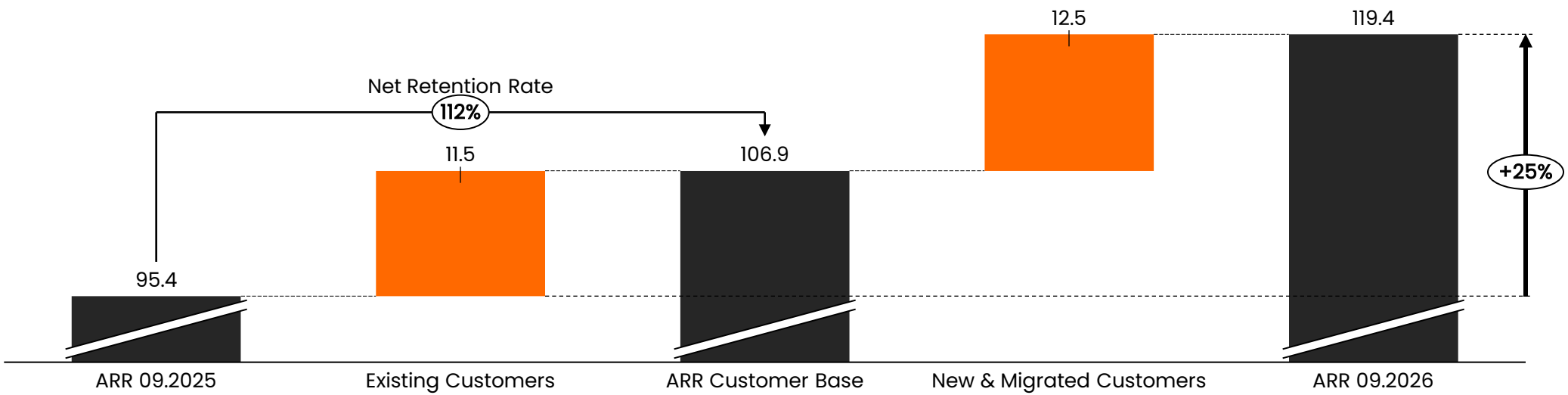
1. ARR backlog Total (12 months) = Total ARR + contractually committed additions, expansions and churn for the next 12 months
2. Incremental Cloud & Subs. order backlog added (YoY) = Year-on-year change in ARR Cloud & Subscription order backlog (12 months)

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ATOSS Cloud & Subscriptions development by products

Q3 2026

Cloud & Subscriptions ARR[1] in EURm



		GRR[2]	NRR[3]				
ASES	70.0	93.9%	11.2	116.0%	81.1	7.1	88.3
ATC	16.9	95.1%	1.0	106.1%	18.0	2.4	20.3
Crewmeister	8.5	79.6%	*-0.7*	91.7%	7.8	3.0	10.8

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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03 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

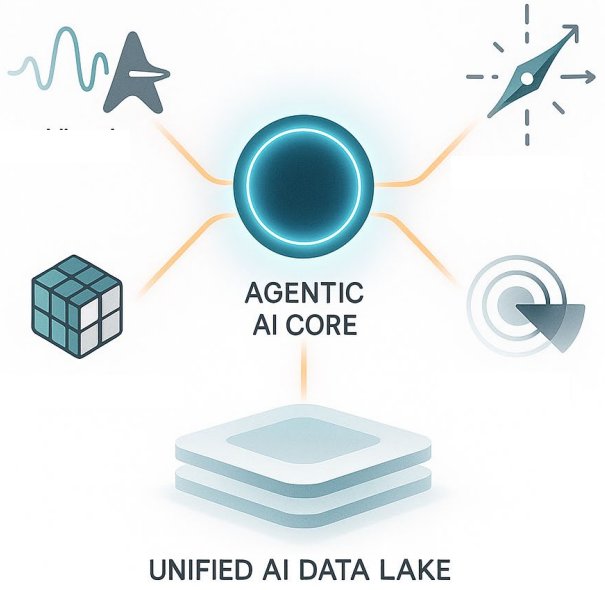
Natural, frictionless user interaction
by embedding AI copilots into role-based workflows and interfaces

= 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

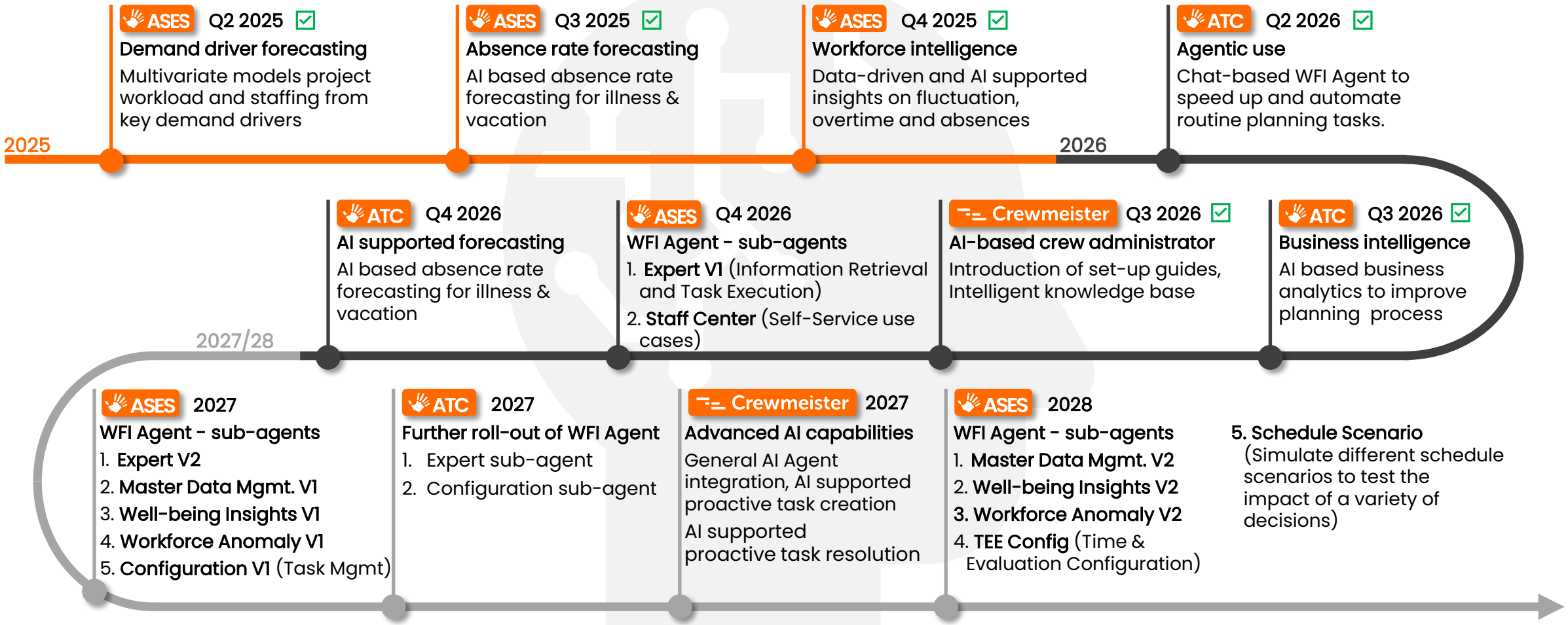
Foresight across workforce and operational planning
by using historical and live signals to forecast, detect anomalies, and simulate outcomes

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

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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.

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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.

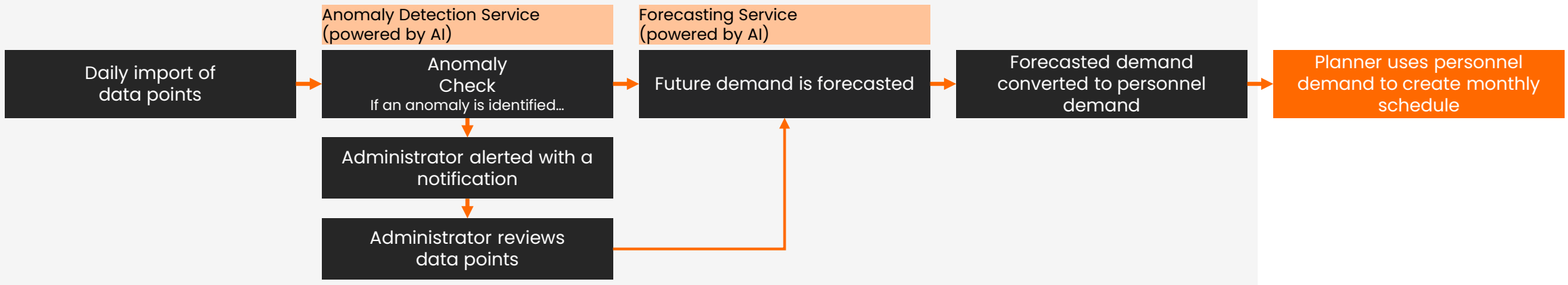
Optimise personnel costs

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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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**

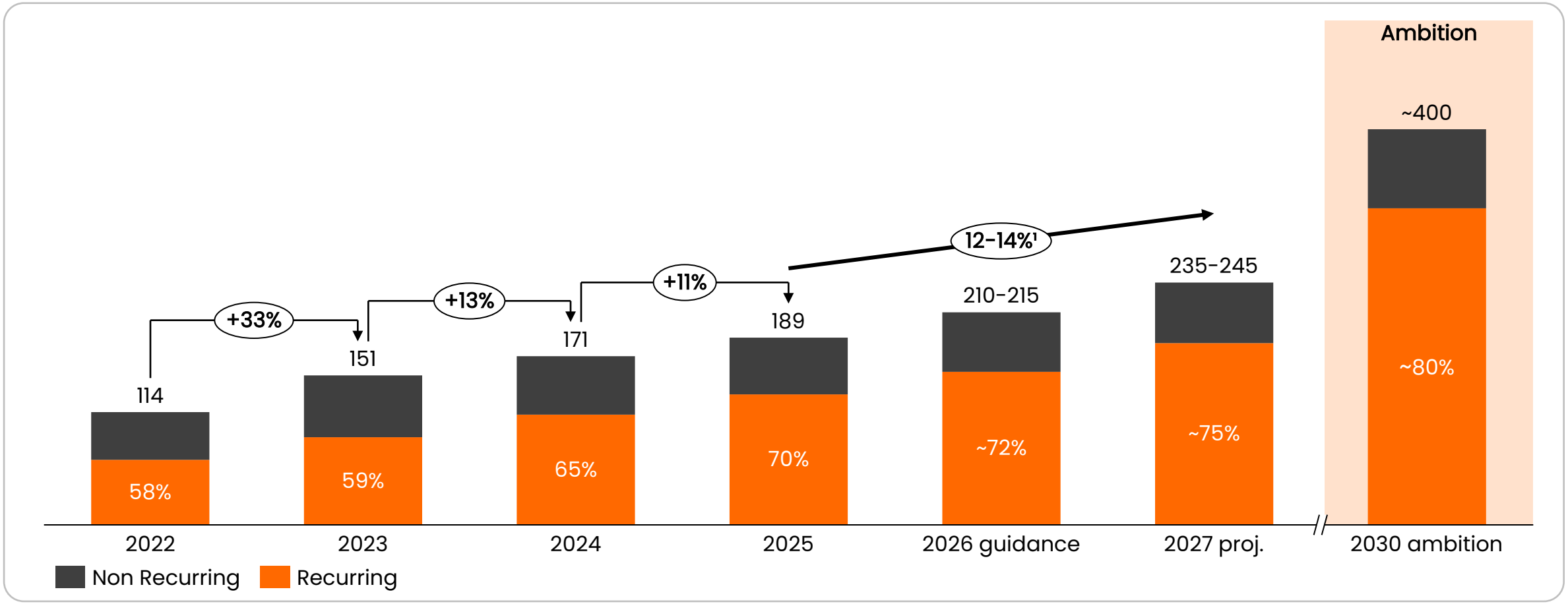
	Continuous steady growth while actively **driving cloud transformation** of business	**Increase international revenue share** outside the DACH region	**Continued focus on operational excellence** to maintain and further expand margins of business	Advance **full range strategy** with solutions for enterprise, 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**

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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)



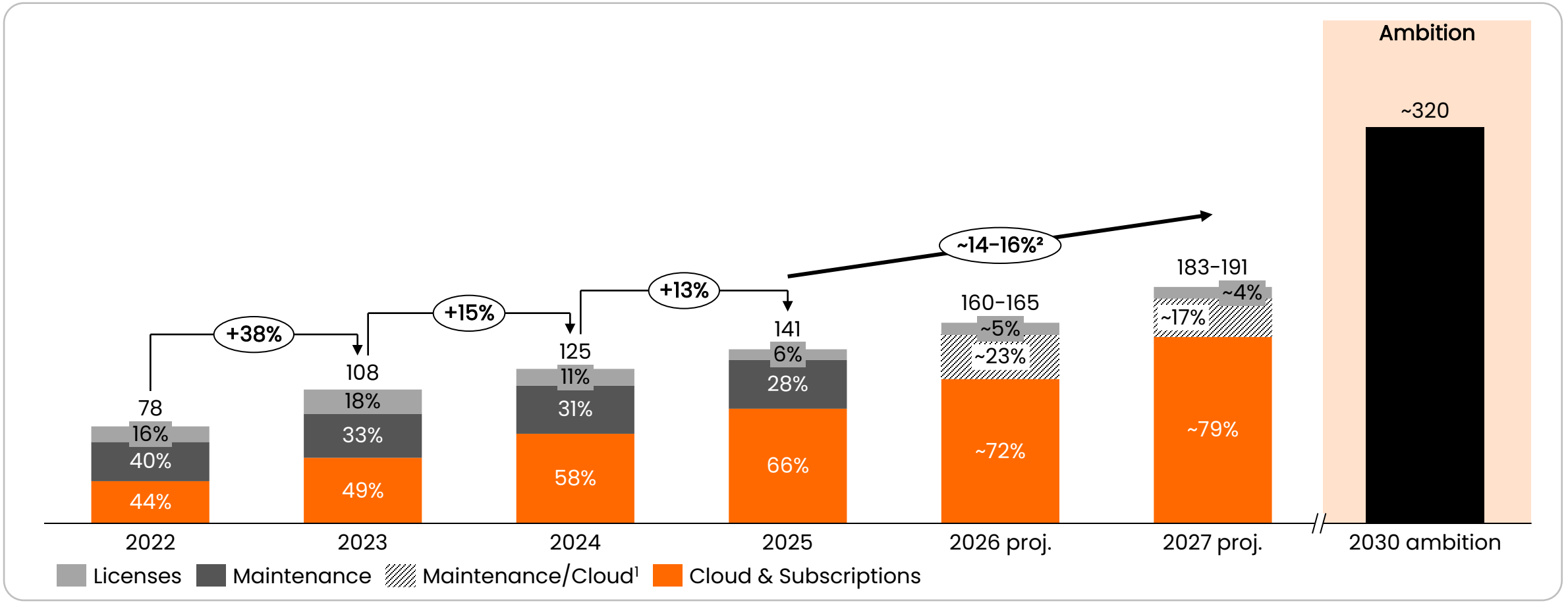
1. Compound Annual Growth Rate

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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

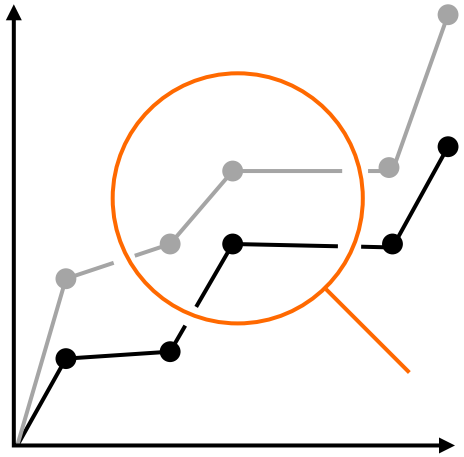
Guidance 2026

Total revenue

210–215 EURm

EBIT margin

~37%



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%

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Additional attachments

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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



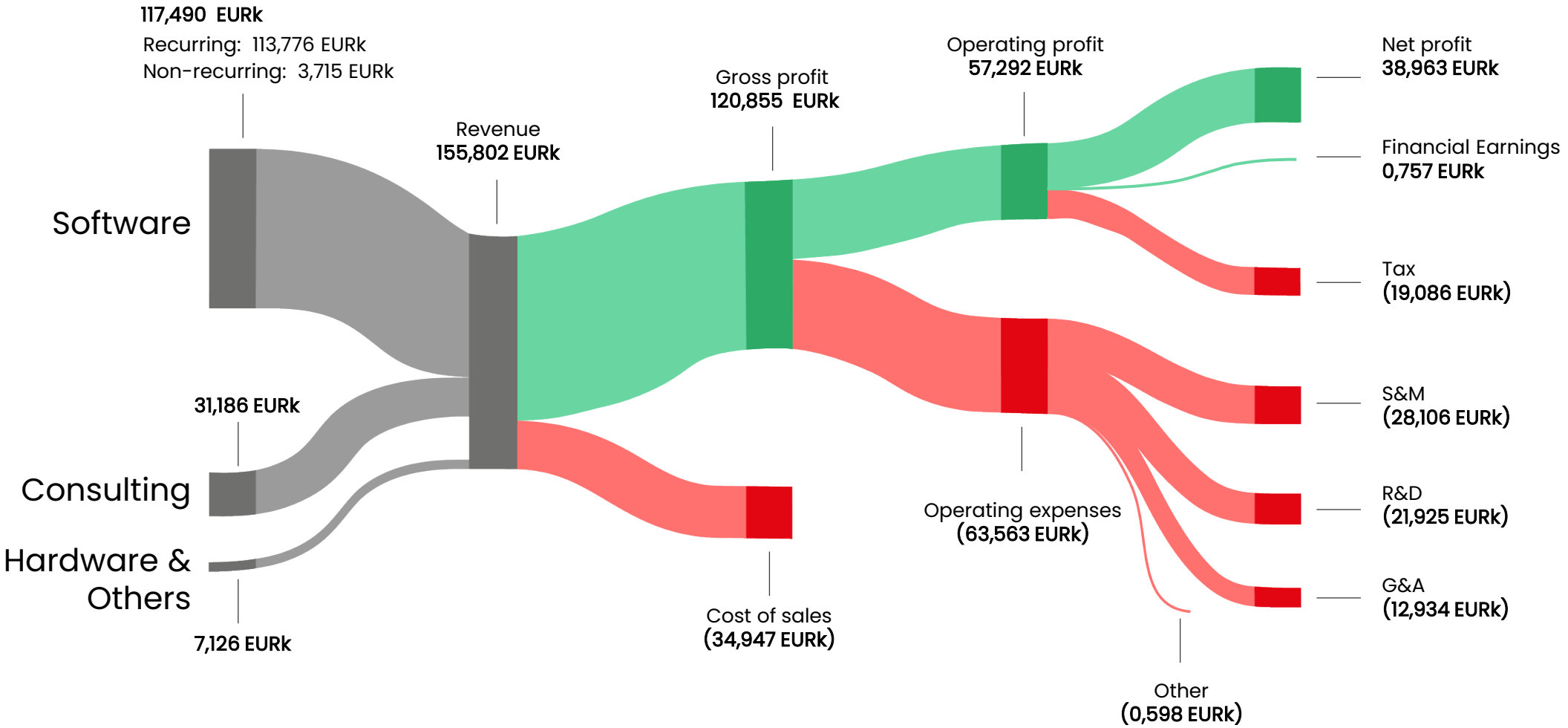
01 Group Level Detailed Financials Q3 2026

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ATOSS

Income statement

Q1-Q3 2026

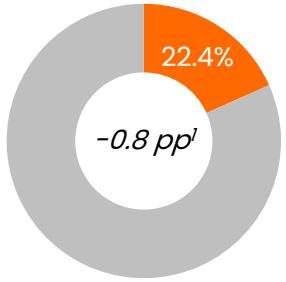


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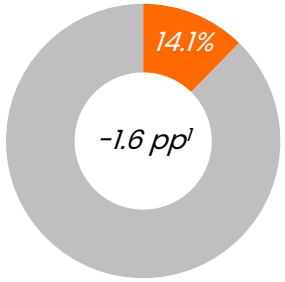
Cost ratios
Actual vs. Plan 2026

Total revenue: EUR 155.8m

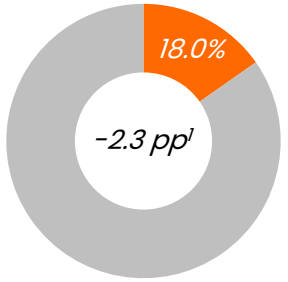
Actual cost ratios 2026 in %



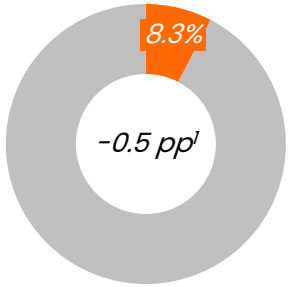
Cost of sales
as % of total revenue



R&D
as % of total revenue

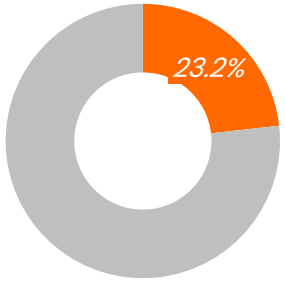


S&M
as % of total revenue

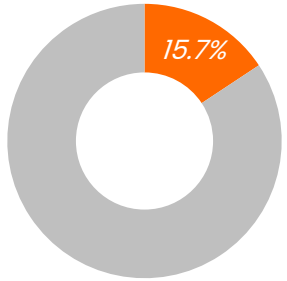


G&A
as % of total revenue

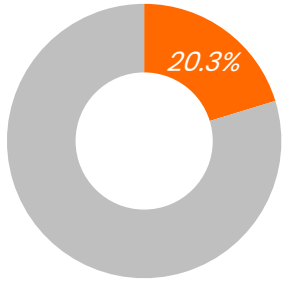
Planned cost ratiosFY 2026[2] in %



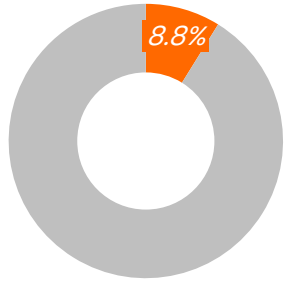
Cost of sales
as % of total revenue



R&D
as % of total revenue



S&M
as % of total revenue



G&A
as % of total revenue

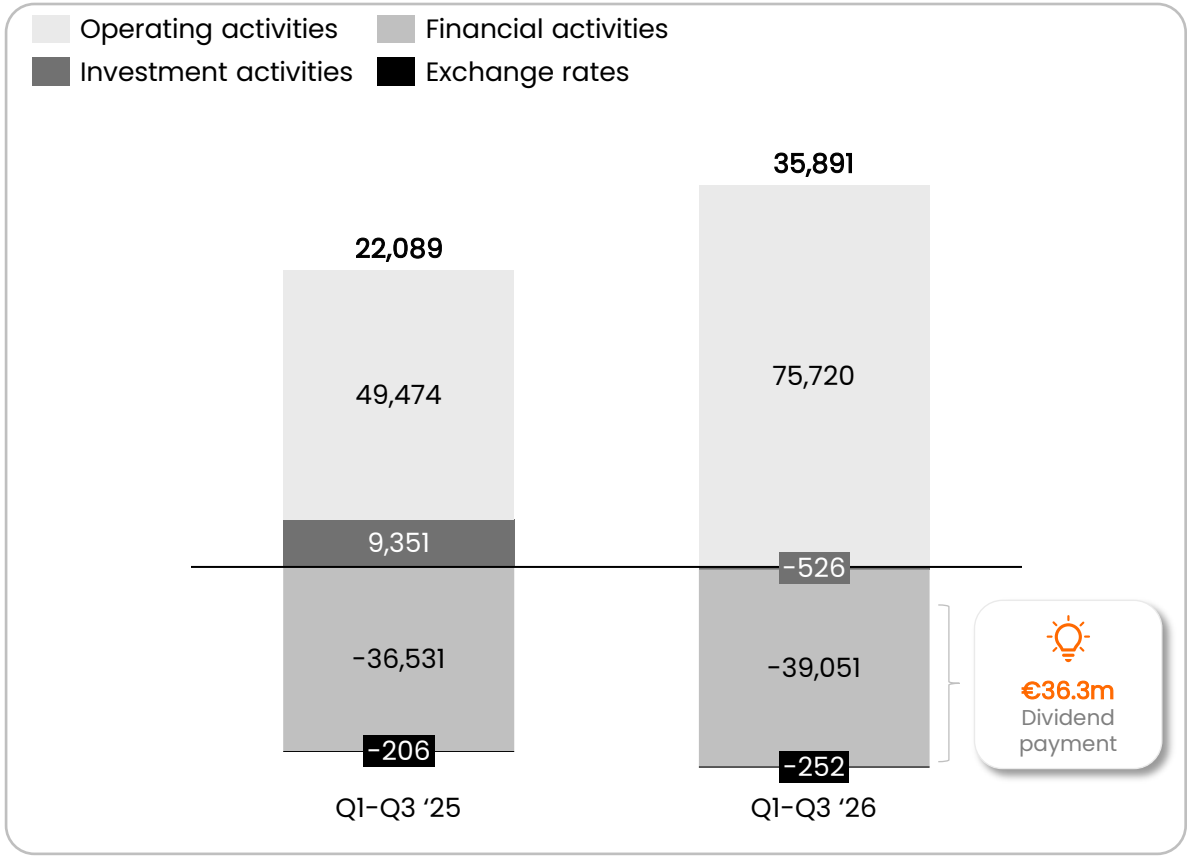
1. Delta to Plan 2026
2. Excl. additional cost reserve of 1.5% for specific investments

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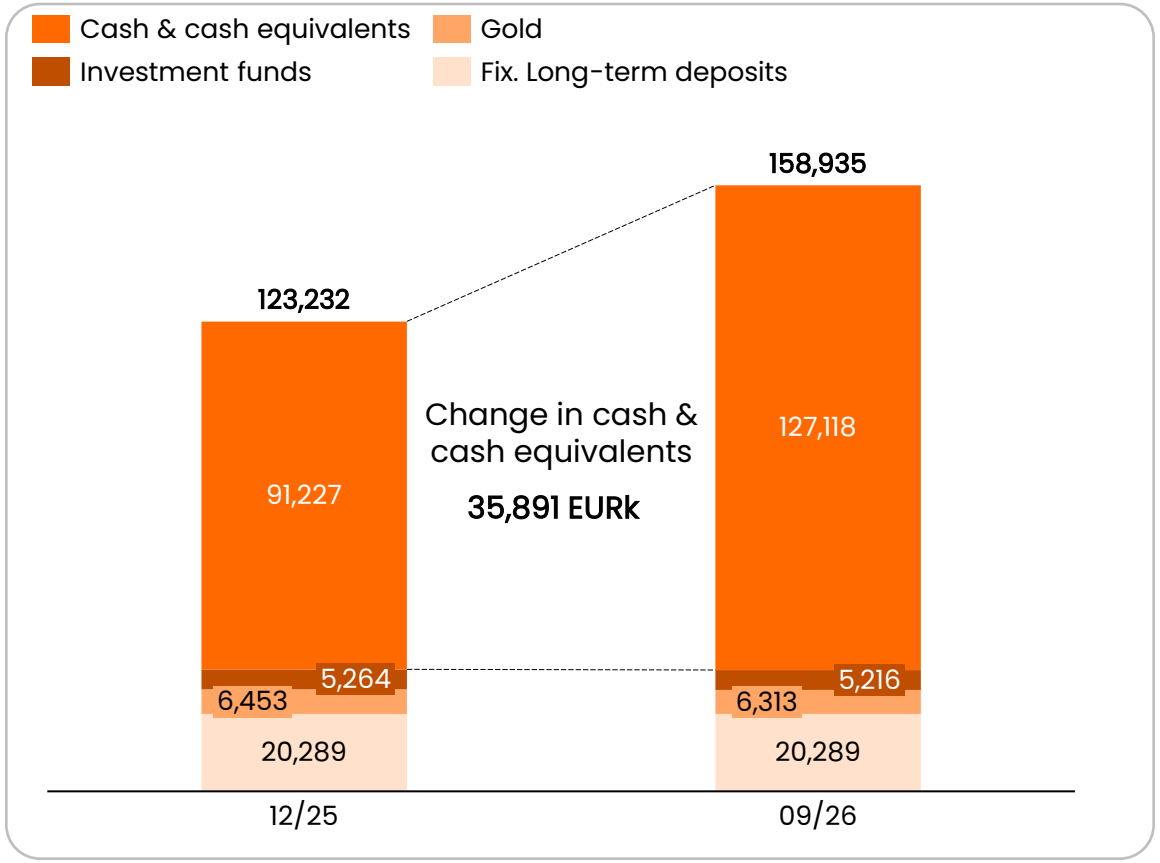
Financial development – impressive cash position

Q1-Q3 2026

Cash flow in EURk



Liquidity in EURk



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Income statement (IFRS)

Q1-Q3 2026 vs. Q1-Q3 2025

EURk[1]	Q1-Q3 2026	% of total revenue	Q1-Q3 2025	% of total revenue	YoY %
Total revenue	**155,802**	**100%**	**139,327**	**100%**	**12%**
Software	**117,490**	**75%**	**103,178**	**74%**	**14%**
Cloud & Subscriptions	85,195	55%	67,552	48%	26%
Maintenance	28,581	18%	29,580	21%	-3%
Licenses	3,715	2%	6,046	4%	-39%
Consulting	31,186	20%	29,576	21%	5%
Hardware	3,220	2%	2,833	2%	14%
Others	3,906	3%	3,741	3%	4%
EBITDA	60,886	39%	51,683	37%	18%
EBIT	**57,292**	**37%**	**48,167**	**35%**	**19%**
EBT	58,049	37%	50,498	36%	15%
Net profit	**38,963**	**25%**	**34,056**	**24%**	**14%**
EPS in euro	2.45		2.14		14%

1. Figures may not sum exactly due to rounding differences

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Income statement (IFRS)

Q3 2026 - Q3 2025

EURk[1]	Q3 2026	Q2 2026	Q1 2026	Q4 2025	Q3 2025
Total revenue	**52,569**	**51,791**	**51,442**	**49,931**	**47,240**
Software	**39,798**	**39,406**	**38,286**	**37,502**	**34,938**
Cloud & Subscriptions	29,509	28,655	27,031	25,132	23,435
Maintenance	9,426	9,533	9,621	9,631	9,730
Licenses	863	1,218	1,634	2,739	1,773
Consulting	10,215	9,856	11,115	10,052	10,127
Hardware	1,073	1,279	868	846	855
Others	1,483	1,250	1,173	1,530	1,321
EBITDA	22,243	19,284	19,359	21,200	18,390
EBIT	**21,071**	**18,062**	**18,159**	**19,961**	**17,182**
EBT	21,462	17,673	18,914	21,443	18,254
Net profit	**14,404**	**11,763**	**12,796**	**14,311**	**12,336**
EPS in euro	0.91	0.74	0.80	0.90	0.77

1. Figures may not sum exactly due to rounding differences

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Cash Flow Statement (IFRS)

Operating activities

EURk[1]	Q1-Q3 2026	Q1-Q3 2025
Earnings before taxes	**58,049**	**50,498**
Depreciation	3,594	3,516
Financial income	-1,445	-2,835
Financial expenses	689	504
Non-cash personnel expenses	3,460	820
Payouts from share-based remuneration	-1,559	0
Change in net current assets		
Trade receivables	-4,142	-4,643
Other current non-financial assets	-1,269	-459
Capitalized contract costs	31	-2,147
Other assets	-131	-117
Trade accounts payable	-1,870	-382
Other current financial and non-financial liabilities[2]	-12	1,575
Other current and non-current provisions	-2,033	617
Other non-current financial liabilities[2]	-1,035	1,214
Contractual liabilities	28,960	25,983
Interest received	1,108	1,326
Interest paid	-1	-1
Income taxes received	120	107
Income taxes paid	-6,793	-26,102
Cash flow generated from operating activities (1)	**75,720**	**49,474**

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

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Cash Flow Statement (IFRS)

Investment and financing activities

EURk[1]	Q1-Q3 2026	Q1-Q3 2025
Cash flow from investment activities		
Expenditure for the purchase of tangible and intangible assets	-526	-649
Proceeds from the disposal of financial assets	0	10,000
Cash flow generated from investment activities (2)	**-526**	**9,351**
Cash flow from financing activities		
Redemption element leasing liabilities IFRS 16	-2,665	-2,549
Interest element leasing liabilities IFRS 16	-120	-101
Dividends paid	-36,266	-33,880
Cash flow generated from financing activities (3)	**-39,051**	**-36,531**
Changes in cash and cash equivalents - total (1) - (3)	**36,143**	**22,295**
Cash and cash equivalents at the beginning of the period	**91,227**	**82,667**
Effects of exchange rate changes on cash and cash equivalents	-252	-206
Cash and cash equivalents at the end of the period	**127,118**	**104,756**

1. Figures may not sum exactly due to rounding differences

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Balance Sheet (IFRS)

Assets

EURk[1]	September 30, 2026	December 31, 2025
Non-current assets		
Intangible assets	69	114
Property, plant and equipment	3,529	3,898
Rights of use	11,540	6,377
Capitalized contract costs	11,418	11,449
Other non-current financial assets and precious metals	2,226	2,231
Total non-current assets	**28,783**	**24,069**
Current assets		
Trade receivables	15,102	10,960
Other current financial assets and precious metals	30,153	30,302
Other current non-financial assets	5,071	3,594
Cash and cash equivalents	127,118	91,227
Total current assets	**177,445**	**136,083**
Total assets	**206,228**	**160,152**

1. Figures may not sum exactly due to rounding differences

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Balance Sheet (IFRS)

Equity and Liabilities

EURk[1]	September 30, 2026	December 31, 2025
Equity		
Subscribed capital	15,906	15,906
Capital reserve	3,949	2,048
Equity deriving from unrealized profits/losses	1,286	1,286
Unappropriated net income	80,609	77,912
Equity attributable to the equity holders of the parent company	**101,750**	**97,153**
Non-controlling interests	-109	-109
Total Equity	**101,641**	**97,044**
Non-current liabilities		
Pension provisions	1,022	993
Other non-current provisions	1,314	670
Other non-current financial liabilities	3,328	4,363
Non-current lease liabilities	8,950	3,676
Deferred tax liabilities	3,326	3,907
Total non-current liabilities	**17,940**	**13,608**
Current liabilities		
Trade accounts payable	716	2,586
Contractual liabilities	32,261	3,300
Current lease liabilities	2,965	3,159
Other current financial liabilities	6,421	6,105
Other current non-financial liabilities	17,540	17,795
Tax liabilities	26,468	13,601
Other provisions	277	2,954
Total current liabilities	**86,647**	**49,501**
Total equity and liabilities	**206,228**	**160,152**

1. Figures may not sum exactly due to rounding differences

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02 Group Level Financials & KPIs until 2025

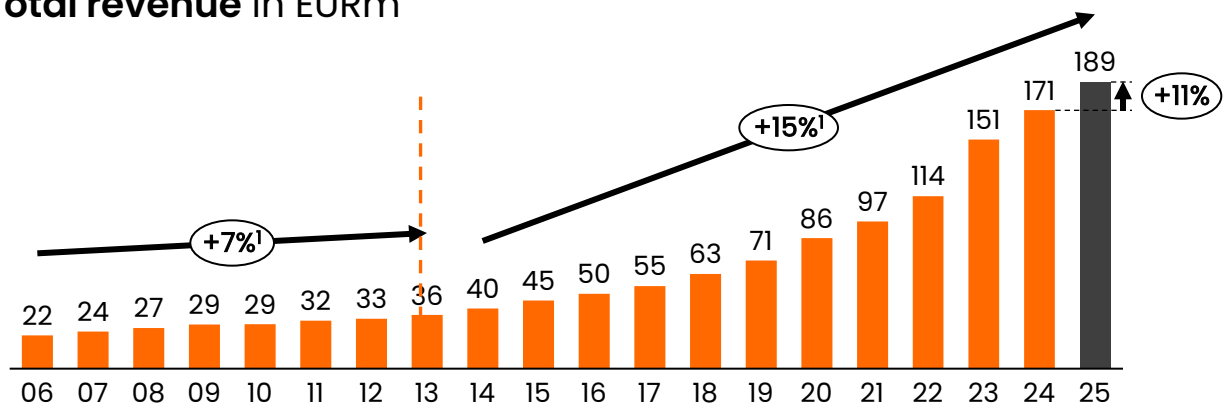
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ATOSS – 20th record year achieved

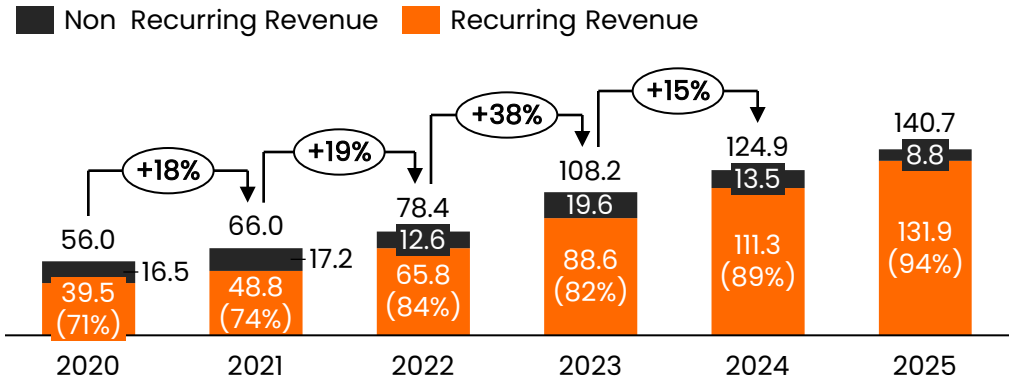
Running like clockwork

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

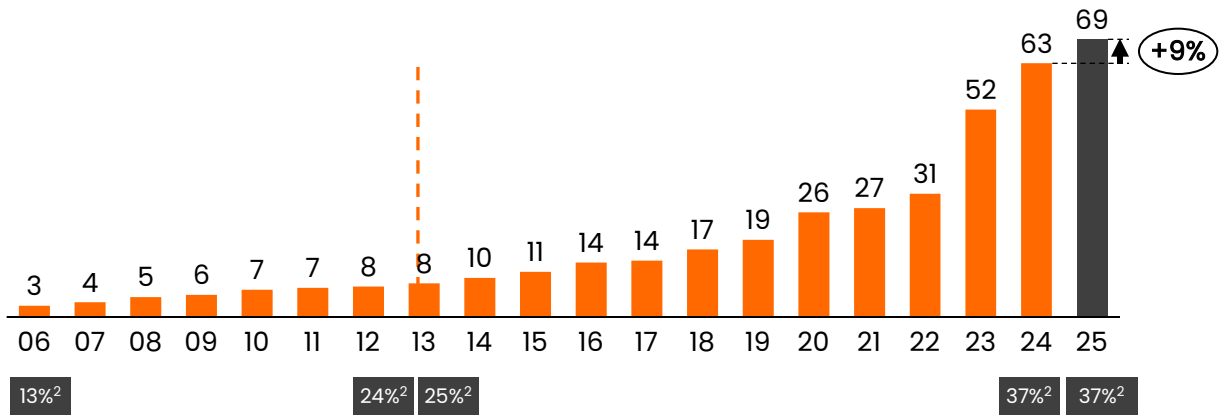
Total revenue in EURm



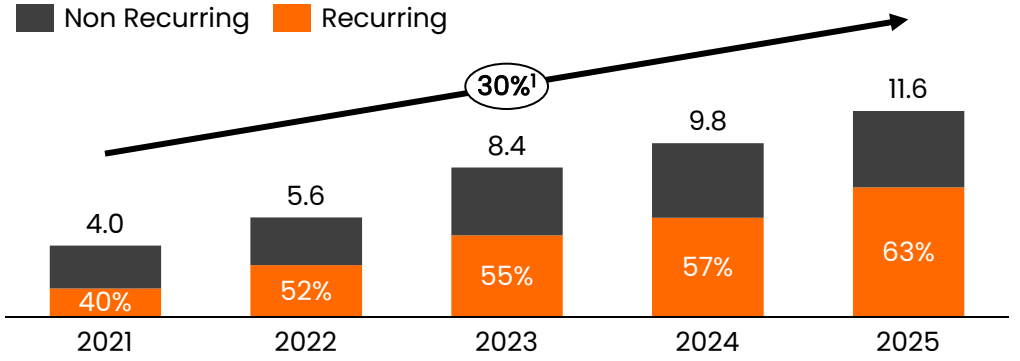
Software revenue in EURm



EBIT in EURm



NON-DACH revenue in EURm



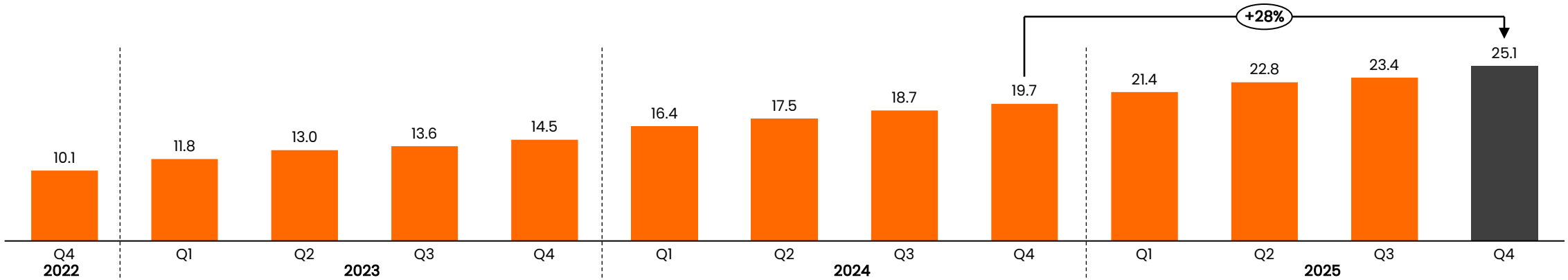
1. Average growth rate; 2. EBIT as % of total revenue

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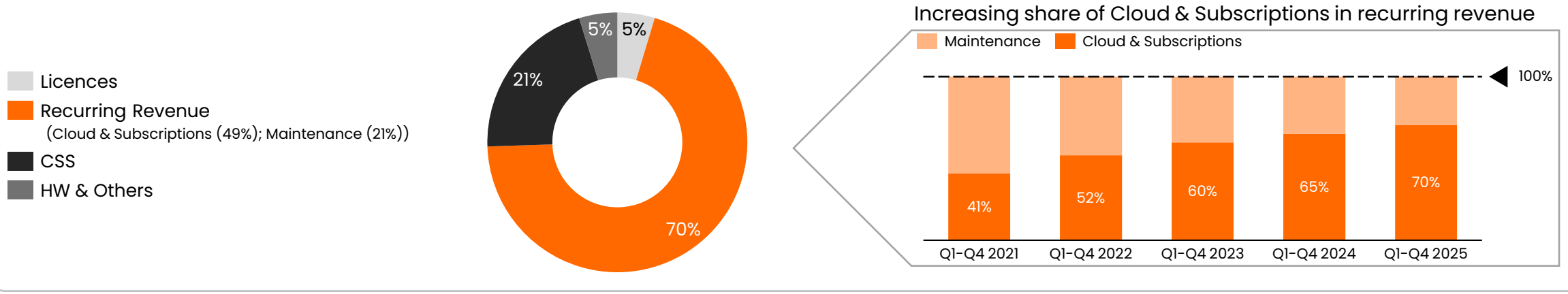
Cloud & Subscriptions MRR & ARR Total development

FY 2025

Cloud & Subscriptions revenue in EURm



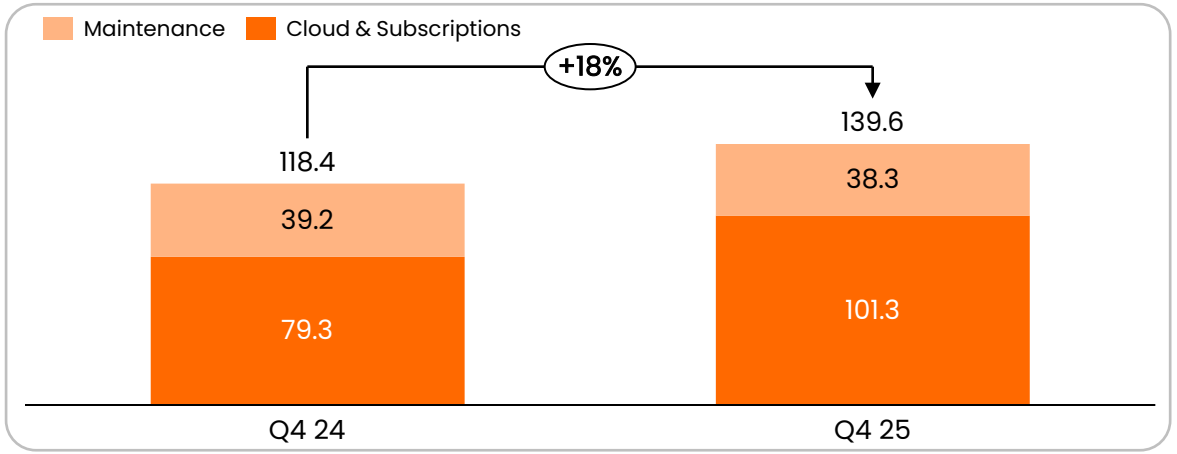
Share of Cloud & Subscriptions in revenue in %



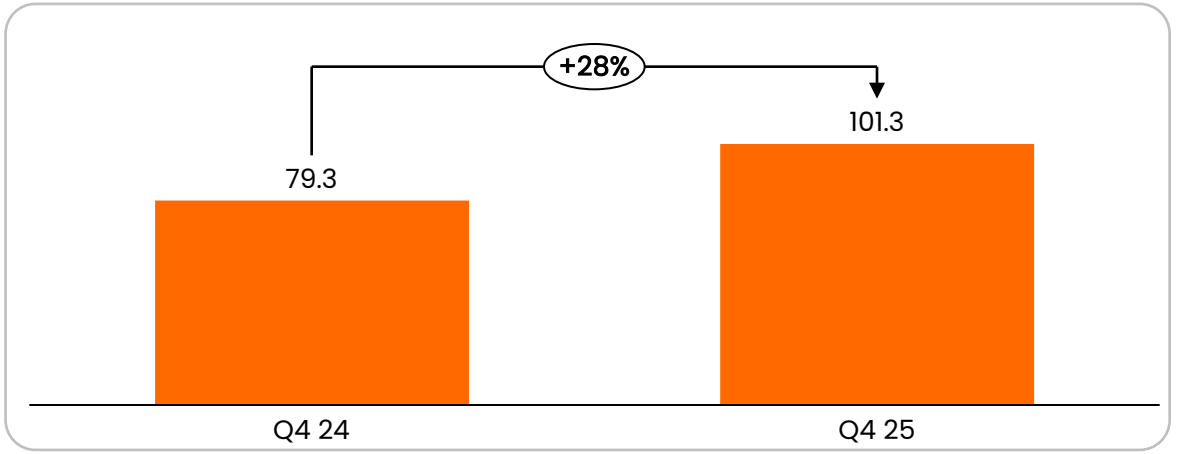
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Strong development of recurring revenue driven by Cloud & Subscriptions

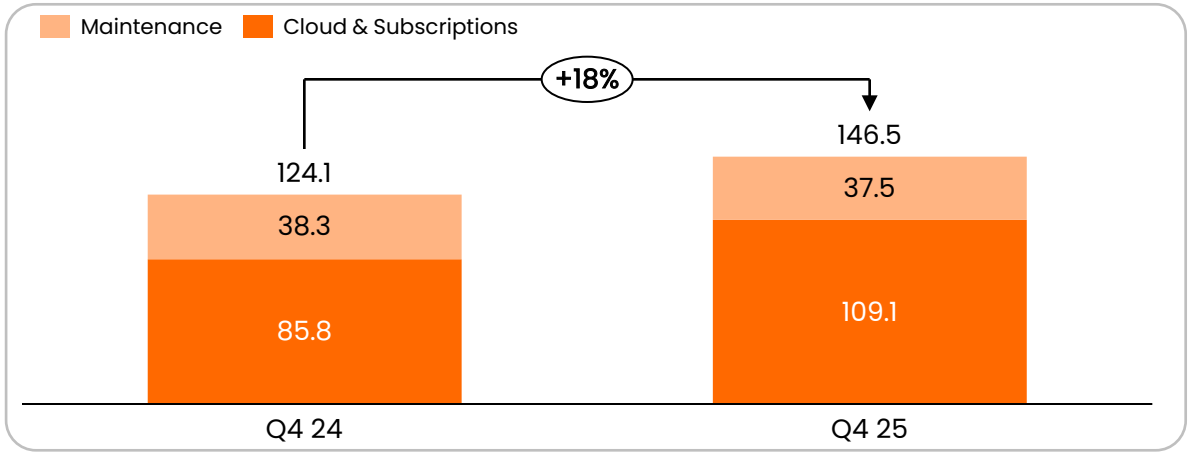
ARR Total (Cloud & Subscriptions + Maintenance) in EURm



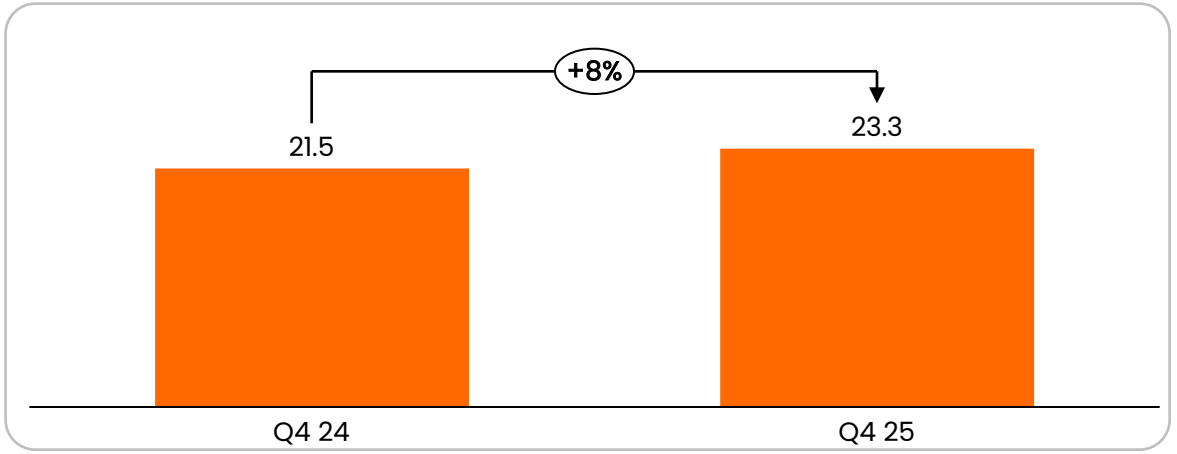
ARR Cloud & Subscriptions in EURm



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



Cloud & Subscription backlog growth (YoY)[2] in EURm



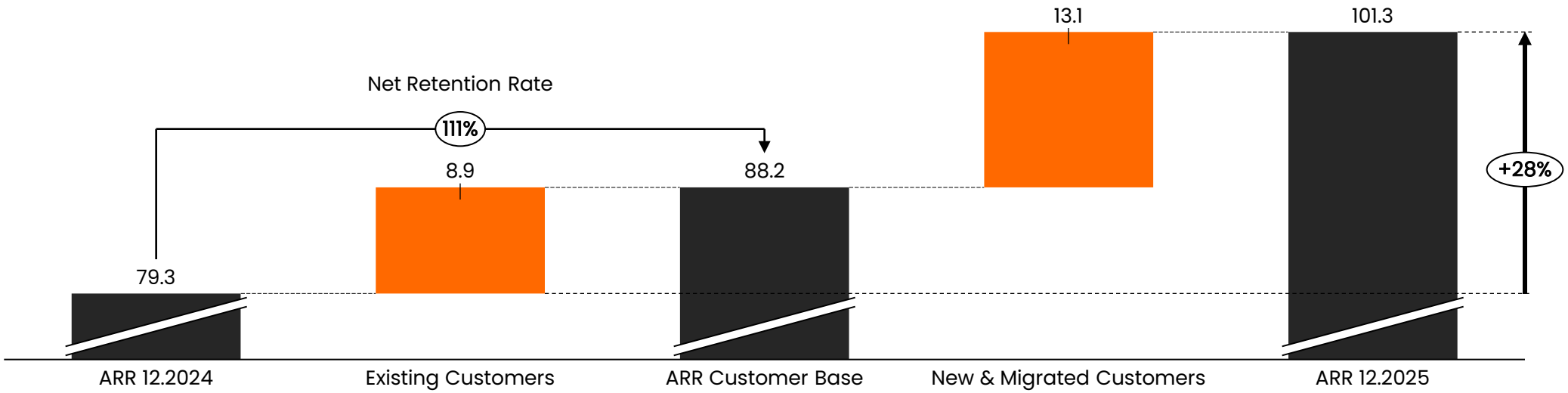
1. ARR backlog Total (12 months) = Total ARR + contractually committed additions, expansions and churn for the next 12 months
2. Incremental Cloud & Subs. order backlog added (YoY) = Year-on-year change in ARR Cloud & Subscription order backlog (12 months)

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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)

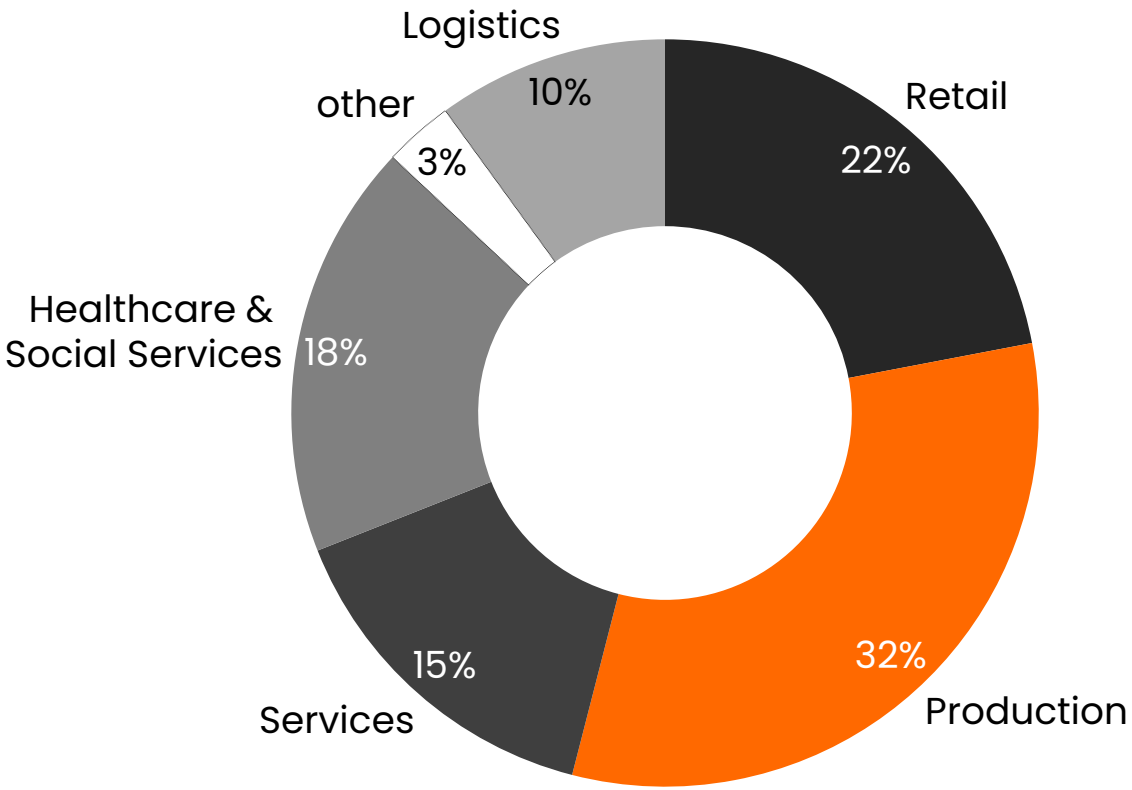
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Note: All 2025 figures are preliminary and unaudited

ATOSS

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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03 Crewmeister Financials & Outlook

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ATOSS

Crewmeister

Crewmeister continues successful development

Highlights

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

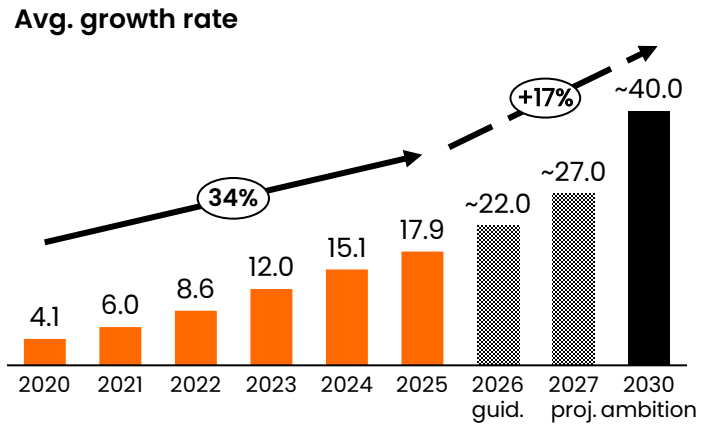
Key metrics

- 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%

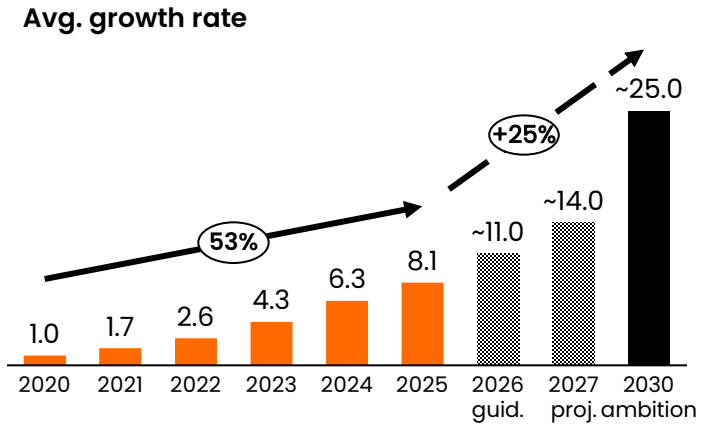
Outlook 2026

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

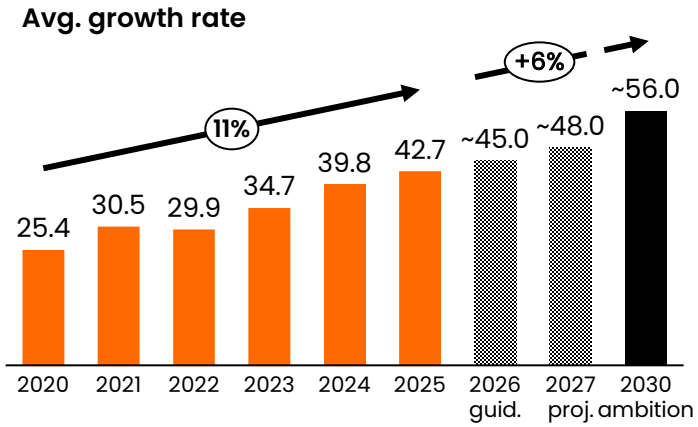
Customer development (k)



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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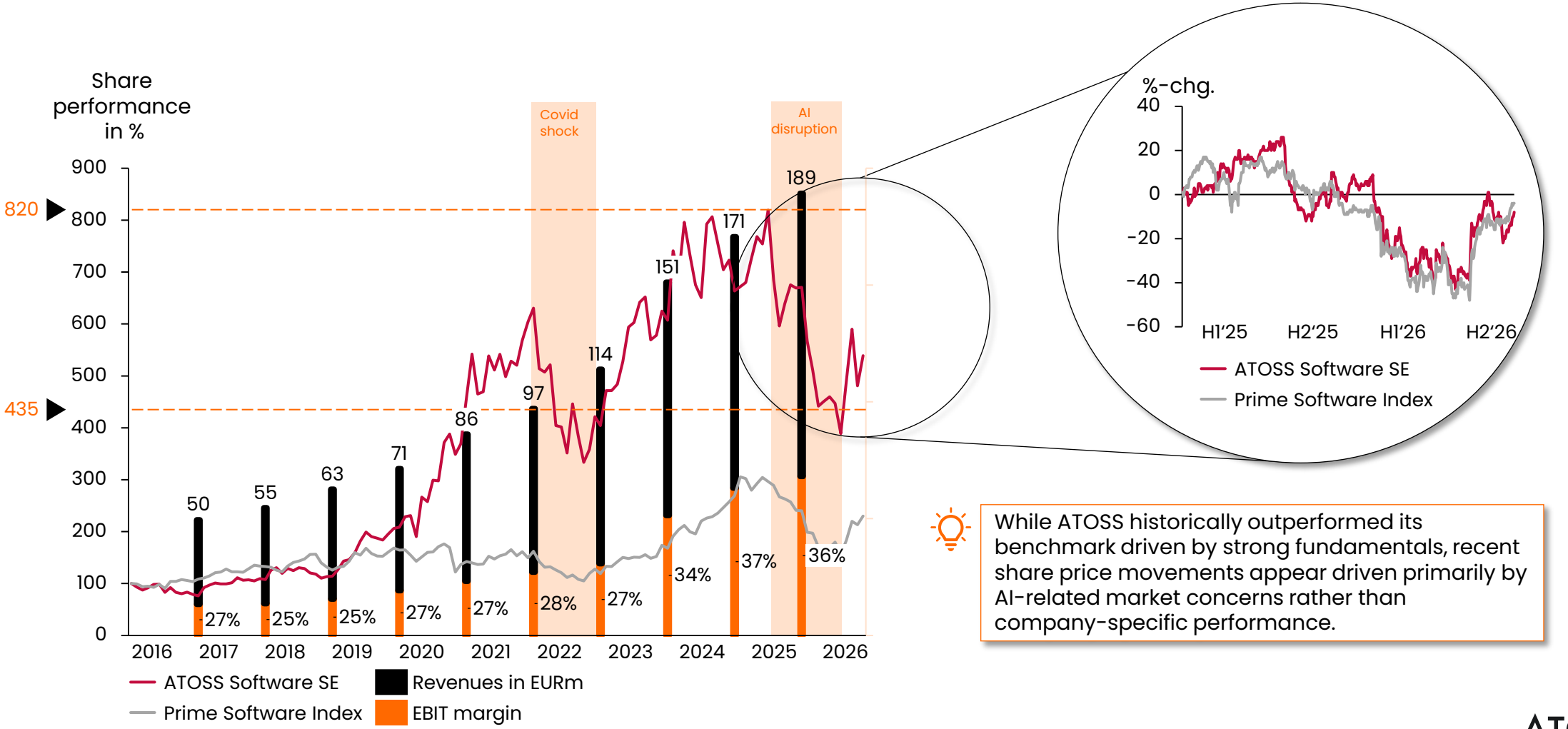


04 The ATOSS Share

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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.

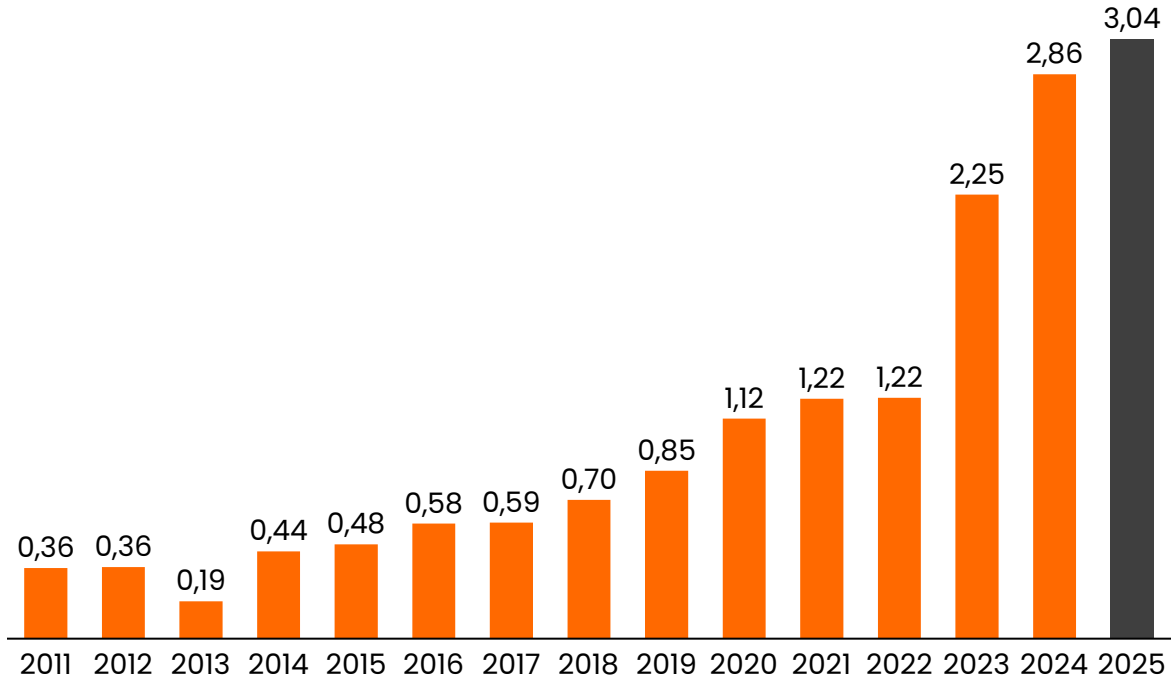
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The ATOSS share

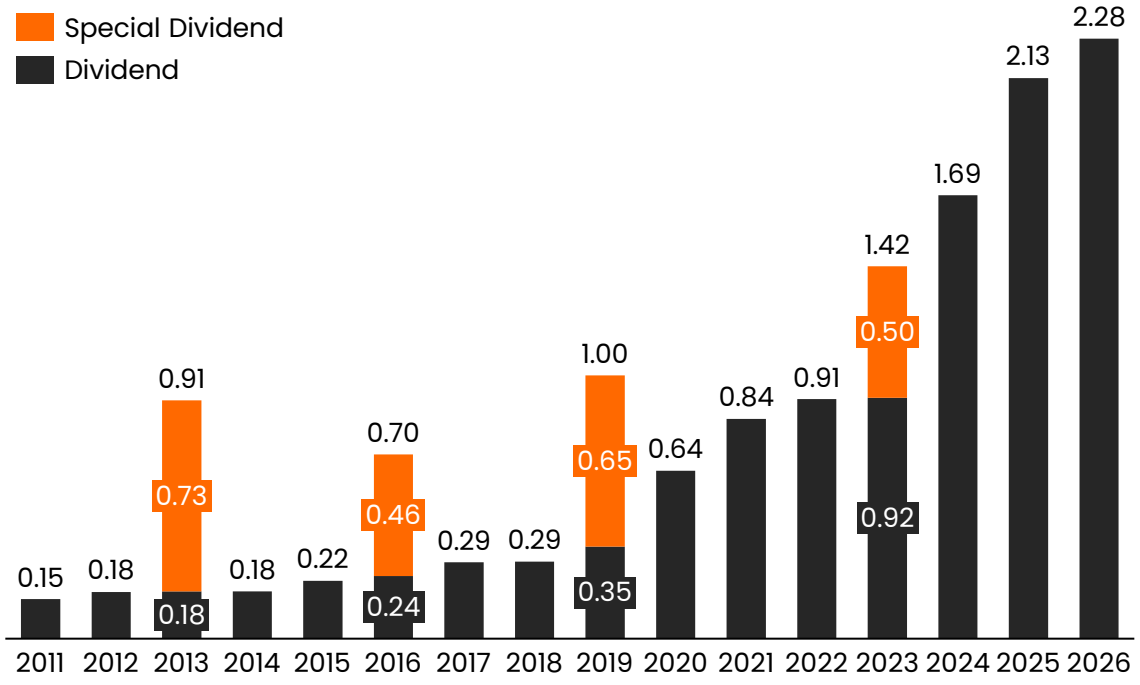
Dividend policy

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

EPS[1] per 31. December in EUR

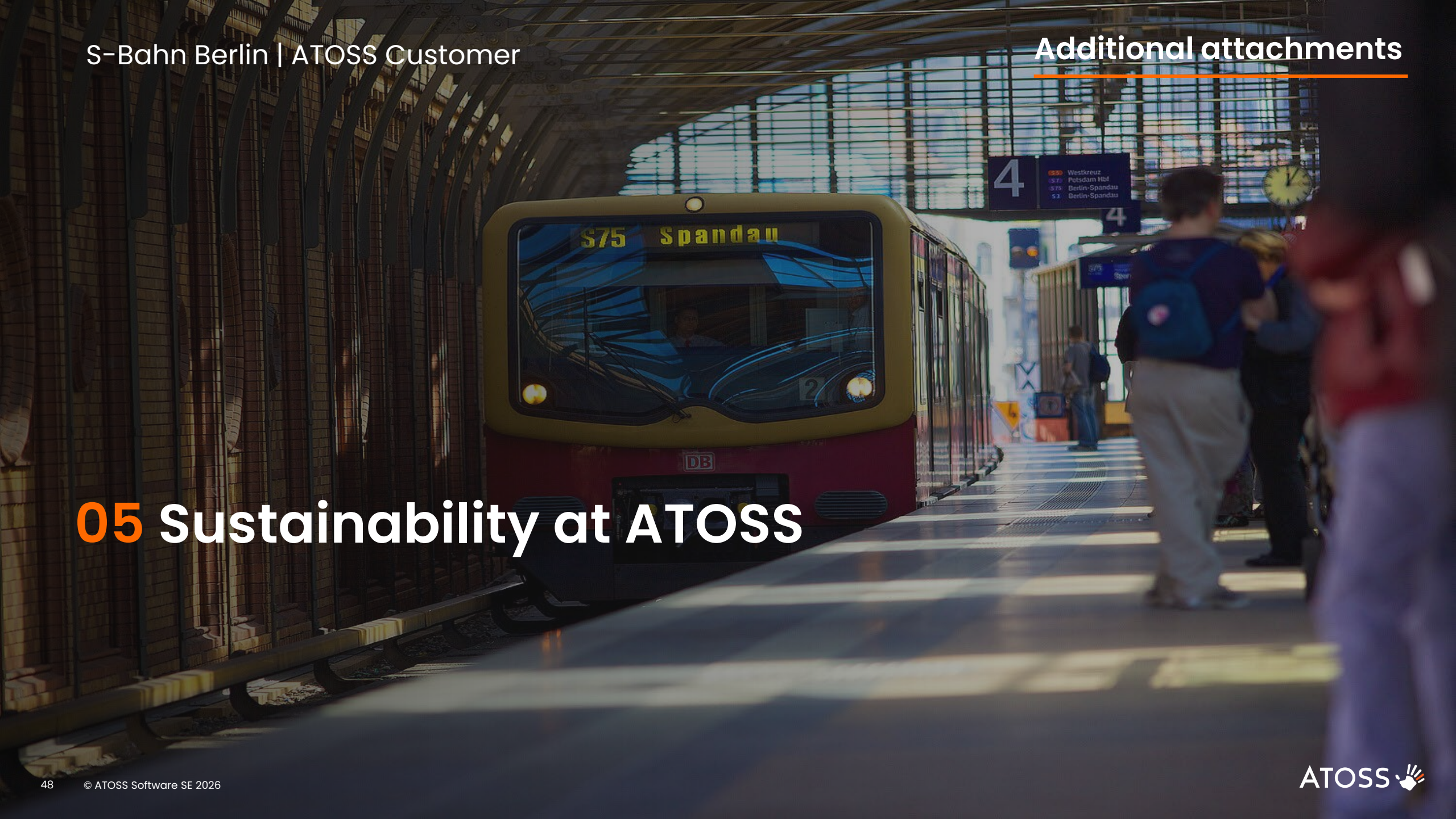


Dividend[1] in EUR



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

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05 Sustainability at 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) and ranking

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

Sustainability ranking

In 2026, ATOSS was awarded the EcoVadis Silver Medal, ranking the company among the top 15% of companies assessed worldwide by EcoVadis over the previous twelve months.



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06 People at ATOSS

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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%

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

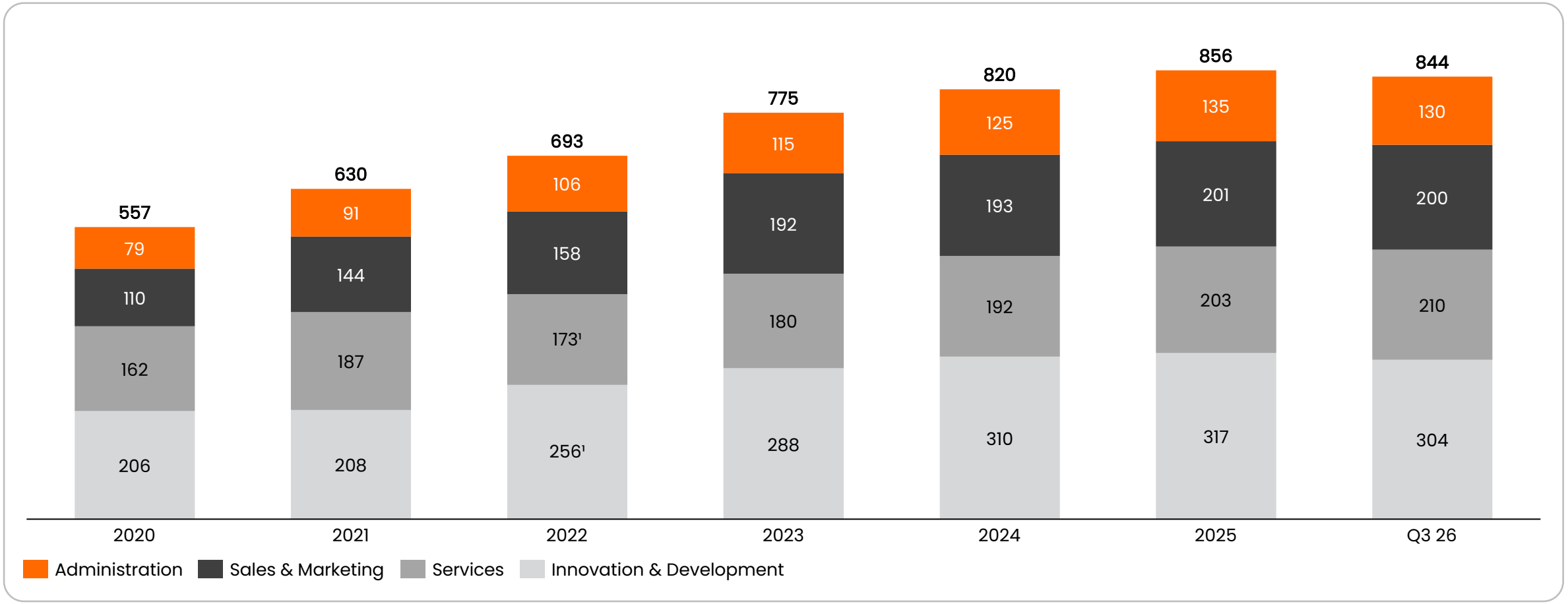
“Individuality in Working Life - Employee Well-being in Focus”

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

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People & Organization update
Q3 2026

Personnel development (headcount)



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

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